Pastor

United Church of Christ
Brookings, SD

Name of Church

United Church of Christ

Address

828 Eighth St S
Brookings, SD 57006-1560

Conference:

South Dakota

Association:

Two Rivers

Title

Pastor

Start Date

Jul 1, 2026

Description

Looking for a pastor that will lead UCC Brookings:

We at the Brookings United Church of Christ understand that faith is a matter of the mind as well as the heart, and that taking the Bible seriously means it cannot always be taken literally.
We understand that God's love embraces all persons equally, no matter their religion, age, race, ethnicity, sexual orientation, or gender identity.
We understand Christ calls us to be nothing less than global citizens; that the social expression of love is justice; and that spiritual concerns
are inseparable from our commitment to the natural world.
We invite you to join in exploring the many ways God is still speaking.
No matter who you are, no matter where you are on life's journey, you are welcome here!

Church Contact Information

605-697-2882 (Church Primary Phone)

buccfinsec@brookings.net (Church Email)

Listing Information

Web Presences

https://brookingsucc.org *Type:* Other

Additional Formal Ecumenical Affiliations

No response

UCC Conference or Association Staff Contact Person

Name:

Jennifer Kemper Office Manager

Title:

Office Manager

Phone:

605-697-2882

Email:

buccfinsec@brookings.net

Summary Ministry Description

We see ourselves as a young church whose potential is not yet realized. We have had many struggles in our short life and we look forward to pastoral leadership that can provide the spiritual guidance and steadiness that can build this church into a strong, faithful, compassionate, Open, Affirming, and Inclusive force in our community. Our congregational vision includes membership growth, greater involvement in the local community, denominational activities, as well as diverse spiritual and artistic offerings to the people in the Brookings area. We seek a pastor who can embrace that vision and help us create even greater opportunities for Brookings United Church of Christ to achieve our individual and collective potential.

Church pictures







What we value about living in our area.

Brookings is a unique community compared to similar communities of this size. As home of the largest state university, Brookings enjoys great cultural, economic and social diversity.

Current size of membership

50

Average in person attendance

35

Does your church hold virtual worship services?

Yes

Choose platform type(s) and number for virtual worship.

Multi-stream

On average, how many viewers are there per service?

10

Languages used in ministry

English

Position Title

Pastor

Position Duration

Settled

Compensation Level

Full Time

Does the total support package meet conference compensation guidelines?

Yes

Link to current Conference guidelines

ucc.org

Scope of Work

Some fields reference The Marks of Faithful and Effective Authorized Ministers of the United Church of Christ .

The United Church of Christ recognizes *The Marks of Faithful and Effective Authorized Ministers* in the formation of ministers, in the practice of active ministry, and throughout life. For the purposes of completing a denominational Profile, ministers are asked to spend some time with the *Marks*.

The Scope of Work developed by our church using the Call Agreement Workbook.

Download Scope of Work.docx

3 core competencies that we imagine could be foundational in our next minister's relationship with the church.

First:

Effective speaker. good leader, compassionate and caring

Second:

Prepare for and lead Sunday worship including scripture, liturgy and bulletin. Sermon preparation, guiding lay liturgist, planning and coordinating music with church musician.
Lead additional seasonal worship services - i.e.; Lent, Advent, etc.
Provide pastoral care to parishioners in the hospital, skilled, care, or homebound as requested, needed or desired. Coordinating adult Bible studies and/or Spirituality Based studies with lay leadership.
Ministry to youth in Confirmation Classes Outreach to students at SDSU
Attend BUCC Council meetings
Work with leadership as support/resource person and to develop leadership gifts within the congregation. Church Office Hours –- TBD
Participate in wider church events such as Two Rivers Association meetings, South Dakota Conference events and Tri-Conference events.
Involvement in local community organizations such as Ministerial Association/Alliance meetings, LBGTQ Advocacy related groups.

Third:

No response

The salary basis comes from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/ Housing Allowance. The Conference can assist in determining these amounts or provide a worksheet to be used to calculate these values.

SALARY AND BENEFITS OFFERED: SALARY BASIS: ITEM OFFERED	AMOUNT OR PECENTAGE(IF DETERMINED)	IS THIS NEGOTIABLE	PASTORAL CANDIDATE DETERMINES
Salary (Cash basis determined from Conference/ Association Guidelines)	4000	☑	☐
Housing Allowance	1400	☐	☐
Any Experiential Difference (Related to years of experience)	0	☑	☐
Salary Basis: 5400			
Pension/Annuity	375	☐	☐
Social Security and Medicare Offset	0	☐	☐
Medical/Dental Insurance	0	☐	☐
Life Insurance	0	☐	☐
Disability Insurance	0	☐	☐
Worker's Compensation	0	☐	☐

If needed, please comment further on your church's salary and benefits for the minister.

No response

The expected living situation for our next minister.

No response

If a parsonage is provided, will the church offer a home equity allowance to the pastor? (The recommended guidelines for a home equity allowance is equal to 1.5% of the average home value in the community; this is considered taxable to the minister. The Housing Equity Offset should not be calculated into the Salary Basis upon which other Benefits are determined. Churches should consult a tax advisor prior to establishing any account for an equity allowance to ensure compliance with IRS rules on nonqualified deferred compensation plans.)
No

No response

How our church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment.

No response

Peer and professional supports available for ministers in our association/conferences.

No response

Who Is God Calling to Minister with Us?

The ministry goals we envision our next minister collaborating with the congregation to achieve.

No response

How our vision of the minister we are now seeking will assist the congregation in making an impact beyond its walls.

No response

Language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling.

No response

Based on what we have learned about who our church is, who our church's neighbor is, and who God is calling the church to become, these are four areas of excellence from The Marks of Faithful & Effective Authorized Ministry that our next minister will display to further equip the congregation's ministry in these areas.

No response

Who Is God Calling Us to Become?

"You shall love the Lord your God with all your heart, and with all your soul, and with all your mind." (Matthew 22:37 NRSV)

Who God is calling us to become as a congregation.

We see ourselves as a young church whose potential is not yet realized. We have had many struggles in our short life and we look forward to pastoral leadership that can provide the spiritual guidance and steadiness that can build this church into a strong, faithful, compassionate, Open, Affirming, and Inclusive force in our community. Our congregational vision includes membership growth, greater involvement in the local community, denominational activities, as well as diverse spiritual and artistic offerings to the people in the Brookings area. We seek a pastor who can embrace that vision and help us create even greater opportunities for Brookings United Church of Christ to achieve our individual and collective potential.

How God is calling us to reach out to address the emerging challenges and opportunities of our community and congregation.

No response

Congregation Reflections

We would describe our congregation's life of faith as...

No response

Strengths or positive qualities of our congregation.

No response

A growing edge for our congregation and what we plan to strengthen as a congregation

No response

What worship is like when our congregation gathers.

No response

The educational program/faith formation vision of our church.

No response

How our congregation is organized for ministry and mission.

No response

When it comes to decision-making, 0 hours are spent in meetings per month.

Is the pastor expected to attend all church meetings?

No

In times when action had to be taken quickly, for example when a crisis or disaster occurred. These were the key leaders in taking this action and this was accomplished by...

No response

A copy of an organization structure, by laws and/or annual report to further explain the patterns of the church's activity and governance

No file upload

11-Year Report

Download a copy of the 11-Year Report developed with the help of our conference staff and UCC Data Hub.

No response

Congregation Demographics

Describe those who participate in your church.

DEMOGRAPHIC	NUMBER
NUMBER OF ACTIVE MEMBERS:	35
NUMBER OF ACTIVE NON-MEMBERS:	50
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	85

ARE THESE NUMBERS ESTIMATES?

No

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	30%
LESS THAN 10, MORE THAN 5 YEARS:	50%
LESS THAN 5 YEARS:	20%

ARE THESE NUMBERS ESTIMATES?

No

Number of total participants by age:

AGE	NUMBER
0-11	3
12-17	0
18-24	0
25-34	0
35-44	10
45-54	0
55-64	10
65-74	6
75+	6

ARE THESE NUMBERS ESTIMATES?

No

Percentage of adults in various household types:

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	1%
HOUSEHOLDS WITH MINORS:	1%
SINGLE ADULTS AGE 35-65:	85%
JOINT HOUSEHOLDS WITH NO MINORS:	3%
SINGLE ADULTS OVER 65:	10%

ARE THESE NUMBERS ESTIMATES?

No

Education level of adult participants by percentage:

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	25%
COLLEGE:	65%
GRADUATE SCHOOL:	10%
SPECIALTY TRAINING:	0%
OTHER EDUCATION LEVEL:	0%

ARE THESE NUMBERS ESTIMATES?

No

Percentage of adults in various employment types:

EMPLOYMENT TYPE	PERCENTAGE
ADULTS WHO ARE EMPLOYED:	15%
ADULTS WHO ARE RETIRED:	85%
ADULTS WHO ARE NOT FULLY EMPLOYED:	0%

ARE THESE NUMBERS ESTIMATES?

No

The range of occupations of working adults in the congregation:

Occupations range from fast food managers, production workers, college professors and accountants.

The mix of ethnic heritages in our congregation, and the overall racial make-up.

At this time our congregation is Caucasian.

What diversity means in our context?

We are a group of people who come from different backgrounds and religions ranging from Assembly of God to Dutch Reformed as well as Lutheran and some who are new to organized religion.

Has our congregation recently had a conversation about welcoming diversity, or do we plan to hold one on the near future

No

Participation and Staffing

Participation and Planning of Gatherings

WAYS OF CHURCH GATHERING	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
Adult Groups or Classes (in person or online)	15	lay leaders
Baptisms (number last year)	2	Pastor
Children's Groups or Classes	1	lay leaders
Christmas Eve and Easter Worship	35	Pastor
Church-based Bible Study	2	Lay leaders
Communion (served how often?)	1	monthly
Community Meals	1	Thanksgiving
Confirmation (number confirmed last year)	1	Pastor
Funerals (number last year)	2	Pastor
Prayer or Meditation Groups	1	lay leaders
Public Advocacy Work	5	lay leaders

Worship Times

WORSHIP (TIME SLOT):	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
10 am	30	Pastor

Additional comments:

We have 2 groups that meet each week. We also welcome the Area Indivisible group here two times a month.

List of all members or regular participants in our congregation who are ordained or commissioned ministers, or who hold Lay Ministerial Standing. Additionally the names of Members in Discernment in our congregation.

NAME	THREE-WAY OR FOUR-WAY COVENANT	MINISTRY SETTING	TYPE OF MINISTRY ROLE	RETIRED
Carl Kline		UCC ordained		☑
Terri Akkerman		UCC ordained		☑
Dawn Jones		UCC ordained		☑

Previous pastors or retired ministers who currently hold membership in the church and their role(s) in the life of the congregation:

Two of the pastors are retired but active in providing pulpit supply when needed as well as serving on the church council at different times.

List of all current staff:

STAFF POSITION	HEAD OF STAFF	COMPENSATION	SUPERVISED BY	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Office Manager	Office Manager	vol	Church Council	10 years

Reflection: What this information reflect about our congregation's overall ministry:

Brookings UCC has established a relationship with Medary Elementary School. The school has the largest Percentage of low-income students in the Brookings school system. Our goal is to provide financial and emotional support to these students and the staff. Our building has been designated as a site for Medary students in G.A.P. (Great Afterschool Program) in the event the school goes to a Hybrid Leaming situation.
Brookings UCC displays the Rainbow Banner on the street side of the sanctuary in order to affirm our Open and Affirming status. Unfortunately, the banners have been stolen, but we continue to replace them to further our mission.
The Brookings United Church of Christ is an ONA, Inclusive, joyful, supportive, caring, questioning, and receptive congregation. The congregation has become skilled with the physical needs of the church since we have had numerous interim pastors. We rely on the pastor to address the spiritual needs of the church but not be concerned about the day-to-day management of the church.
We have recently started a daycare for which we have hired a Director to manage and grow the center. The church is involved with the financial management of the daycare and the Director takes care of the day to day running and growth of the center.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	88000
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	1450
Fundraising Events	2000
Gifts Designated for a Specific Purpose	3500
Rentals of Church Building	24000
memorial gift from a member after passing	100000
Total	218950

Current annual expenses (dollars budgeted for most recent fiscal year):

105970

Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget–list current budgeted expenses here.

Download Copy of 2024 and 2025 Comparison (2).xlsx

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage?

No response

Has the church ever failed to pay its financial obligations to a minister of the church?

No

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? (indicate those included during the most recent fiscal year)

Our Church's Wider Mission (OCWM – Basic Support)
One Great Hour of Sharing
Strengthen the Church
Neighbors in Need
Christmas Fund

In what way is OCWM (Basic Support) gathered?

Basic Support from the congregation

If calculated as a percentage of operating budget, this is the percentage?

0

Total amount of loan debt:

No response

Reason for debt:

No response

Are capital and other payments current?

No

Capital Campaigns

Description of any building programs projected or underway.

We currently have no building programs scheduled. Our building and property are paid for as well as having handicap accessible entrances and facilities upgraded.
In 2017 we did a refinancing of our building loan to decrease the payment if giving was not able to cover the monthly payment. That refinance was for 15 years, however it was paid off in less than five. That achievement allowed us the ability to hire a full-time pastor for the first time since the start of the church.

Pictures







Description of any capital campaigns in the last ten years:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
0		0	0	
0		0	0	

Description of any capital campaigns underway or anticipated:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
0		0	0	
0		0	0	

Description the prominent mission component(s) involved in the most recent (or current) capital campaign.

No response

Does your church have an endowment?

Yes

What is the market value of the assets?

29000

Are funds drawn as needed, regularly, or under certain circumstances?

draws are currently not needed

What is the percentage rate of draw (last year, compared to 5 years ago)?

0

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years:

none needed

At the current rate of draw, how long might the endowment last?

No response

Please comment on the above calculations or estimates:

The endowment was set up 2 years ago. There are no plans to make draws.

Other Assets

0

Reserves (savings):

No response

Investments (other than endowment):

60000

Does the church have a parsonage?

No

Description of all buildings owned by the church:

No response

Description of non-owned buildings or space used or rented by the church:

No response

Accessibility features of our building(s):

Exterior access such as ramps for wheelchair users or people requiring other mobility assistance
Accessible parking spaces
Interior access to different floors for wheelchair users or others with mobility aids (elevator, chair lift, ramps)
Access to worship spaces, including chancel and pulpit, for wheelchair users and people with other mobility aids
Access to child care spaces for wheelchair users and people with other mobility aids
Listening devices in the sanctuary, or wireless technology to connect to hearing aids
Large print bulletins
Wheelchair access in bathrooms
Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)
Curb cuts
Accessible bathroom on each floor
Wheelchair areas in sanctuary (other than “front or back”)

Which spaces are accessible to wheelchairs:

Our facility is single story with an accessible entrance on the west side of the building. The bathrooms are wheelchair accessible and there is a ramp on the alter.

Policies regarding financial practices of the church:

The financial secretary is responsible for processing and depositing all money that comes in. The treasurer is responsible for payment of any and all expenses as well as preparing an income and expense statement each month that is presented to the church council.
All money paid to the daycare is done through a daycare designed program and the Office Manager is responsible for preparing an income and expense statement for the daycare and it is also presented to the council monthly. The finances for the church and the daycare are completely separate.

Reflection: After reviewing the church's finances and assets described above, what this information reflects about our congregation's mission and ministry:

The Brookings United Church of Christ has a very committed congregation that supports the church financially, even if we are at times without spiritual leadership. We realize that our aging congregation and lack of consistent spiritual leadership make it difficult to continue to fulfill our mission in the community.
Brookings UCC implemented Quick books Accounting System in 2016 that is used to process and track all the church's financials as well as preparing the budget for the coming year.

Historical Information

Significant happenings in the history of our church that have shaped the identity of our congregation.

When our pastor gave 5 days' notice because of health reasons. We keep a list of 5 to 6 pulpit supply pastors in the event of short notice ever happening again.
Generally, when action needs to be taken quickly the church council is contacted by our office manager to either meet in person or communicate by electronic means.
When we were able to payoff our building early it gave us the ability to hire a full-time pastor for the first time.

A specific change our church has managed in the recent past.

By bringing a daycare into the church and hiring a very competent director we are able to maintain our financial responsibility without having to use funds from the Endowment or drawing from the memorial gift that is in a liquid CD.

Every church has conflict, some minor, some larger. "Where two or three are gathered, there will be disagreement....". These are our congregation's values and practices when it comes to conflict.

We have been fortunate to have had no significant conflict between congregation members. At this time we do not have a formal policy to deal with conflict, we have been blessed to have productive communication and move forward based on a majority.
When we have had conflict with groups outside the membership, we come together to discuss and decide on a consensus on the best way to move forward. There has been a time when we felt a lack of respect in communication and disagreement in how the situation from outside our congregation was addressed. However, as a congregation we were in complete agreement on how to communicate our feeling to the other party and move on from there.

The most recent major conflict through which our church has navigated.

Once again losing our pastor because not all denominations operate the same as the UCC so if you have someone who is not under the UCC they will get a call to transfer somewhere else. This has happened twice and we are again searching for spiritual leadership.
We are blessed with a list of pastors who can provide pulpit supply during the search.

Ministerial History:

Name: Rev Mark Johnsen	*Years of service:* 5	
Name: Rev Teri Johnson	*Years of service:* 3	
Name: Rev Wade Schemmel	*Years of service:* 3	UCC Standing
Name: Rev Emily Friese	*Years of service:* 1	UCC Standing
Name: Rev David Hansen	*Years of service:* 1	UCC Standing
Name: Rev Wayne Meidinger	*Years of service:* 4	UCC Standing
Name: Rev Bill Cooper	*Years of service:* 1	UCC Standing
Name: Rev Jean Morrow	*Years of service:* 3	UCC Standing
Name: Rev Bob Alpers	*Years of service:* 11	UCC Standing

What our church has learned about itself and its relationship with people who provided ministerial leadership.

Having a small congregation with strong personalities it is at time difficult to give someone new the time to get to know everyone. It is very important to accept and listen to everyone's opinion even though it may not match our own.

Has any past leader left under pressure or by involuntary termination?

No

Has your church been involved in a Situational Support Consultation?

No

Has a past pastor been the subject of a Fitness Review while at your church?

No

Has a previous minister been a contributor to conflict following their tenure as pastor?

No

Community Vision

How the relationships and activities of our congregation extend outward in service and advocacy.

We strive to reach out to those who may not always be heard or be part of the mainstream of the community.

Our congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ.

We have several members attending the annual meeting of the Tri-Conference as well as being part of the association we are part of.

How our church engages with the community organizing movements in our community.

We have worked together with the Indivisible Group to organize No Kings events. We also spend a Sunday Afternoon each month joining with others to Stand for Peace.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations, through Just World Covenants or affiliations with other groups. Check any of the following partnerships which your congregation has formally adopted, or movements which otherwise apply to your congregation.

Open and Affirming (ONA).

What the above statement(s) mean(s) to our community. How our congregation plans to work toward the above statements of witness in the future.

No response

Our congregation's participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional).

No response

How our mission statement compares to the actual time spent engaging in different activities.

No response

The scope of work assigned to our pastor(s). How their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time.

No response

The ARDA or MissionInsite Reflection

ARDA/MI File
No response

From looking at our congregation's The ARDA or MissionInsite report, these trends and opportunities are what stood out to us.

No response

How our congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to our church, and b) other neighborhoods with which our church connects.

No response

How the demographics of the community are currently shaping ministry, or not.

No response

What we hear when we talk to community leaders and ask them what our church is known for.

No response

What new people in the church say when asked what got them involved.

No response

References

None contacted yet

Closing Prayer

Statement of Consent

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile?

For example, church council or consistory, transition team, etc.

The church council and several congregation members have.

2. Additional comments for interpreting the profile:

No response