

Richfield UMC Self-Study 2021

Missional Church Consultation Initiative

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HISTORY AND DESCRIPTION

a. Brief History of Richfield UMC

1854	Harmony Mission Seven neighbors gathered in Elmira Dunsmoor's home with circuit rider J.R. Mills for church services.
1855	Henry Townsend offered his new granary at 58th and Colfax for services.
1856	Woodlake School at 66th and Lyndale was used for 12 years.
1859	"Little White Church" was constructed at 59th and Lyndale.
1919	Basement dug under Little White Church for Sunday school rooms.
1929	Diamond Anniversary—celebrated in 1932.
1951	Education building completed on campus at 57th and Lyndale
1954	Survey committee met to plan a new church
1956	July 8, 1956 the cornerstone laid for the new church and the first service was held in that sanctuary on Dec. 16, 1956.
1979	125th Anniversary
1991	Chapel Wing added
1994	140th Anniversary
2004	150th Anniversary
2006	RUMC becomes a reconciling church
2009	Edgewater Emmanuel merged with RUMC
2014	160 th Anniversary October 19 th
2019	165 th Anniversary

In 2004 the Heritage Society developed this Mission Statement:

"Our area has used our work to reach up for greater spiritual strength by creating an environment in which the congregation and visitors can feel the historical significance of the spiritual strength of RUMC's congregation for the past 150 years. By doing so, we can appreciate the long traditions of spiritual growth that we have in our church. Our work area has used our work to reach out to one another by creating activities and programs that reach beyond at the Historical Society to portray the significances of the impact our previous congregation had in the growth of our church mission today. A wildly audacious goal is to get everyone involved in an active role in our church so that history is relevant. **We learn from the past, but we don't live in it.** Our prayer for the church is spiritual growth through togetherness in love."

"We learn from the past, but we don't live in it." These words are prophetic as it relates to RUMC and life in general. The direction that RUMC has been traveling has been upward since its inception in 1854. Seven neighbors gathered in Elmira Dunsmoor's home with circuit rider J.R. Mills for church services and brought forth the church Harmony Mission.

The journey of 167 years has been a time of learning and growing for the community members and the life of the church. Harmony Mission experienced a change in culture, technology, and history. All the while the congregation was experiencing new and challenging directions, they were trying to maintain and be true to the gospel of Jesus Christ. Looking back at various points in time of the church a person can be certain that RUMC was trying to stretch and grow.

For a more in-depth look at the history of the church you are referred to several booklets that were written to preserve its history.

1. We Have This Covenant—The History of Richfield United Methodist Church 1854-1979
2. 140 Years—The Spirit Burns Bright
3. Celebrating our History—150 years. 1854-2004
3. 160 Years of God's Grace. 1854-2014

Now, we can look back at the past seventeen years (2014–2021) and again say “We learn from the past but we don’t live in it.” In those 17 years RUMC has experienced growth pains. With each growth pain there came a knowing that their journey was being lead by God. RUMC was/is continuing the work of Jesus by honoring it’s past and jumping into the future to meet the needs of the community and the congregation.

The past 17 year in the life of RUMC since the last history book was written has been remarkable. The congregation has experienced the joys and challenges of being a beacon of light to the neighborhood, the UMC conference, and even to ourselves. RUMC has shown its resilience in overcoming hurdles that could have had a negative impact on the church and the membership. Yet, the congregation, staff and the District staff worked diligently to solve problems and heart aches.

In 2017 Reverend Pam Serdar encountered health problems that ultimately resulted in her retirement. Pam was well liked and respected. It was difficult to see her leaving RUMC. The Twin Cities District Superintendent and the cabinet had to scramble to find an interim pastor to take Pam’s place. As things unfolded we had a series of interim pastors. Each interim worked to provide, guidance, healing and hope to the congregation. We are grateful for the time that they spent with us. Reverend Nate Melcher was assigned to our church in 2019. The membership was excited to have a pastor that was assigned full time.

For Pastor Nate it was a trial by fire, unfortunately! This was his first senior pastorate and it threw him a curved ball! This was the year that the COVID-19 pandemic swooped in and turned the world topsy-turvy. The globe went into a lock down in every nation. The death toll was staggering. Living through the difficult challenges and heartbreaks that enveloped each human took a huge amount of strength, courage and prayer. Churches were struggling to find ways to meet the needs of their congregations. Governments were struggling to find ways to meet the challenge of COVID-19 and the economy. A huge question in everyone’s minds was, “Is there a vaccine for COVID-19? Will there be enough vaccine to go around?” The difficult tasks of putting food on the table, obtaining and providing the basic necessities were constantly on people’s minds. Weaving through all of this was the fact that we had a National Presidential race that was bitter, and an insurrection event in Washington D.C. January 6, 2021. Another challenge that befell the nation and Minnesota was the murder of George Floyd in Minneapolis. This one incident incited the whole world. But, it started to break down barriers of racism more than any other incident. It also brought out the troubles that the police departments across the nation are dealing with and a demand from the public for the police departments to start working on their accountability. Emotions continue to be high regarding this. It is a challenge to know if society can change their habits, or if society will go back to the way it as before. The world, the churches are at a definitive moment. How are we going to react?

Ministry Snapshots (recent years and/or present):

Outreach:

- Work with Windom Community School and Every Meal (formerly Sheridan Story) to provide backpacks, school supplies, food bags, tutors, et.
- Hunger ministry work with food drives, school supplies, and other basic needs for VEAP Volunteers Enlisted to Assist People (we are an original organizing church partner) plus field trips to Feed My Starving Children. Several RUMC members are stalwart VEAP servant volunteers to this day for their on-site food shelf and other services.
- Partner with Beacon Interfaith Housing Collaborative to advocate to build 66West housing for youth and young adults experiencing homelessness, hosting families experiencing homelessness in the church building through Beacon’s “Families Moving Forward” program.
- Environmental Justice: youth went door to door handing out new high-efficiency light bulbs.
- A new Church & Society elected leader team was founded in 2021 to select, organize, and recruit for the church’s renewed outreach efforts.

God's Hands Thrift Store

In 2004, clergy, staff, and the then Justice and Social Concerns Committee created the idea of a regular thrift store as the church's longstanding rummage sale came to a close. The group developed the plan and submitted it to Trustees and Ad Board and the store opened on January 15, 2005. The store sold all items for 25 cents each for fifteen years, raising thousands of dollars that went back into the community through outreach and church ministry grants.

In 2020, the store closed during pandemic and we are prayerfully deciding the future of the store and what God may be telling us about the future potential of this ministry.

Children's Ministries

Children's Ministries is like the other areas within the church that is experiencing a time of change. The director of Children's Ministries is the person who manages the direction and content that are appropriate for the church school. Rev. Hope Hutchinson came to RUMC in 2019. She was just settling into the position when COVID-19 swept over the world and her job! Within 6 months Rev. Hope and the staff realized very quickly that they had to think outside the box in order to keep the ministry of the church up and running.

The year 2020 brought new challenges to the program that resulted in the need to look at change and opportunities. Sunday school could not be conducted in the same ways as before. Due to the restrictions that COVID-19 placed on participation in worship, Sunday school, all church activities plus the fact that the children were not immunized yet just made planning that more complicated. As Rev. Hope got to know the children and their parents it became apparent that RUMC had a small population of school aged children to work with. The Sunday school is likened to a one room schoolhouse. Presently there are on approximately 18 kids that attend regularly and another 4 kids that attend on and off. The average attendance is between 5-12 kids.

It needs to be acknowledged that many people have a habit of comparing programs. Thoughts about Sunday school and worship are compared to the era of the 1950's. During this time, the church and all its activities were very important. Religious worship and education had high attendance and became deeply embedded into the culture of that time and was in its "hey day!"

Over the course of seventy (70) odd years the society and culture has changed and transformed. It did not and could not stay the same and the idea of making church all important started to make a slow decline. It is not fair to compare our Sunday school to the expectations of the 1950's standards. RUMC is an average church when compared to other churches in the present time frame.

In today's world we have grown in leaps and bounds regarding our world, the universe, ourselves, God, science and how we learn. Our one room Sunday School is in need of tweaking. Society and the children of today have different tools, different attitudes, abilities, and expectations. This journey has been difficult but also very rewarding.

Rev. Hope's philosophy and goal is to help kids connect the stories that they learn in Sunday school to the current events of today. Last year (2020) was so very important to connect Covid 19, George Floyd, and racial and political unrest in a language that they could understand and also find God still loving us. It is also very important to find ways to adapt the learning environment for the kids. Each child learns differently. With this diversity in mind, adaptation of the learning environment must be looked at and to find ways that will be a positive learning experience. A great many techniques have been put into play. Through Creative thinking, the staff has brought together various ideas. For example:

- Sunday school Classroom at the church.
- Drive-Through Joy; as safety permits, the family will "drive-thru" for joy! Each family receives various little gift items from your church to enhance your online worship experience.
- Camp Meetings; Pastor Nate hosted an all ages online variety show at the start of pandemic.
- Rev. Hope is hosting Bible story videos for families with children.
- Summer Movie Nights and Vacation Bible School moved to online in this pandemic time.

Youth Ministry

Since 2020, this powerful time of bonding with other youth and the adults that work with them was greatly impacted due to the COVID-19 pandemic. Instead of being outside playing games with their peers, or just hanging out with friends, or doing work projects, the youth were in lock down along with the rest of the world. Garrett Johnson our Youth Minister had to think fast with finding ways that would help keep the group together. It was a huge challenge to him and the youth themselves. Garrett does provide online devotionals for youth. Youth programming did an about face and began meeting via Zoom online. Being online had its pros and cons. Yes, the group could connect, and have different issues to discuss. But the sparkle of spontaneity was lacking at times. Currently RUMC has a small youth group. There are 4 youths that are consistent and 6 youth that attend on a part time basis.

One of the activities that the youth group liked to participate in was a “road trip!” Again the pandemic changed the idea even of going on a road trip. But, Garrett, an innovative leader, put together a virtual road trip. So, all was not lost! Now that the lock down is lifting and the youth can get outside and socialize with their friends more, they would much prefer in person meetings than working on the computer. They need a break from the virtual online getting together because most of them go to school virtually all day. They then, need a real break from looking at the screens into the evening time and when they are not in school. The goal for this coming fall is to have the more “usual” in person youth contact and outings as they did in the past. However, the virtual reality will still be an option to use when needed.

RUMC Land Acknowledgement

In an era of cultural and racial unrest, RUMC has taken a bold move to acknowledge that they gather on the traditional, ancestral and contemporary lands of the Dakota People. A land acknowledgement is a form of confession and one step of many in repentance by those who benefit from harm and trauma caused to Indigenous Peoples. This confession and need for repentance is in alignment with our missional values and must be owned by the church.

On November 24, 2020, the Administrative Board heard a proposal from Rev. Nate Melcher that the church take action to research and craft a land acknowledgement honoring Indigenous Peoples. March 23, 2021 the Administrative Board reviewed and discussed the research presented to them and it was approved unanimously.

The Admin. Board and/or a designated team will review this acknowledgement and its documentation regularly to make sure the language and impact continues to be relevant in the life of the church. As a church and denomination, it is important to work continually on a journey of racial reconciliation and repentance. God calls the church to grow in our works of compassion and justice that is born of a faith in the Loving God of all people.

“These lands hold historical, spiritual, and personal significance to the Dakota People. We are grateful for indigenous Nations and their continued stewardship of these lands and we appreciate their perseverance and strength. The Dakota People were harmed by the United States government through broken promises and unjust treaties, including the Cession 289 Treaty of 1851 which names the Wahpeton and Sisseton bands. These atrocities effectively stole this geographical area and further harm and trauma have come through displacement, ethnic cleansing and genocide. This church formed in 1854 as one of the first institutions established by white settlers in this geographical area and benefited directly from this harm inflicted upon the Dakota People.

In repentance this church seeks active partnership with Native American communities and organizations in the State of Minnesota and beyond. We affirm tribal sovereignty. We reject attitude of invisibility and erasure of tribal sovereignty by any means. We call upon our fellow houses of worship in the interfaith community to acknowledge the realities of the lands on which they gather and take educational and restorative justice action. With God’s help, we commit to doing better.”

Care Ministries

February 2012, a new program, and era started at RUMC. The Park Nicollet Foundation for Palliative Medicine and the Community Care departments provided a grant to our church for a part-time Parish Nurse. The role of a parish nurse brings to our church and staff, a specialized practice of professional nursing that focuses on the intentional care of the spirit and the promotion of holistic health. It is a health care ministry that recognizes God's desire for us to strive towards abundant living and seeks to nurture each individual's physical, emotional, spiritual, and social well-being. A parish nurse integrates faith and health through building an awareness of the mind/body/spirit connection.

Park Nicollet ended their Parish Nurse program in December of 2017. However, the parish nurse role continued with Kay Bergeland RN, FCN as a part-time RUMC staff person. Kay has maintained this position that she helped to birth in 2012. Under Kay's guidance and skills the area known as Care Ministry began to grow and blossom. There are three areas of responsibilities that are addressed: Pastoral Care; Teaching and Advocating; plus, reacting and responding to what happens in the church. With the support of the pastor and the administrative board, these areas were addressed and become essential to the work of the Parish Nurse.

Responding to the three main areas of responsibilities Kay has been able to develop on going groups to increase different ways that she can provide ministry to the congregation. It was important for her to find another person to help her in all of her tasks. She found Dr. Rev. Christie Neuger in 2012 and then in 2013 Rev. Neuger became the lead consultant. With the help of Rev. Neuger they were able to develop guidelines for the already established Caring Ministries program.

The guidelines that were developed were helpful in planning for other avenues of ministry:

- Parish Companions was started in 2014. Lay members visit with our homebound members on a monthly basis. In person visits, cards, phone calls are ways that the homebound individuals are kept in connection with the church. Dr. Neuger provides training and instruction for the monthly meetings of the lay volunteers. Confidentiality is kept regarding who is being visited.
- Soul Food: Meals for Time of Need was started in 2014. A group of volunteers from the congregation responds to a family or person with providing food during a critical time of need.
- Home Communion was initiated in May 2014. Holy Communion is the sacrament that sustains and nourishes us on our journey of faith. On a quarterly basis, trained lay members will go out in two-person teams to visit our homebound members and share the prepared and consecrated elements of Holy Communion with them.
- Throughout the year the Parish Nurse provides blood pressure screenings for the congregation and works with the County Health Department to provide annual flu shots at the church.
- Bus ministry became important to provide transportation for members who were unable to attend church on Sundays. Protocols and guidelines were developed for this ministry. It is used every Sunday.
- The Parish Nurse coordinates with the Common Threads group to provide Prayer Shawls to members of the church.
- An AED (Automated External Defibrillator) was installed in 2012. Refresher courses and CPR training have been provided.
- A Prayer Circle was created to provide prayer for those people who have requested it. The Parish Nurse contacts an anonymous group of lay members to pray for these individuals.
- Lunch and Learn provides a fun way that the RUMC community could get together, share a meal and have a speaker talk about a topic of interest, or do some crafty things, and/or bring in some sort of entertainment venue. During the pandemic, Lunch and Learn was attended via Zoom. A brown bag lunch was provided by the participant.
- Recognition of members who are over ninety (90) years old. A special Sunday recognition is set aside to celebrate RUMC's over 90 folks.

This congregation has been blessed and enriched by the presence and ministry of the Parish Nurse.

2020-2021 Technology Ministry Update

Richfield has always been a forward-thinking church. It is amazing to think that in 2015 the church had an old cam-recorder. The intent was to record the worship service. After a couple of years the recorder was getting old and so, it was put away to gather dust. Unbeknownst to the staff and congregation that old cam recorder was pure gift in the year 2020!

In March of 2020 the world was shut down due to the COVID-19 Pandemic. The doors to the church were shuttered. Now what was the church going to do? Worship and the business of the church had to find new and creative ways to become meaningful again.

Thankfully, Rev. Melcher is very tech savvy. Fortunately, there were members of the church who were very astute in the area of technology. Some of the technology team was at the church on a Wednesday night. Rev. Melcher walked over to them and said, We have a big project to do quickly! It was imperative that the worship service was to be live that coming Sunday! This was the start of the Technology Ministry. Each person looked at one another with huge saucer like eyes and said, "Okay."

Within seconds they started planning what needed to be done. One of the first things was to dust off the old camcorder from 2017 and get it into shape. Next, they had to rearrange the technology booth so that it can be used more efficiently. The deadline for this project was the coming Sunday. The team had just four (4) days to pull this project off. The pressure was mounting and along with many prayers they uttered the word "Charge!"

With a wing and a prayer the Technology team rehabbed the camcorder, and all the old technology that was used in 2015. They worked night and day to pull off a miracle. On that next Sunday, worship had gone live! There was no dress rehearsals, everything was live! Big applause to the team that made live streaming happen in such a short time frame.

There was a glitch however on Easter Sunday. It was not the fault of our technology but the fault of YouTube. There were so many churches across the nation wanting to broadcast at the same time that YouTube couldn't handle the amount of churches, so it became overloaded and crashed!

The Technology Ministry team knew that they were not done! There were things to do in upgrading all of the technology to make this a ministry of the church. The word "Charge" continued to be said and heard.

As the online ministry developed newer and better-quality technology was needed. The team taught themselves how to download and navigate all the new technology. Three new cameras were installed in several critical areas of the sanctuary. Each one had to have cable lines run from the cameras back to the booth in the balcony. One more camera will be installed later this year.

A very generous person left a bequest of money that was used to help purchase the needed technology. That pushed the completion of the project into miracle status. In just 12 weeks worship was online with outstanding upgrades that provided the viewer with 150% better viewing and listening qualities. It was almost like the viewer was really sitting in the sanctuary worshiping.

There was an extra bonus in all of the upgrading work. For those folks that do not use a computer they can listen to worship through Phone Live Streaming as well. God works in strange and mysterious ways. It took the Technology Ministry team, a generous benefactor, the worship team, and the whole congregation to be able to work together and pull off The Miracle on Lyndale Avenue! Pastor Nate has developed [a video about the process](#).

Heritage Society

Heritage Society Mission Statement: “We learn from the past but we don’t live in it.” Our area has used our work to “reach up for greater spiritual strength” by creating an environment in which the congregation and visitors can feel the historical significance of the spiritual strength of RUMC’s congregation for the past 150 years. By doing so, we can appreciate the long traditions of spiritual growth that we have in our church. Our work area has used our work to “reach out to one another” by creating activities and programs that reach beyond at the Historical Society to portray the significances of the impact our previous congregation had in the growth of our church mission today.

*.....A wildly audacious goal is to get everyone involved in an active role in our church so that history is relevant.

* Our prayer for the church is spiritual growth through togetherness in love.

For many years Marion Maxson, whose family was one of the founding families of RUMC, had voiced the need for a space to use for the historical records of the church. Up to this point, the only person who had researched and was knowledgeable of such historical facts was Marge Doty, who wrote the first booklet with such information. In 2000 Grover (Buzz) Petersen became an ally of Marion and these two with a hand-picked group of 12 people formed what is known as The Heritage Society. They formed as a society because they did not desire to become a three-year changing committee of the church. There was need for member consistency and continuity to work on past history and ongoing history. Membership is voluntary.

The first need was a place to display the information, pictures and data of past years. Buzz was a college friend of church member Jim Trainer, and they often talked about this historical project. Jim confided to Buzz that he had proposed a large sum of money that he would leave to the church on his death and he (Jim) would signify \$10,000 to be given to the Heritage Society to get started. After Jim's death, Buzz presented to the Ad Board Jim's wishes for money to the Heritage Society and the Board voted to uphold those wishes.

As members went through boxes of history from the church's first 100 yrs., permission was granted to rename the old chapel to the Heritage Room. All stored documents from shelving on the stage of the chapel were taken downstairs storeroom and we started the cleaning of stage and chapel. As we went through old documents, we realized that 2004 would be the 100th anniversary of RUMC. The group made a commitment to have a great celebration for Oct. 2004, so we immediately started making plans.

The stage was transformed to media space for TV, music, pictures, two glass fronted display cupboards, one display glass counter, rug covered wall to display maps, pictures, quilts and data displays and carpeted floor and walls painted. The committee was fortunate to have as a member, master carpenter and cabinet maker Jerry Burmeister who designed and made the three cabinets, one glass display counter and six large tables to furnish the room readied for church use, outside groups and continued work and research by the Heritage Society.

In 2010 a church basement room was designated to become an Archive Room, holding boxes of archival material from Edgewater Emmanuel and RUMC in one half the shelving and RUMC Business records in the other half.

b. Events that contributed to periods of growth or decline in the number of participants

In the mid 1980s, there was a disagreement over a major remodeling project and who was making the decisions and whether the church would take out a loan. A large group of people walked out together during worship and joined a neighboring church. In terms of membership decline, there have been more deaths and moves than there have been new members.

c. Clergy and program staff positions 2001-2021

Clergy

Date	Name	Position
2019-Present	Rev. Nate Melcher	FT Full Elder
2019-Present	Rev. Hope Hutchison	PT Provisional Deacon
2018-2019	Rev. Eric Elkin	FT ELCA Pastor, Interim
2014-2018	Rev. Pam Serdar	FT Full Elder
2014	Rev. Jim Haun	FT Full Elder, Interim
200?	Rev. Max Richter	FT Full Elder, Associate
2003-2014	Rev. Elizabeth Macaulay	FT Full Elder
?	Rev. Hal Shippits	FT UCC Pastor, Min. of Senior & Congregational Care
	Rev. Victoria Rebeck	
	Rev. Jeanne Rollin	
1994-2003	Rev. Roger Parks	FT Full Elder

d. Building construction, major renovation, land acquisition, sale/leasing of facilities

The current site has been the location of the church buildings since 1859, one year after the church began. That year, the “little white church” was constructed on the southwest corner of the property. Later in 1919, a basement was dug to create Sunday School rooms under the building.

In 1951, the education building was added on the southeast corner of the property. A few years later in 1956, the new sanctuary and additional areas of the building were built and the first worship service in the current sanctuary was on December 16, 1956.

In 1991, the chapel wing was added and in the 2000s, the office area was renovated to create more modern offices and add air conditioning. Other projects since then have included roof repair and/or replacement for some of the four roofs, outdoor courtyard work, new landscaping and parking lot improvements, and a playground now used primarily by CFC.

In 2009, Edgewater Emmanuel UMC merged with RUMC under RUMC’s name. As the church was considering its future and what churches may make a good merger fit, members of EEUMC scouted out several churches in the city. The goal was to find a church that met their criteria. Their church was dwindling in numbers and they did not want to close the church. So, they went church shopping. Richfield received the most interest in setting up meetings to talk about merger. RUMC was astonished that this could even happen! But, they were more than happy to receive a sister church who wanted to become members at Richfield. In 2009 Edgewater Emmanuel merged with Richfield and assumed Richfield’s name. Not all of the members at Edgewater Emmanuel moved over to Richfield, yet quite a few that made the leap. A part of combining the two churches allowed some of the important and sacred artifacts to make their home at Richfield, too. Their hand made cross found a new home in RUMC’S social hall.

Two financial pieces came out of the merger, too: an EE Fund set up for capital improvements for the RUMC building from the proceeds of selling the EEUMC property and an EE Foundation focused on outreach projects.

Several user groups have made use of RUMC facilities over the years. Current user groups include Great Love Mission Church - a partnership of around 30 years - plus Greater Twin Cities Youth Symphony, Twin Cities Master’s Chorale, and Al-Anon groups.

e. Organized structure, including teams and boards

Governance

Richfield United Methodist Church is a local congregation of the Minnesota Annual Conference (MAC) of the United Methodist Church (UMC). The polity and structure of the UMC is outlined in the UM Book of Discipline and this document is curated by the General Conference which meets every quadrennium. **The ministers of the church are all members of the congregation.** To help the church build ministry systems and carry out the mission of the church, the congregation is organized with Elected Leader Teams comprised of members in good standing who are active and engaged in the life of the church. Paid Staff Teams coordinate a variety of areas of focus and expertise of the life of the church. These areas include business and administration, communications and volunteer coordination, facilities and ground maintenance and systems, pastoral care, children, youth, and family ministries, music, and Caring for Children early learning center.

Richfield UMC has a senior pastor appointed by the MAC Bishop to order the life of the church and cast vision for its future. The church also has an additional appointed clergyperson as a specialist to help the members of the church carry out their mission. Together, they are the Appointed Clergy Team. The Appointed Clergy Team, Elected Leader Teams, and Paid Staff Teams work together to carry out the mission of the church to make disciples of Jesus Christ for the transformation of the world. The vision to live in faith, justice, and joy is crucial to everything we do as a church, from missional outreach to Sunday School, from worship to neighborhood events.

Elected Leader Teams

Leaders are elected for three-year terms to a variety of teams that help the church function and carry out its mission today and tomorrow. Members receive a list of all elected leaders at the semi-annual meeting in June. Teams that fulfill the functions required by the UM Book of Discipline are the Board of Trustees, Staff-Parish Relations Committee, Finance Team, and Nominating Team. The chairs of these teams, as well as the chair of Children's Council, the UMW president, chair of the Church & Society Team, and elected at-large members come together as the Administrative Board. The chair and the senior pastor work together and the Ad Board to carry out the mission of the church.

Additional Teams and Taskforces (* elected)

Occasionally, additional teams and taskforces are created to curate specific areas of focus for the church. Some are based in a particular ministry, others are created for a specific purpose or intended for a limited season. These teams include Children's Council, Church & Society Team*, Funerals and Memorials Team, Hospitality Team, Memorials Committee*, Reconciling Team, Regathering Taskforce, Richfield UMC Foundation*, United Methodist Women (UMW), and others.

f. Caring for Children early learning center history

Richfield continues to be excited in housing the Caring for Children Early Learning Center (CFC). It is another way in which RUMC reaches out to the community and provide a service to young families. CFC is a nonprofit ministry owned and operated by the church and housed in the basement of the church building. It serves families of ages six (6) weeks Infant care through five (5) years old in Pre-Kindergarten. It is the mission of the CFC to provide a loving, nurturing early childhood education center filled with developmentally-appropriate learning, positive relationships, and in a faith-based setting where both spirituality and a life-long love for learning may thrive. The curriculum incorporates a variety of interests and activities in both indoor and outdoor settings. Children experience art, literacy, music, math, science, social studies and technology. The Creative Curriculum encourages learning and exploration in the areas of an early academic program.

CFC is Licensed by the State of Minnesota Department of Human Services. There are seven (7) classrooms, licensed for up to 78 children total. Caring for Children is a proud recipient of the "Parents Aware" 4-Star Rating, their highest rating possible. The Center is open 51 weeks per year—9 days closed for holidays and Staff Development. CFC accepts children regardless of race, sex, religion, or national origin.

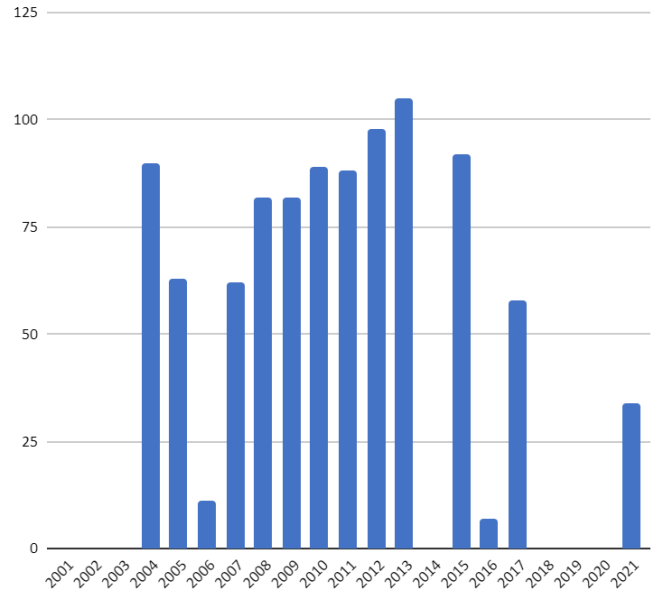
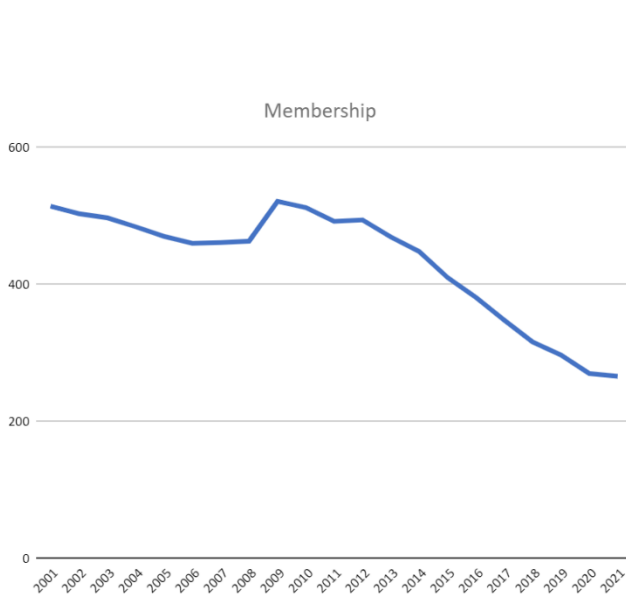
DEMOGRAPHY

a. Membership and Worship participation

i. Number of members confirmed

ii. Number of members baptized

YEAR:	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	2021
Membership	514	503	497	484	470	460	461	463	521	512	492	494	469	448	410	381	348	316	297	270	266
Baptized				90	63	11	62	82	82	89	88	98	105		92	7	58	0	0	0	34



b. Average attendance of weekly worship services

	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	2021
Avg. Attd.	240	228	237	243	211	226	248	247	262	263	249	232	211	193	180	165	139	148	139	181	190

Demography A - b - Current Worship Attendance		
Date	In Person Worship Attendance	Online Live Stream Worship Attendance
Jul-05-2020	0	110
Jul-12-2020	0	134
Jul-19-2020	0	149
Jul-26-2020	0	178
Aug-02-2020	0	113
Aug-09-2020	0	145
Aug-16-2020	0	118
Aug-23-2020	0	131
Aug-30-2020	0	170
Sep-06-2020	0	176
Sep-13-2020	0	205

Sep-20-2020	0	138
Sep-27-2020	0	183
Oct-04-2020	0	214
Oct-11-2020	0	165
Oct-18-2020	0	137
Oct-25-2020	0	151
Nov-01-2020	0	238
Nov-08-2020	0	205
Nov-15-2020	0	192
Nov-22-2020	0	183
Nov-29-2020	0	163
Dec-06-2020	0	189
Dec-13-2020	0	228
Dec-20-2020	0	231
Dec-27-2020	0	591
Jan-03-2021	0	143
Jan-10-2021	0	230
Jan-17-2021	0	173
Jan-24-2021	0	157
Jan-31-2021	0	183
Feb-07-2021	0	173
Feb-14-2021	0	169
Feb-21-2021	0	212
Feb-28-2021	0	145
Mar-07-2021	0	144
Mar-14-2021	0	150
Mar-21-2021	0	174
Mar-28-2021	0	174
Apr-04-2021	0	726
Apr-11-2021	0	165
Apr-18-2021	0	136
Apr-25-2021	0	129
May-02-2021	0	159
May-09-2021	0	204
May-16-2021	0	164
May-23-2021	0	160
In Person Average Worship Attendance	0	
Online Average Worship Attendance	189	

c. Average attendance of weekly Sunday School and Adult Bible classes

Children: 12	
Women's Bible Study: 17	
Men's Bible Study: 11	
Youth Group: 5	
Average:	11.25

d. Last five years of...

	2016	2017	2018	2019	2020	2021
Trans. In	4	5	2	2	3	0
Trans. Out	9	0	3	1	4	0
Baptisms	7	2	2	1	0	0
Confirmations	7	0	0	6	0	0
POF	1	2	1	4	2	0
Removed (W & CA)	19	17	18	12	17	0
Deaths	13	20	14	11	11	4

e. Estimated average age of people currently participating in regular activities.

Average: 57
State how this was determined.
Individuals were identified as participating in regular activities by:
<ul style="list-style-type: none"> • Sign-in online worship • Chat during online worship • Phone-in online worship • Leadership/Committee Lists • Volunteer List from Children's Ministry Events
<ul style="list-style-type: none"> • Participant lists provided by leaders or specific email reminder lists for: Men's Bible Study, Women's Bible Study, Sunday School, Youth Group, Men's Support Group, Women Who Read, Café-O-Rama, Various Book Studies, Choir

f. Percentage of people who participate in worship and a Bible class or small group and/or serving/volunteering in a church ministry.

54%

Avg. Worship Attendance 5/31/20-5/30/21	Attend small group	Serve / Volunteer	Percentage
184	94		0.51
184		100	0.54

g. Total receipts and total expenditures for each of the last 20 years

Year	Total Receipts	Total Expenses	Comments
2021	\$ 914,677.00	\$ 660,908.00	Y-T-D 5/31/2021 *PPP Loan (Liability) Loan forgiven & added to Revenue = \$205,360.00
2020	\$ 1,526,660.87	\$ 1,389,273.71	Calendar Year
2019	\$ 1,632,676.67	\$ 1,556,218.04	Calendar Year
2018	\$ 1,662,802.60	\$ 1,646,865.75	Calendar Year
2017	\$ 1,623,643.00	\$ 1,552,370.46	Calendar Year
2016	\$ 1,411,652.00	\$ 1,479,348.25	Calendar Year
2015(Partial Year)	\$ 740,360.38	\$ 747,777.13	7/1/2015 - 12/31/2015
2014-2015	\$ 1,384,070.55	\$ 1,354,862.04	Fiscal Year July-June
2013-2014	\$ 1,299,540.97	\$ 1,310,837.05	Fiscal Year July-June
2012-2013	\$ 1,238,388.27	\$ 1,320,188.40	Fiscal Year July-June
2011-2012	\$ 1,229,260.72	\$ 1,254,123.32	Fiscal Year July-June
2011 (Partial Year)	\$ 223,410.46	\$ 637,832.11	1/1/2011 - 6/30/2011
2010	\$ 1,528,443.07	\$ 1,215,356.69	Calendar Year
2009	\$ 1,013,187.58	\$ 1,038,094.29	Calendar Year
2008	\$ 1,018,230.97	\$ 1,013,187.58	Calendar Year
2007	\$ 965,748.24	\$ 966,191.27	Calendar Year
* Loss on EE Building excluded and \$200,000 Gift for Restricted Funds in 2016 excluded			
Gain/Loss on Fixed Assets = (\$1,049,587.77)			
* 2010 Richfield Rising Capital Campaign Total Raised and Spent = \$1,239,972.81			

h. Giving Units - top ten, second ten, total number, including \$0 given

2020	Given for Selected		Percentage
	Date Range		
	\$53,926.92		
	\$29,200.00		
	\$10,511.00		
	\$10,200.00		
	\$9,390.80		
	\$9,005.00		
	\$8,405.00		
	\$8,045.00		
	\$7,775.08		
	\$7,590.00	\$154,048.80	0.3665023432
	\$7,500.00		
	\$7,500.00		
	\$6,700.00		
	\$6,600.00		
	\$6,600.00		
	\$6,373.50		
	\$6,230.00		
	\$6,050.00		
	\$6,000.00		
	\$5,999.92	\$65,553.42	0.1559602025
	\$5,950.00		
	\$5,784.89		
	\$5,525.00		
	\$5,500.00		
	\$5,430.00		
	\$5,340.00		
	\$5,060.00		
	\$4,925.00		
	\$4,760.00		
	\$4,700.00		
	\$4,670.00		
	\$4,525.00		
	\$4,460.00		
	\$4,300.00		
	\$4,000.00		
	\$3,960.00		
	\$3,765.00		
	\$3,600.00		
	\$3,530.00		
	\$3,400.00		
	\$3,150.00		
	\$3,115.00		
	\$3,070.00		
	\$2,885.00		
	\$2,770.00		
	\$2,765.00		
	\$2,725.00		

2020	Given for Selected		Percentage
	Date Range		
	\$2,640.00		
	\$2,605.00		
	\$2,600.00		
	\$2,542.20		
	\$2,500.00		
	\$2,400.00		
	\$2,400.00		
	\$2,297.16		
	\$2,265.00		
	\$2,160.00		
	\$2,160.00		
	\$2,135.00		
	\$1,975.00		
	\$1,920.00		
	\$1,841.61		
	\$1,800.00		
	\$1,685.00		
	\$1,605.00		
	\$1,560.00		
	\$1,560.00		
	\$1,510.00		
	\$1,500.00		
	\$1,430.00		
	\$1,350.00		
	\$1,350.00		
	\$1,275.00		
	\$1,255.00		
	\$1,210.00		
	\$1,200.00		
	\$1,200.00		
	\$1,180.00		
	\$1,165.00		
	\$1,120.00		
	\$1,100.00		
	\$1,100.00		
	\$1,100.00		
	\$1,095.00		
	\$1,080.00		
	\$1,080.00		
	\$1,035.00		
	\$1,008.00		
	\$960.00		
	\$925.00		
	\$925.00		
	\$900.00		
	\$840.00		
	\$830.02		
	\$676.00		
	\$637.50		
	\$625.00		

i. Last five years of stewardship campaigns

2021 Stewardship (2021 calendar year)	
Dates: 11/1/2020 through 11/22/2020	
Theme: Trust God's Story	
Percent Increase/Decrease: -8% (113 to 104)	
2020 Stewardship (2020 calendar year)	
Dates: 10/27/2019 through 11/24/2019	
Theme: Invest In the Story	
Percent Increase/Decrease: +19% (92 to 113)	
2019 Stewardship (2019 calendar year)	
Commitment Sunday, November 18, 2018	
Theme: Leave an Imprint	
Percent Increase/Decrease: -21% (116 to 92)	
2018 Stewardship (2018 calendar year)	
Consecration Sunday on November 12, 2017	
Theme: <i>Earn. Save. Give.: Wesley's Simple Rules for Money</i> by James A. Harnish (sermon series)	
Percent Increase/Decrease: -3% (120 to 116)	
2017 Stewardship (2017 calendar year)	
Commitment Sunday November 13, 2016	
Theme: Make a Difference!	
Percent Increase/Decrease: -5% (126 to 120)	
2016 Stewardship (1/2 year pledge: switching back to calendar year)	
Estimate of Giving July 1, 2016–December 31, 2016	
Date: June 2016	
Theme:	
Percent Increase/Decrease:	
<i>Special mention to consider increasing estimate of giving to ensure the ministry of the Parish Nurse as grant was reducing amount and church was covering more of salary.</i>	
2015/2016 Stewardship (fiscal year: July 1, 2015 through June 30, 2016)	 <small>Discovering Joy Through Simplicity and Generosity</small>
Commitment Sunday, May 17, 2015	
Theme: Enough (Sermons Series)	
Percent Increase/Decrease:	

j. Apportionment Record

	2021	2020	2019	2018	2017	2016	2015	2014	2013
	\$	\$	\$	\$	\$	\$	\$	\$	\$
Amount	75,966.00	86,327.88	83,648.88	77,852.88	84,068.80	81,525.76	77,127.90	78,603.00	79,766.50
	Paid thru								
% PAID	5/31/21	100%	100%	100%	100%	100%	100%	100%	100%

COMMUNITY STUDY

- a. Overview of the area and community
- b. Details: history, population, income levels, education levels, social, ethnic, and religious diversity, age distribution, growth/decline trends, other characteristics
- c. Square mile around the campus

See MissionInsite “Quick Insite” Report.

- d. Active hands-on partnerships (beyond financial or material gifts such as food/clothing)
 1. Every Meal distribution at Windom School
 2. Families Moving Forward program through Beacon Interfaith Housing Collaborative

BELIEFS AND PRACTICES

a. Core values and basic beliefs

The Mission of Richfield United Methodist Church is for all people to be able to live in faith, justice, and joy.

The Mission of The United Methodist Church is to make disciples of Jesus Christ for the transformation of the world.

The Minnesota Annual Conference is focused on three gospel imperatives that help us fulfill this mission:

Grow in love God and Neighbor. (The Great Commandment, Matthew 22:37-40)

Reach New People. (The Great Commission, Matthew 28:19-20)

Heal a Broken World. (The Great Proclamation, Luke 4:16-21)

b. Additional commitments and causes: theological, key social issues, mission partnerships, significant financial commitments, other.

Richfield UMC became a Reconciling Congregation on September 18, 2007.

Richfield UMC implemented a Land Acknowledgment on April 18, 2021.

DOCUMENTS

- a. Annual Budgets and Financial Statements: 2019-2021
- b. Endowment Funds, Memorial Funds, Restricted Funds, Grant Funds
- c. Bulletin Samples (richfieldumc.org/bulletins), Newsletter Samples (richfieldumc.org/news)
- d. Policy Statements (See *Employee Handbook*, *Behavior Covenant for elected leader teams*)
- e. Ad Board minutes: two recent
See Supplementals

MCCI Self-Study Group - Paid Staff, October 6, 2021

Kay Bergeland, Kathy Gertsema, Rev. Hope Hutchison,
Rev. Nate Melcher, Kathy Newbauer, Pat Noonan, Linda Schmidt

- a. What are the three greatest strengths of this congregation, listed in propriety order?
 1. Pastoral Care - number of people participating
 2. Strong financial and other support from members, friends, and CFC families. Love of church and commitment to church from members.
 3. Caring For Children Early Learning Center (CFC)

- b. What are the three most significant weaknesses of your church, listed in order of the most significant first.
 1. Low growth in membership - there are many more older members than younger members.
 2. Improvement is needed in the bridge between CFC and the congregation. The congregation is not familiar enough with the CFC ministry, the financial contribution of the ministry, and the diversity of the CFC staff.
 3. A better way for recruiting servant volunteers is needed.

- c. What stories does the congregation like to tell itself about itself (legitimate/valid, or not)? Are these stories helping or hindering the church's forward progress?
 - The church is known for its music. We may or may not be known for this in the wider community.
 - Parents feel their children are loved here.
 - We are an outreach/social justice focused congregation.
 - Championing the idea of being debt free - this may be limiting to spending that can be innovative or needed.
 - The story that we were bigger before and what used to be (thousands of members back in the day).

- d. Are there any major unresolved or unhealed wounds/griefs/angers still lingering in the congregation for any reason? If so, around what? Have any efforts been made to help deal with these, or do intentional efforts still need to be made to help members find resolution?
 - Number of clergy in a short amount of time (5 pastors in 2 years)
 - Difficult financial year of 2017
 - A behavioral covenant was created when some team meetings became confrontational. Teams continue to read the covenant prior to meetings.

- e. What do you think have been the 3 (or more) biggest changes that the congregation has undergone withing the last 3 years? Were these sudden, or as a result of careful decision-making processes of leadership? What was the congregation's response/attitude for each?
 1. Digital Platform (online/tech investment) - Initially sudden change due to pandemic. Additional enhancement/investment over time.
 2. Clergy changes - Initially change was sudden due to health problem.
 3. Distanced church / Hybrid Church / Change in time / 1 united service - Initially sudden then changes made with a Taskforce from Ad Board and Pastor Nate, congregation input via surveys, and Ad Board approval.
The congregation has affirmed the changes and been supportive and appreciative.

f. What three changes would you like to see your church make, listed in priority order? (These may be changes that have been needed but have not been made. If that's the case, what in your opinion has held them back?

1. Evangelism - people have not been challenged to share about their faith in a loving, supportive way. Why not? Not easy, asks for a level of vulnerability, don't want to be pushy as a "progressive" Christian, not knowing who to invite. Do my friends already have a church?
2. Get all current members to understand that giving is an expression of your faith. Why not? Stewardship is only mentioned once per year.
3. Help members and friends to be more invitational. Invite people to small groups just as invites are made to larger events. Why not? This has not been emphasized.

g. On a scale of 5 (highly receptive and ready for change) to 1 (change has been or usually is difficult/impossible), where is the church leadership currently on this scale? Where is the paid staff? Where do you think the congregation is?

Leaders: 4

Staff: 4

Congregation: 3

h. Are the leaders willing to make the difficult decisions required for change and growth?

Yes - considering elected leaders, non-elected leaders, and staff leaders

MCCI Self-Study Group - MCCI Activation Team, October 10, 2021

Nick Dewey, Marilyn Dodge, Gail Johnson, Jan Kirchner,

Rev. Nate Melcher, Lisa Oster, Jerry Schilling, Becca Whitaker

a. What are the three greatest strengths of this congregation, listed in propriety order?

1. Caring, compassionate hearts. We care about others and have pastoral care systems in place.
2. Theological identity: progressive, questions are encouraged, room for open conversations, doubt, etc.
3. Music: a good mix of paid staff, member talent, a variety of ensembles,

b. What are the three most significant weaknesses of your church, listed in order of the most significant first.

1. An aging congregation without a strong presence of the next generations.
2. Lack of systems and ownership by members for evangelism ("recruitment") and hospitality ("retention").
3. An excellent building, yet it is very big for where we are now and we lack long-range financial planning for it.

c. What stories does the congregation like to tell itself about itself (legitimate/valid, or not)? Are these stories helping or hindering the church's forward progress?

- We used to be a big church back in the day (2,500+ members), even when we were in the little white church.
- We are strong in mission outreach, yet are we really that active? We give money more often than take action.
- We are a "music church."
- We thrived through a church merger 12+ years ago, we are thriving through pandemic and merged services.

- The good old days were wonderful (drama, living tableaux, UMW, membership, influence, numbers = future?).

d. Are there any major unresolved or unhealed wounds/griefs/angers still lingering in the congregation for any reason? If so, around what? Have any efforts been made to help deal with these, or do intentional efforts still need to be made to help members find resolution?

- 1980s: big member walkout during worship to another church over disagreement on proposed building projects. This is old enough that most people don't talk about it more, and it is still hard for some who were at the center.
- 2000s: tough member behavior led to Rule of Christ training and developing a behavior covenant for elected leader teams. Because it was hard then, does that keep people from saying yes to joining teams now?
- There is a mix of understanding the need to merge two worship services when we returned to in-person worship and some who attended second service grieve that. What ways can this small yet close community connect?

e. What do you think have been the 3 (or more) biggest changes that the congregation has undergone within the last 3 years? Were these sudden, or as a result of careful decision-making processes of leadership? What was the congregation's response/attitude for each?

1. Clergy changes - 5 clergy in 2 years, helping people move on from various clergy and attachments.
2. Pandemic - learning and relearning how to be the church, not going back to what we were. Leadership and transparency through the process.
3. Grieving the loss of some people during pandemic who passed away when we were separated.

f. What three changes would you like to see your church make, listed in priority order? (These may be changes that have been needed but have not been made. If that's the case, what in your opinion has held them back?)

1. Evangelism and Hospitality systems and ownership by the people. We need structure and we need heart for it!
2. A need for stronger stewardship across the membership and long-range financial planning.
3. Walk the walk of mission and outreach more and select priorities that fit our identity, people, and passions.

g. On a scale of 5 (highly receptive and ready for change) to 1 (change has been or usually is difficult/impossible), where is the church leadership currently on this scale? Where is the paid staff? Where do you think the congregation is?

Leaders: 5

Staff: 3 leaning into 4

Congregation: 3

h. Are the leaders willing to make the difficult decisions required for change and growth?

Yes, and we will discover what those decisions are.