

# United Protestant Church of Silver Bay

2025 Pastoral Opportunity Profile

*“There is one God; why not one church?”*

Prepared by the  
United Protestant Church Pastoral Search Committee  
Silver Bay, Minnesota

For inquiries, please contact:  
Paula Holden, Search Committee Chair  
ppoaletti@isd381.org • 218-410-4425

## **WELCOME**

Located on the breathtaking North Shore of Lake Superior, the United Protestant Church (UPC) in Silver Bay is a warm, open-hearted, and deeply relational Christian community. Since our founding, we have embraced an ecumenical identity rooted in unity and cooperation:

We are prayerfully seeking an optimistic, caring, permanent pastor who will lead with compassion, preach faithfully from Scripture, and walk alongside us as we grow in faith, service, and community.

## **WHO WE ARE**

UPC is a multid denominational congregation with a long history of unity across traditions. We are affiliated with American Baptist Church, Christian Churches (Disciples of Christ), Presbyterian Church, (USA), United Church of Christ, and United Methodist Church. Our church body is comprised of people from many denominations; all worshipping together as one family.

We are known for:

- Immediate warmth and hospitality
- Deep, genuine relationships
- Strong, dependable lay leadership
- A supportive, prayer-filled community
- A renewed desire for growth and outreach

We are a congregation that is ready to grow; spiritually, numerically, and in our community presence. We feel a new energy in the church and are eager to welcome a pastor who will share in that journey with us.

## **ABOUT OUR COMMUNITY- SILVER BAY, MINNESOTA**

Silver Bay is a peaceful, scenic North Shore town of approximately 1,800 residents. Nestled between forests and the rugged Lake Superior shoreline, our community offers:

- Waterfalls, hiking trails, scenic overlooks
- ATV and snowmobile trails

- Skiing, fishing, camping, kayaking
- A grocery store, clinic, K–12 school, library, restaurants, and essential services
- A strong community identity; no short-term rentals in city limits
- Close proximity to Two Harbors (30 minutes) and Duluth (75 minutes)

Pastors who live or serve here find a safe, friendly community with a slower pace of life and plenty of opportunities for meaningful ministry.

## **OUR WORSHIP LIFE**

Worship at UPC is Scripture-centered, heartfelt, and welcoming. Our 10:30 a.m. Sunday service includes:

- Traditional and contemporary hymns
- Biblical, relevant preaching
- A treasured “Joys and Concerns” prayer time
- Monthly communion
- Lay participation in readings, music, ushering, and prayer

Worship is followed by fellowship with coffee and snacks. (Potluck style) It is a beloved time of connection and care. We do not have cliques; everyone talks with everyone.

Our worship planning is collaborative, with the pastor and Diaconate Board working together to create meaningful services for all generations.

# **MINISTRY & OUTREACH**

## **Faith Formation**

- Weekly Adult Bible study
- Bi-weekly Children's learning and fellowship
- Seasonal studies and small groups

## **Congregational Care**

- Prayer Shawl Ministry
- Visitation and support for the homebound
- Prayer and care for those facing illness, grief, or hardship

## **Community Engagement**

- Holiday meals
- Interchurch services during Holy Week

## **Global Mission**

- Financial support for the House of Love orphanage in Thailand
- Sponsorship of two students ("Post," a nursing student, and "Fai," an elementary student)

We are eager to grow these ministries and begin new ones with pastoral leadership.

# **PASTORAL EXPECTATIONS**

## **Spiritual Leadership**

- Preach Scripture-based, relevant sermons
- Lead worship with authenticity and joy
- Maintain and support the “Joys & Concerns” prayer tradition

## **Pastoral Care**

- Visit members in homes, hospitals, and care facilities
- Offer guidance, prayer, and spiritual support
- Work with Diaconate to ensure every member feels cared for

## **Administrative & Leadership Responsibilities**

- Partner with Trustees on stewardship and operational matters
- Support Christian Education
- Collaborate with boards and committees
- Communicate clearly and consistently

## **Community Involvement**

- Be a visible, approachable presence in Silver Bay
- Partner with local churches, groups, and organizations

## **Vision for Growth**

We seek a pastor who will help us welcome new families, deepen discipleship, and guide UPC into its next season with wisdom and hope.

# **2025 COMPENSATION PACKAGE**

**Total Annual Compensation Value: \$65,950.33**

## **Breakdown**

- **Salary:** \$19,227.27
- **Housing Allowance:** \$20,840.91
- **Social Security Offset:** \$3,791.26
- **Pension Benefit:** \$8,297.51
- **Car Allowance:** \$2,302.67
- **Study Leave:** \$1,490.71
- **Continuing Education:** \$1,000.00

**Total Monthly Value: \$5,495.86**

## **Additional Benefits**

- Four (4) weeks of vacation + four Sundays
- Sick leave
- Mileage reimbursement at \$0.70 per mile
- Life & disability insurance
- Retirement annuity contributions
- Professional journals
- Continuing education support

## **REFLECTIONS FROM OUR COMMUNITY**

“At our first visit, we felt immediately welcomed. We knew we had found our church home.”

— New Member (2024)

“The people of UPC are always ready to volunteer and serve — they live their Christianity.”

— Local Catholic Member

“I appreciate the relaxed worship without so much ritual, and the idea of all denominations together.”

— Local Lutheran Member

“UPC cared for my parents with such love. This congregation truly lives its faith.”

— Community Guest

## **WE INVITE YOU TO CONSIDER THIS CALL**

United Protestant Church is ready for a new season of ministry, growth, and community impact. We are praying for the pastor who will share this journey with us.

If you feel drawn to this opportunity, we would be honored to talk with you.

Contact:

Paula Holden, Pastoral Search Committee Chair

Email: [ppoaletti@isd381.org](mailto:ppoaletti@isd381.org)

Phone: 218-410-4425