

United Protestant Church of Silver Bay

2026 Pastoral Opportunity Profile

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

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

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WELCOME

We are prayerfully seeking a full or part-time permanent pastor who will lead our ecumenical church with compassion, preach faithfully from scripture, and walk alongside as we grow in faith, service, and community.

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: The five churches we are affiliated with are United Methodist, Presbyterian, American Baptist, Disciples of Christ and United Church of Christ.

WHO WE ARE

UPC is a multid denominational congregation with a long history of unity across traditions. We include people with Baptist, Methodist, Presbyterian, UCC, Lutheran, Evangelical, and nondenominational backgrounds; 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, K–12 school, library, restaurants, and essential services
- A strong community identity; no short-term rentals in city limits . Safe and nurturing environment for families
- Close proximity to Two Harbors (30 minutes) and Duluth (75 minutes)

Pastors who live or serve here find a safe, family 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 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. (Pot luck 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 Bible study
- Sunday School & Vacation Bible School
- 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

- Community luncheons
- Holiday meals
- Worship in assisted living facilities (returning post-COVID)
- Interchurch services during Holy Week and community Bay Days celebration

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.

2026 COMPENSATION PACKAGE

Total Annual Compensation Value: \$40,000-\$75,000 depending on time and experience

Breakdown

- **Salary**
- **Housing Allowance**
- **Social Security Offset**
- **Pension Benefit**
- **Car Allowance**
- **Study Leave**
- **Continuing Education**

Total Monthly Value: \$6,250

Additional Benefits

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

Workload expectation aligns with UCC standards for full-time ministry: 40-45 hours per week.

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.

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