



# Evangelical Lutheran Church in America

## Congregational Mission Profile

Date: 11/09/2008

### Part I - CONGREGATION INFORMATION

#### 1. Congregation

Congregation ID Number: 12001

Congregation Name: Our Redeemer's Lutheran Church

Address: 800 Tenth Street South

City: Benson State: MN Zip Code: 56215-

Church Phone: (320) 843-3151 e-mail: orlcstaf@hotmail.com

Fax Number: (320) 843-1111

Synod: 3 F Southwestern Minnesota

#### 2. Congregation Council Chairperson

Name: Paul Kittelson

Address: 508 18th Street North

City: Benson State: MN Zip Code: 56215-

Home Phone: (320) 843-3190 e-mail: pjkittel@charter.net

Work Phone: ( ) - e-mail:

Preferred Contact Phone Number:  Home  Work Preferred Contact e-mail address:  Home  Work

#### 3. Call Committee Chairperson

Name: Ron Laycock

Address: 1000 Oakwood Avenue

City: Benson State: MN Zip Code: 56215-

Home Phone: (320) 843-3264 e-mail: lctrail@embarqmail.com

Work Phone: ( ) - e-mail:

Preferred Contact Phone Number:  Home  Work Preferred Contact e-mail address:  Home  Work

**4. List three events or developments that are important from the history of your congregation. Please indicate the dates. If you have a short, concise congregational history, please attach it.**

*(For example: significant anniversaries, building programs, merger, worship service added, ministries, musical groups and choirs formed, staff or pastoral positions added or revamped, lengthy pastorates, pastoral interns, intentional interims, restructuring of Congregational Council or board, mission development, house mission church, relationship with Lutheran agency or organization, organ purchase.)*

1. Building the new church in 1957 & the 50th Anniversary celebration in 2007.
2. Starting the contemporary worship in mid nineties (a lot of youth involvement and young families).
3. Having our first female pastor and a husband/wife team as ministers.

**5. There are historical or internal issues in any congregation about which a candidate should be aware. Please describe:**

**a. The length of time your three previous pastors served and their reasons for leaving.**

Our three previous senior pastors left for retirements. One was here 18 years, one was here for 10 years, and one was here for 7 years and continues to live in our community and is a member of our church.

Our three previous associate pastors left for different calls. One was here for 7 years, one was here for 5, and one was here for 2.

**b. The most significant conflict in your congregation in the last 20 years and what the congregation has learned from that conflict.**

The most significant conflict is the one we are having now. We lost all but two staff members at the end of 2007. The entire youth education board resigned and many other volunteers resigned from their participation. This conflict came about partially as a result of budgetary cuts which reduced two people to part time and personality conflicts that hindered communication.

Our church council is taking a proactive approach by hiring new staff and restructuring church boards; and there is a resurgence of volunteers from the congregation.

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6. Review the congregations's current ELCA Congregational Trend Report and Demographic Zip Code Report. This report is available on the internet at www.elca.org/re, or by calling the ELCA Department for Research and Evaluation at 1-800-638-3522, ext. 2990. Comment here on any surprises or especially significant trends. Please attach a copy of the report to this profile.

(Please attach the most up-to-date membership and attendance information available.)

Seventy percent of our population is under 60 years old and one half of our members are under 45. The ELCA Congregation Trend Report is also included.

7. Congregation constitution was last updated: 2008

(Comment on reason for update.)

Our boards and councils were reorganized because our old structure didn't meet our present needs. We are also utilizing more volunteers.

8. Most members live within what distance of the church building?

a. Estimate, to the nearest whole number, the percentage of congregational members who live within the following distances of the church building:

1/2 mile from church: 20 %

1/2 - 1 mile from church: 20 %

1 3 miles from church: 20 %

more than 3 miles from church: 40 %

b. Estimate, to the nearest whole number, the percentage of congregation members who use the following modes of transportation to come to church:

walk or take public transportation: 10 %

drive personal vehicles: 90 %

## Part II - MINISTRY PRACTICES AND STRUCTURE

**9. Describe the congregation's present program and practices in worship (time, type, style, frequency of communion), education (adult, youth, confirmation), evangelism (calls and guests), and special ministry (CROP Walk, after-school tutors, etc.).**

*(Comment on how ministries are organized - by committees [ad hoc or standing], task forces or as special projects.)*

Summer Worship (one service at 9 a.m. and Wednesday evenings at 6:30 p.m.)

School Year Worship (two services--a traditional at 8:15 a.m. and a blended service at 10:45 a.m.)

Radio and Video ministry is available for the 8:15 a.m. service.

Communion is offered two times a month--first and third Sundays (one traditional and one by intinction) and is also offered to shut ins. There is also a Sunday afternoon Communion service once a month.

Education: Adult forums, book study, small group Bible Study, Circle, Rotational Sunday School for age 3 through seventh grade, God Squad, Confirmation

Evangelism: Parish Nurse

Special Ministry: Quilters, ORW, Kids Against Hunger, Crop Walk, community benefits, prayer shawls, etc.

**10. Describe the service ministries of the congregation, its community involvement and ecumenical partnerships.**

*(For example: food pantry sponsor or contributor, build shelter for low-income residents in the community, house counseling office, addiction-related groups or other organizations.)*

Home communion, Meals on Wheels, volunteer drivers for medical appointments, Marie Sandvick Clothing Drive, Shut-in visitation, Food shelf collections/donations, ORW, Smorgasbord, Grace Partners, Helping Hands, Habitat for Humanity, Fair Trade Coffee Project, Friendly Visitor Program

**11. Describe the congregation's present staffing. Please include volunteers responsible for parish printed communications, supervising education programs, building maintenance or other regular tasks.**

*(For paid staff: note whether part-time or full-time; whether members of the congregation; relationship to members, if any; and length of service.)*

Senior Pastor David Andert; Interim Pastor Art Montgomery (PT 2 1/2 days); Parish Nurse Melanie Crowley (PT 20 hours); Youth Director Diane Trew (PT 20 hours); Financial Secretary Joan Moline; Church Secretary Melissa Erickson; Organist Mary Savelkoul; Custodians (both part time) Dick Jossart and Butch Puchalski; Angela Nissen (education assistant for Sunday School PT hired as needed); 3 Choir Directors. Volunteer bulletin folders, funeral servers, coffee makers, dishwashers, volunteer yard maintenance during peak seasons, volunteers are utilized for other jobs as well during times as needed (flower watering, decorating, etc).

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12. Construction date of church building:

1957

Date of last renovation:

2008

Is any building program projected?

Yes  No

If yes, when?:

Please describe existing building issues which may need to be addressed and the current extent of handicapped accessibility. Also use this space to describe the condition of any church property, its insured value and any outstanding debt on it.

We replaced windows in 2008 and reshingled in 2006. We added air conditioning to the sanctuary in 2001. We added an elevator 18 years ago. Parking lot was repaired in 2008. Flooring in fellowship hall was fixed but not replaced.

Current items that need to be addressed include resurfacing the parking lot, replace flooring in fellowship hall, gutters, revamping of our gathering space, updated and handicap accessible bathrooms.

13. Briefly describe the congregation's stewardship practices. What process is used for determining annual income projections? What is your current commitment (percentage of offerings) to ministry beyond the congregation (synod, churchwide, other ministries)?

(For example: describe how stewardship is encouraged; pledge Sundays; how offerings are allocated.)

We went away from a faith-based budget to a pledge-based budget. We used the Consecration Sunday model successfully in the past but recently didn't have a drive in 2007.

We currently give 3% of our budget to the Mission Partnership (Synod). We have special offerings for disasters when needed. We also have special fund drives for special building projects.

Currently we are internally focused with our envelope offerings going to the general fund unless specified. We are outwardly focused for mission work with our Smorgasbord each year.

14. Please attach a current spending plan for the congregation. Additionally, briefly describe savings, endowments, or investments and how these funds are to be used.

(Comment on how use of financial resources reflects the congregation's mission.)

Our annual report is attached. The ELCA Trend Report, which is also attached, shows the value of our congregational assets (p. 3).

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**15. Describe synod and churchwide activities in which members have participated.**

*(For example: synod or churchwide assemblies, synod or churchwide council, synod committees, global mission events, Women of the ELCA, stewardship or evangelism seminars, seminary events and youth gathering or youth leadership training.)*

National Youth Gathering, delegates at the synod assembly convention, Women of the ELCA, ORW District Meetings, Jr. High Youth Gatherings, Luther Crest Bible Camp, Gustavus/Augustana delegates at Conferences

**16. How does this congregation, as an integral piece of the Evangelical Lutheran Church in America, see itself as a partner with the synod and the churchwide organization?**

*(For example, how has the congregation become involved in synod and churchwide activities and why? What does it mean to be a congregation of the Evangelical Lutheran Church in America? If there is no involvement, as best you are able, explain why that might be so.)*

The senior pastor, council president, and one member attended the May Synod Assembly. We sense that a portion of our congregation may not understand the importance of our Synod.

**Part III - MISSION IN THE COMMUNITY**

**17. Describe the larger community in which the church building is located and list the sources of your information.**

*(For example: gender percentages, race, marital status, median age and income; types of employment; quality of education, cost and types of housing, tax rate and recreational activities.)*

See Profile of General Demographic Characteristics, 2000 (attached) for Benson City, Minnesota.

Types of employment include industry, medical and public sector. Benson is the county seat. We have an excellent public school. We have a large number of second-generation families in our town.

We are a community whose children will go off to college, start their careers, and choose to come back to Benson to raise their families.

Houses range from \$80,000 to \$300,000 (newer construction in new areas). We have some low income housing. It is affordable and we have a variety available. We have housing available for senior citizens.

We have an 18-hole golf course, new outdoor swimming pool, hunting/fishing, nearby lakes, nature preserve, strong community ed program, strong school sports and academic programs, etc.

**18. Describe three distinct attributes of the community the congregation serves.**

*(For example: urban, suburban, small town or rural; growing, stable or declining economy; racially diverse or not; quality of education opportunities; single or two-income families; many single or elderly people.)*

We are a small town or rural community with a primarily white population (>95%); our surrounding communities are becoming more racially diverse.

We are a progressive city with an active community development group that encourages, develops and seeks new industry.

We have many two-income families.

**19. List four primary businesses or industries in the community.**

*(For example: note source of tax base and local economy, primary employers; note whether people commute to other locations for employment.)*

The medical profession (Swift County Benson Hospital & Affiliated Community Med Centers) is a major employer.

We have several major farm-related industries (Case New Holland, Custom Roto Mold, Lorenz, Spec Systems).

We have other industries (ethanol plant, electric generation plant).

The school and county are also large employers.

People commute to cities within 30 miles of our area.

**20. What trends in the community should be addressed by the congregation in the next five years?**

*(For example: impact of population shifts, domestic violence, day care, youth services or recreation, homelessness, new construction, inflated housing prices or decline of housing stock.)*

Aging population, rising minority population, a lack of youth recreation activities if not involved in church and school activities, day care availability, busy schedules of our student and family members.

**21. What opportunities for ecumenical cooperation have you found in your community?**

*(For example: cooperative worship, youth events, food pantry, women's shelter or homeless shelter.)*

Noon Gatherings at different churches each day during the Week of Prayer for Christian Unity, Habitat for Humanity, Food Shelf, Crop Walk, benefit dinners in the community, open Bible School to all area youth, youth gathering and youth activities are open to other churches.

### Part IV - WHERE IS GOD LEADING US?

**22. In the past five years, has the congregation conducted a process to review its ministry and goals?**

Yes    No   **If yes, briefly outline the process used to develop these.**

*(For example: Who led and participated? How was input sought? Were open meetings held and how many? Were decisions made by committees or a task force?)*

Interviews with small Group Bible Studies (council members visited with each group and gathered comments and concerns). Only people involved in the small groups were included in the interviews; however, the whole congregation was invited to participate in the Bible Study (we had a big turnout for this study--40 Days of Purpose)

Visioning Team (surveys were given to all members). Decisions are still in the process of being made.

**23. What is the current vision or mission statement of the congregation?**

*(Comment on whether this mission statement accurately reflects the current understanding of the mission of the congregation or if it may need to be reevaluated.)*

Living in God's amazing grace, we welcome all to worship, learn, and serve as Christ teaches us.

This was written approximately three years ago.

Yes, it is accurate.

**24. During the next one to three years, what are the top three mission priorities for the congregation which, if accomplished, hold the most promise for the continued development of your ministry?**

*(For example: outreach; service to the community; building program; adding staff or pastors; restructuring of committees or boards; stewardship or evangelism programs.)*

We want to attract and welcome youth, young adults and families to our Christian family.

Challenge ourselves to invite and reach out more effectively to the non-churched.

To promote fellowship opportunities and assist the poor.

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**25. What is your congregation excited about?**

*(For example: list events or activities that generate interest and participation.)*

Anything involving youth seems to generate interest; a real contemporary worship (not a blended); our annual Smorgasbord; the parish nurse program; continued involvement and volunteerism; and a new chapter in the life of Our Redeemer's through new approaches, activities and projects.

**Part V - THE LEADER WE SEEK**

**26. Position title:**

Associate Minister

**27. Please list the expectations for this position.**

See attached sheet for position description.

**28. Ministry Priorities and Skills.** Please rate the following based upon your priorities and the perceived necessary skills for the leader you seek: (5 is the highest)

Priority 1 - 5 (5 is high)	Skill 1 - 5 (5 is high)	Ministry Area	Description	Four areas of most essential need
4	3	<b>Worship Leadership</b>	Place high value on carefully planned and well-conducted worship services.	<input type="checkbox"/>
3	3	<b>Social Ministry</b>	Enable persons to become aware of community needs and participate in action and advocacy.	<input type="checkbox"/>
5	4	<b>Children's Ministry</b>	Teach and relate to preschool and elementary age children.	<input type="checkbox"/>
5	4	<b>Ministry to Youth and Young Adults</b>	Teach, work and relate well with high school youth and young adults.	<input checked="" type="checkbox"/>
5	4	<b>Teaching Adults</b>	Teach and lead adults in faith development.	<input type="checkbox"/>
3	3	<b>Administration</b>	Provide oversight of the organization and work of staff, committees, etc.	<input type="checkbox"/>
4	3	<b>Community Work</b>	Motivate persons to cooperate in community activities.	<input type="checkbox"/>
2	2	<b>Ecumenical Work</b>	Stimulate cooperation in local inter-church and inter-faith programs.	<input type="checkbox"/>
2	2	<b>Stewardship</b>	Inspire and motivate persons in developing and using individual and group resources in the service of the church.	<input type="checkbox"/>
4	5	<b>Evangelism</b>	Reach out with the Good News of Jesus the Christ.	<input type="checkbox"/>
5	5	<b>Visitation</b>	Support and nurture persons by visiting with them in settings other than church functions.	<input checked="" type="checkbox"/>
3	4	<b>Preaching</b>	Hear both law and gospel as it applies to the lives of people.	<input type="checkbox"/>
4	4	<b>Ministering in Crisis</b>	Support persons in the midst of crisis.	<input type="checkbox"/>
4	4	<b>Counseling</b>	Assist persons facing problems or decisions.	<input type="checkbox"/>
2	4	<b>Participant in the Larger Church</b>	Provide leadership to programs of the ELCA through the synod and church-wide organizations as well as other affiliated institutions.	<input type="checkbox"/>

Priority 1 - 5 (5 is high)	Skill 1 - 5 (5 is high)	Ministry Area	Description	Four areas of most essential need
1	3	<b>Financial Management</b>	Work with accounts, figures and budgets.	<input type="checkbox"/>
5	5	<b>Inter-personal Climate</b>	Exhibit and inspire a spirit of community.	<input checked="" type="checkbox"/>
2	2	<b>Recruit and Equip</b>	Enlist, equip and motivate leaders to carry out the work of the congregation/organization.	<input type="checkbox"/>
3	4	<b>Interpreter of Theology</b>	Communicate a comprehensive understanding of the Bible and Christian theology from a Lutheran perspective.	<input type="checkbox"/>
5	3	<b>Innovator</b>	Envision and implement new approaches, activities and projects.	<input type="checkbox"/>
4	3	<b>Utilizing Conflict</b>	Analyze and utilize conflict situations to strengthen community life.	<input type="checkbox"/>
3	3	<b>Planner</b>	Engage in visioning, long-range planning, and goal setting.	<input type="checkbox"/>
5	5	<b>Sharing Leadership</b>	Work mutually with volunteers and colleagues in a staff situation.	<input checked="" type="checkbox"/>
3	3	<b>Family Life / Self Care</b>	Expect the pastor to, and allow time for, cultivating home and personal life.	<input type="checkbox"/>
1	4	<b>Study Habits</b>	Expect the pastor to, and allow time for, following a regular schedule of reading and studying.	<input type="checkbox"/>
1	4	<b>Spiritual Discipline</b>	Expect the pastor to, and allow time for, maintaining a disciplined life of prayer and personal devotion.	<input type="checkbox"/>
4	3	<b>Small Groups</b>	Plan, cultivate and support small group ministry.	<input type="checkbox"/>
5	4	<b>Teaching Youth</b>	Creatively teach the faith and inspire commitment.	<input type="checkbox"/>
3	3	<b>Transformational Redevelopment</b>	Understand and embrace the need to change and to reach out in a new community context.	<input type="checkbox"/>
4	4	<b>Musical and Artistic</b>	Enjoy and use music and the arts to enhance worship.	<input type="checkbox"/>

**29. Compensation and professional expense reimbursement.**Range of base salary: \$  - Range of base salary including housing allowance: \$  - In addition to base salary, we have been providing: *(Check all that apply.)* Parsonage       Housing Equity Allowance       Social Security offset Continuing Education of 14 days and synod recommended minimum allowance of: \$  Four weeks vacation, including four Sundays Car allowance      or       Mileage allowance Health and pension through the ELCA Board of Pensions Other: *(Please explain briefly below.)***Total compensation and professional expense package:** \$ 

Please comment on how these figures compare to your synod's compensation guidelines.

The total compensation would vary depending on the base salary and compare to the current synod's compensation guidelines.

**References**

Please list two people outside of the present membership whom a candidate might call for further insights and impressions of the congregation or ministry setting.

Relationship:  Name: Address City:  State:  Zipcode: Phone  e-mail: Relationship:  Name: Address City:  State:  Zipcode: Phone  e-mail:

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**Use this space if you need to include additional information.**

Empty rectangular box for additional information.