

MINISTRY SITE PROFILE

Bethlehem Lutheran Church Twin Cities

Minneapolis, MN

Completed:



Evangelical Lutheran Church in America
God's work. Our hands.

The Ministry Site Profile (MSP) is intended for use by congregations and church-related organizations that are seeking to call a rostered minister of the Evangelical Lutheran Church in America, or a First Call candidate for rostered ministry. Congregations must complete the entire MSP. Church-related organizations may, with the concurrence of the synod bishop, complete only the required sections (Part I, III and IV). Once complete, this form is submitted electronically to your synod bishop for review and posting to the "Current Openings" listing on the ELCA website (www.ELCA.org/call).

Summary Description

We are calling a Lead Pastor to a very unique faith community. Bethlehem Lutheran Church Twin Cities (BLCTC) is a congregation with campuses in urban south Minneapolis and suburban Minnetonka, Minnesota. BLCTC was established in 2016 through the consolidation of two existing entities (going back more than 125 years). We also encompass Spirit Garage, an ELCA congregation, with human resources and financial support. Spirit Garage worships in a third location in urban South Minneapolis. We are alive, active and looking for leadership to help us continue to grow as children of God as well as provide compassionate care to our community through our vision: "We are Becoming Together - Sharing in the work of God's vision for a healed world".

PART I: WHO WE ARE

Name and Location

CONGREGATION

Bethlehem Lutheran Church Twin Cities

31173

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

NAME

CONG ID

Minneapolis, MN, 55409

US

CITY, STATE, ZIP

COUNTRY

Minneapolis Area Synod (3G)

Congregation - Organized

2016

SYNOD

TYPE OF MINISTRY SITE

YEAR ORGANIZED

Large city (250,000 or more)

SIZE OF COMMUNITY

Contact Information

Ministry Site (preferred contact information)

4100 Lyndale Ave South

Minneapolis, MN, 55409

US

ADDRESS LINE 1

ADDRESS LINE 2

CITY, STATE, ZIP

COUNTRY

ahkroll@yahoo.com

<https://www.bethlehem-church.org>

(612) 312-3400

E-MAIL

WEB SITE

PHONE

FAX

Chairperson of Congregation or Head of the Organization

John Helberg (Council President)

NAME

4100 Lyndale Ave South

Minneapolis, MN, 55409

US



ADDRESS LINE 1	ADDRESS LINE 2	CITY, STATE, ZIP	COUNTRY
		(952) 484-5887	

DAY PHONE	EVENING PHONE	CELL PHONE	FAX
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jhelberg1@gmail.com

E-MAIL

Chairperson of Call or Search Committee

Andy Kroll

NAME

4100 Lyndale Ave South

Minneapolis, MN, 55409

US

ADDRESS LINE 1	ADDRESS LINE 2	CITY, STATE, ZIP	COUNTRY
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DAY PHONE	EVENING PHONE	CELL PHONE	FAX
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ahkroll@yahoo.com

E-MAIL

Demographics

Language Spoken

In the congregation/ organization

English

PRIMARY LANGUAGE	SECOND LANGUAGE	THIRD LANGUAGE
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In the surrounding community

English

Spanish

PRIMARY LANGUAGE	SECOND LANGUAGE	THIRD LANGUAGE
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Race/Ethnicity (In the Congregation)

Caucasian (95%)	African American/Black (5% or less)	Latino/Hispanic (5% or less)	Asian/Pacific Islander (5% or less)
LARGEST	SECOND	THIRD	FOURTH

COMMENTS OR EXPLANATION

Race/Ethnicity (Surrounding Community)

Caucasian (70%)	African American/Black (10%)	Latino/Hispanic (10%)	Asian/Pacific Islander (10%)
LARGEST	SECOND	THIRD	FOURTH

COMMENTS OR EXPLANATION

Gender comparison

Age distribution

46%	54%	30%	20%	15%	20%	15%
MALE	FEMALE	19 YEARS OR YOUNGER	20 - 34	35 - 49	50 - 65	OVER 65

Number of Paid Staff

5	0	2	9	4	8
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Ministers of Word and Sacrament (PASTORS)	Ministers of Word and Service (DEACONS)	OTHER LAY PROFESSIONALS	SECRETARIAL SUPPORT	CUSTODIAL SUPPORT	OTHER
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Congregational Information

700+ **51 - 75** **Multi-point parish**

AVE WEEKLY WORSHIP ATTENDANCE AVE ATTENDANCE IN CHRISTIAN EDUCATION PARISH TYPE

Distance members live from church facilities:

0% **0%** **0%** **0%**

1/2 MILE OR LESS 1/2 - 1 MILE 1 - 3 MILES MORE THAN 3 MILES

Community Type

- | | | |
|--|--|-------------------------------------|
| <input checked="" type="checkbox"/> Suburban | <input type="checkbox"/> College or University | <input type="checkbox"/> Farming |
| <input checked="" type="checkbox"/> Inner City | <input type="checkbox"/> Mining/logging | <input type="checkbox"/> Ranching |
| <input type="checkbox"/> Industrial | <input type="checkbox"/> Resort | <input type="checkbox"/> Retirement |

Budget of the Congregation/ Organization

2021

\$3,101,000

TOTAL BUDGET FOR THE LAST FISCAL YEAR

\$90,000

MISSION SUPPORT TO THE ELCA/ SYNOD FOR THE LAST FISCAL YEAR

LAST FISCAL YEAR

\$3,480,000

TOTAL DEBT OF THE CONGREGATION/ ORGANIZATION AT THE END OF THE LAST FISCAL YEAR

\$5,741,000

TOTAL SAVINGS, RESERVES, ENDOWMENT AT THE END OF THE LAST FISCAL YEAR

PART II: OUR VISION FOR MISSION

Trends in the Community Context of the Congregation or Organization

Characteristics:

Write a description of your community in terms of socio-economic status, demographics, primary areas of employment and lifestyle. The Demographic ZIP Code report for your primary ZIP codes may be helpful.

BLCTC Minneapolis is located in the East Harriet neighborhood of Minneapolis on a main thoroughfare of Lyndale Avenue South at 41st Street. BLCTC Minnetonka is located on Minnetonka Blvd west of Interstate 494. Spirit Garage is located in the Kingfield neighborhood of Minneapolis on West 46th Street & Blaisdell Avenue South. The neighborhoods are primarily single family homes and small businesses. Transit, parks and public schools are all nearby.

Both BLCTC sanctuaries are traditional, one Gothic and one mid-century modern. The liturgy and music are mostly traditional, although it is varied with new anthems, hymns, and texts. At Spirit Garage there are comfortable couches and chairs, a variety of musical styles ... "there is no normal here." Spirit Garage lives into that pretty well being the church with the "really big door." Some worshippers go back and forth between BLCTC Minneapolis and Spirit Garage.

Due to the urban/suburban locations, members are employed in a wide variety of occupations as many corporate, medical and educational institutions have a prominent presence in the metro area. The urban/suburban location also allows members to be involved in a variety of activities especially the arts, theater, many musical genres, and outdoor recreation during all four seasons.

The church draws its membership primarily from the surrounding neighborhoods of each location, but from many



surrounding zip codes as well. Those traveling a longer distance may have grown up in the church and/or may have extended family on the membership rolls. There are multi-generational families that have enjoyed many years at BLCTC.

BLCTC and Spirit Garage members are primarily middle/upper middle class. The membership is majority Caucasian, representative of the neighborhood. The worship attendance demographics may not exactly match the membership statistical data.

For many years it has been a church with membership across all age-groups.

BLCTC's predecessor in Minneapolis was established in 1984 and in Minnetonka was established in 1956. Spirit Garage was launched from BLCTC Minneapolis in 1997 through the generosity of a capital campaign and the desire to reach a younger demographic in a non-traditional setting. There is a long history at BLCTC and Spirit Garage to explore.

Trends:

List three changes or trends within the congregation or organization which have occurred in the last three to five years.

Bethlehem is in a time of transition. Pastor Chris Nelson was instrumental in developing a sense of vision and purpose at Bethlehem during his 22 years of tenure. Part of his legacy involved the consolidation of the predecessor entities into BLCTC in 2016. Pastor Chris passed away in June of 2017 and the momentum of the multi-campus church idea stalled without its founder and champion.

Pastors Mary Pechauer and Ben Cieslik - both serving at Bethlehem - were called as co-lead pastors in November of 2017. Their leadership was just hitting its stride when everything turned upside down due to COVID-19. Pastors Mary and Ben served effectively for just over four years, when Ben resigned in February of 2022 to accept a new call. Being in a co-lead position, Pastor Mary resigned her call at the same time.

While the consolidation that created BLCTC has often led to a sharing of resources, both campuses seek a better understanding of their unified community and what their relationship might be going forward. We are still learning what it means to have Spirit Garage as a sibling, too, even after 25 years.

The children's ministry – from the very young to post-confirmation – has long been a strength at both campuses. While still a strength, the program has experienced reduced participation in recent years due to staff turnover and the pandemic. This loss in momentum has been evident both to parents of young children and members congregation without children. That said, the number of participants has been steadily increasing during the current program year of 2022-2023.

We are a church rooted in a variety of deep traditions. While many aren't eager to give up those traditions entirely, members have revealed that they are open and willing to change if needed. While that "change" isn't necessarily defined, it will be an important part of the pastoral call process and a key to the life and vitality of BLCTC for many years to come.

Context:

List three ways the community in which you are located has been challenged by change and transition in the last three to five years.

The pandemic impacted all aspects of life and created new norms for work, school, recreation, and church. We have lingering uncertainty about COVID's long-term impacts. Combine that with economic challenges and political divisions, and we're seeing a sense of ongoing uneasiness in our neighborhoods and beyond.

Our Minneapolis campus is not far from where George Floyd was killed in May of 2020. While our location was not directly affected by the violence, the event sparked important conversations about the role we might play in addressing social justice issues. Many are committed to addressing the issues surrounding us, but we have questions about how to roll up our sleeves and get to work. On a related note, our worship locations are situated on the traditional homeland of the Dakota people. Whether we are remembering past injustices or writing Thanksgiving prayers to the God of the Sacred Land, we strive to be mindful of the land that we inhabit.

Everyone is welcome at Bethlehem. We value curiosity over certainty, and relationships over being right. Hopefully those who walk in our doors or join us online know that this is a safe and inviting destination for any and all.

The pandemic and social justice issues in the Minneapolis community have forced BLCTC to redefine and re-examine who our "community" truly is. Before the pandemic, extensive outreach was carried out in Africa, India and Central America; both clergy and members led numerous mission trips building international relationships. BLCTC is re-examining exactly how to define the community we are trying to serve.



The Twin Cities is a busy community, with Lutheran churches in abundance. BLCTC and Spirit Garage members often drive by several churches (ELCA and others) on the way to worship. We are mindful of our need to uniquely identify ourselves in the midst of the competitive market and these changing times.

Programs:

Describe your congregation's or organization's current programs for mission and ministry.

BLCTC has traditionally been a place of much activity. Our buildings are used throughout the week for congregational worship, weddings, funerals, baptisms, and congregational events as well as by community groups.

Spirit Garage does not own property but rents from and shares spaces with Solomon's Porch, a faith community. Other building partners are Yoga Sanctuary, martial arts teachers, therapists, counselors, and coaches.

The Bethlehem Music Series is a separate 501(c)(3) organization using the BLCTC Minneapolis campus for 4- 5 concert events each year for more than 30 years.

In-House Ministries:

- Home Communion Ministers
- Healing Touch
- The Gathering (a respite for caregivers) and Memory Loss Caregiver Support Groups
- Starfish Ministries (food & rental assistance)

Music Ensembles:

- Children's Choirs
- Chancel Choir
- Chorale
- Men's Choral Ensemble
- Women's Choral Ensemble
- Handbell Ensemble

Programs within BLCTC for all ages:

- ECHO Sunday School (with kids starting and ending in worship)
- Sunday Morning Breakfast Club (Youth)
- Toys for Tots collection
- Friday Hangouts
- ELCA Youth activities
- Confirmation
- Scouts BSA & Cub Scouts (both campuses)
- Growing the Community Garden
- Bible study groups
- Small groups
- Prayer shawl and quilting
- Seniors Enjoying Life Together (SALT)
- Women's Day of Service
- Women's book club

Partnerships with other Organizations for Local Impact:

- Beacon InterFaith Housing Cooperative, including Families Moving Forward
- Food Shelves CES in Mpls and ICA in Mtna
- Habitat for Humanity
- Lutheran Social Service of Minnesota
- Our Savior's Community Services
- Zoom House (affordable housing)

Partnerships with other Organizations for Global Impact:

- Global Health Ministries (GHM)
- Holistic Ministry of Children of the Horn of Africa (HMCHA)
- Lutheran Partners in Global Ministry (LPGM)

Outside groups using our buildings:

- Sleepy Tigers Chinese Immersion Preschool
- Partners in Praise (a girls choir)
- The Table (www.thetablempls.com)
- Recover Groups: Minneapolis AA Intergroup, Recovery International, 4100 Group, Northcliff AA, SOTS AA, Rescue from Shipwreck AA, Al-Anon
- City of Minnetonka - Polling place
- Osher Lifelong Learning Institute (UofM)
- MN Chorale



- Jo Seddom (chef rents the kitchen)

Goals:

What are the primary goals of your ministry site (please refer to any Strategic Plan that has been adopted).

The Transition Team identified six broad themes for the near future:

- (1) Explore a new vision and purpose in changing church times
- (2) Continue growing into our three-campus relationship and deepen the ties between the Minneapolis and Minnetonka campuses and Spirit Garage
- (3) Be known for a high-quality children and youth ministries
- (4) Set the church on a path of long-term financial stability; following up on recent stewardship consulting with Chick Lane
- (5) Continue vibrant traditional worship while also being open to new ways of worshipping
- (6) Define the role that BLCTC and Spirit Garage will play in the local community and beyond

Energy:

What is your congregation or organization really excited about right now?

The pandemic has been a challenge for all. Seeing our ministries return to some sense of normalcy has been encouraging and exciting. We believe that we will continue to function in a hybrid mode - in-person & via Zoom/Livestream.

The pandemic has opened up BLCTC to new ways to reach and support the congregation and many others through the use of technology. Sometimes we have more people worshipping online than in person. We will continue to build on these technological advances in the future.

We see the community surrounding BLCTC and Spirit Garage as our mission field. We want to know and serve our neighbors.

For many generations BLCTC has had vibrant children and youth ministries. These ministries are changing in today's world, but we are committed to going where the Spirit leads.

Our staff, council and congregation are excited at the prospect of welcoming a new Lead Pastor. We are ready to work collaboratively to explore the goals and directions God might have for us.

Partnership:

How does this congregation or organization see itself as a member and active participant in the Evangelical Lutheran Church in America and the synod?

Bethlehem values its connection with the Minneapolis Area Synod and the ELCA. In 2022 we pledged \$90,000 in support of their local, national, and international ministries.

Bethlehem regularly supports a variety of synod priorities including Lutheran Campus Ministry Twin Cities, Minneapolis Area Synod Mission Table, and ELCA youth ministries.

In 2014 an intentional ministry for those with mental health concerns was created under the leadership of a BLCTC staff member. In the process, Mental Health Connect was born. Currently 35 area churches are partnering in this much-needed ministry.

Pastor Kris Tostengard Michel (on staff at BLCTC) serves as Dean of the South Minneapolis Conference.

Bethlehem's rostered and lay leaders regularly participate in conference, synodical, and church-wide events.

Bethlehem youth regularly attend MAS and ELCA youth activities.

The Bethlehem Foundation provides financial support for members of BLCTC who are students attending seminary. Currently we have four seminarians.

We regularly partner with several area congregations, ELCA and other denominations, to provide worship services every Sunday morning from Memorial Day to Labor Day at the Lake Harriet Bandshell nearby. A former BLCTC Minneapolis pastor made this dream a reality more than 30 years ago!





Ministry Site Characteristics

AS A COMMUNITY

A LOT LIKE US	A LITTLE LIKE US	A LITTLE LIKE US	A LOT LIKE US
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We tend to be formal and programmatic.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We tend to be informal and spontaneous.
We have clearly defined goals and plans for our future.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We have no stated goals or plans.
We are racially and economically diverse.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	We are demographically homogeneous.

OUR LEADERSHIP STYLE

We welcome ideas that are provoking and challenging.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We prefer ideas that are tried and true.
We rely on our leaders for direction.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We rely on group decision-making.
We have learned how to use conflict constructively.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We tend to perceive conflict as something destructive.

OUR PROGRAMMING

Our facilities are often used by community groups.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Our facilities are only used for our activities.
We train people to minister outside our walls.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We train people to minister inside our walls.
We focus on ideas and beliefs.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We focus on skills and action.

OUR THEOLOGICAL PERSPECTIVE

We are obviously Lutheran in identify and practice.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We are less obvious about our Lutheran heritage.
We participate in synod and ELCA activities.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We are not very active in the synod and ELCA.
We focus on Biblical studies and doctrine.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We focus on contemporary issues and topics.



Purpose, Giftedness and Mission

Purpose

How does this congregation or organization understand its reason for being in the light of God's call to mission and service? Who are you? Why are you here?

Adopted January of 2023

BLCTC Welcome Statement: Welcome! We are glad you are here. We are one church with three sites, a long history and a bright future. Our hope is that one of the spaces in our church family will be a safe haven for you - the Minneapolis campus, the Minnetonka campus, or Spirit Garage. The last few years have been hard and almost every person feels changed. The church has felt that too. BLCTC is moving forward, embracing curiosity over certainty and relationships over being right. Jesus set tables for people who never thought they would sit together, and we strive to practice this same hospitality for ALL people, with all of the differences we bring. Please join us. We would love to meet you wherever you are in your faith journey.

Adopted by the BLCTC Council Summer of 2019

VISION: "Becoming Together – Sharing in the work of God's vision for a healed world"

We are always becoming — something new, something holy, something healing, something life-changing and world-altering. God meets us where we are and moves us toward who we are created to be. We are becoming together — listening and learning, changing and growing. And it happens:

God to People — God comes to us so that we can live for others. God loves us without condition and without end so that we can find the strength and the courage to be signs of Christ's love in the world.

People to People — Relationships change us and change the world. By being in relationship with one another we discover more about the challenges that are confronting us as people at this time in history.

People to Place — Home matters. Having access to safe and affordable housing makes a difference. We're committed to working with local partners to help more people have access to a home that allows them to live.

People to Planet — We've made a mess of this world. But God has blessed us with the power to make things better, to work for change, to care for the creation God loves.

Additional information on the Mission and Vision can be found at <https://www.bethlehem-church.org/about/>

Giftedness

What are your gifts and resources for fulfilling this purpose? What are the congregation's or organization's top three assets and how are they being used? Are there obstacles that must be overcome to be able to use these gifts and accomplish the mission?



RELATIONSHIPS: BLCTC's and Spirit Garage's people are our greatest gift. The congregations are truly multi-generational with a healthy balance of young, old, and all ages in-between; this diversity of ages and talents, coupled with an amazing commitment to the congregation, is a real blessing. With our in-person plus current streaming ministry, this connection is only getting stronger, no matter where life has taken folks geographically. For those able to join with us in person, people are increasingly excited to gather for worship, study, and service opportunities. Almost weekly someone will comment, "It's so good to be back!" And shortly after that they'll say to a bystander, "I'm so glad to see you again!"

CARING FOR THOSE IN NEED: Outreach is another great gift of BLCTC, with 10% of our annual budget going to outreach. The current capital campaign is pledging 30% toward outreach. In 2022 we provided financial gifts to 15 partner organizations in the amount of \$235,000. We understand that both our people and our partners are essential in sharing in the work of God's vision for a healed world. Our people give their time, dollars, talents, and energy everyday to help us fulfill and advance our vision and mission.

UNITY IN CHRIST: Meaningful Worship is another asset of BLCTC. We value high-quality worship, including outstanding music and preaching, and continuously challenge ourselves to make it better. We believe that engaging in meaningful worship is a foundation of building the connections needed to carry out our vision.

Mission

In light of the way you have described your ministry context in this Ministry Site Profile, what are the top three mission priorities which, if accomplished, hold the most promise for the continued development of this ministry?

MISSION & PRIORITIES:

The BLCTC Council put forth six priorities to the congregation for implementing the Vision in 2023:

- (1) **PREPARE FOR A NEW LEAD PASTOR.** We will actively support the work of the Transition Team with its Listening Sessions and Ministry Area Evaluations. As the team finishes up its work with a Ministry Site Profile, we will pay careful attention to how it defines us as a congregation. Then we will get to work forming a Call Committee that will lead us in the search for a new Lead Pastor.
- (2) **WELCOME ALL.** We will create and live into a robust welcome statement. We commit to go wherever this welcome takes us, including conversations about racial equality, gender identity, political division, mental health, and a whole host of other areas that can make us uncomfortable.
- (3) **RECONNECT POST PANDEMIC.** We will reconnect with BLCTC members we haven't seen in a while, not to interrogate them, but simply to check on their well-being. Whether they still feel connected to BLCTC or not, they need to know they are not forgotten. We routinely bump into folks whose lives have changed, who are disenchanted with Christianity or the Church, or who are simply busy. Reaching out to them is hard. In all humility, we ask God to give us the most helpful words to say.
- (4) **ENSURE FISCAL TRANSPARENCY.** We will strive for more transparency in fiscal matters, both setting out the financial challenges that we face and encouraging people to support us as generously as they are able.
- (5) **PRIORITIZE OUR CONNECTION WITH CHILDREN & YOUTH.** We will work to strengthen our children's ministry, listening to parents and children to determine how best to support them in their efforts to live as followers of Jesus.
- (6) **INJECT HOPE AND VITALITY INTO MINISTRY.** We will embrace the maxim that good ideas are our lifeblood, and that we are one good idea away from transformation. We know we can't do everything, but we pledge to be strategic in our efforts to inject hope and vitality into the ministry of BLCTC.

References

Synod Bishop



Bishop Ann Svennungsen

Minneapolis Area Synod

a.svennungsen@mpls-synod.org

NAME

SYNOD

E-MAIL

(612) 870-3610

DAY PHONE

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FAX

Inside Congregation or organization

Naomi Staruch

Past Congregational President

naomi@mnstaruch.net

NAME

ORGANIZATION AND TITLE

E-MAIL

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FAX

Outside Congregation or organization

Pastor Peter Nycklemoe

Central Lutheran Church

pnycklemoe@centralmpls.org

NAME

ORGANIZATION AND TITLE

E-MAIL

(612) 870-4416

DAY PHONE

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FAX

An ELCA rostered minister

Pastor Charles (Chick) Lane -- ELCA Retired

charleslane611@gmail.com

NAME

ORGANIZATION AND TITLE

E-MAIL

DAY PHONE

EVENING PHONE

CELL

FAX

Anyone else who knows your setting well

Available upon request

employment@bethlehem-church.org

NAME

SYNOD

E-MAIL

DAY PHONE

EVENING PHONE

CELL

FAX

PART III: LEADERSHIP NEEDS

The Leader we Seek

Roster Type:

- ☒ Minister of Word and Sacrament ☐ Minister of Word and Service ☐ In Candidacy/First Call

Senior Pastor / Head of Staff

Master's Degree (seminary or graduate school)

Full time call

POSITION TYPE:

MINIMUM DEGREE REQUIRED:

FULL TIME/PART TIME:

Language Proficiencies



English/Fluent

PRIMARY LANGUAGE (PROFICIENCY)

SECOND LANGUAGE (PROFICIENCY)

THIRD LANGUAGE (PROFICIENCY)

Experience:

☐ 0-3 years ☐ 4-9 years ☒ 10 -15 years ☒ 16- 20 years ☒ 21 + years

Top Five Ministry Tasks

The five most critical tasks required in this position.

- | | | |
|--|---|---|
| <input type="checkbox"/> Administration | <input checked="" type="checkbox"/> Building a Sense of Community | <input type="checkbox"/> Campus / Young Adult Ministry |
| <input type="checkbox"/> Chaplaincy | <input type="checkbox"/> Children's Ministry | <input type="checkbox"/> Christian Education |
| <input type="checkbox"/> Communications/ Media | <input type="checkbox"/> Community Organizing | <input type="checkbox"/> Conflict Management |
| <input type="checkbox"/> Counseling/ Social Work | <input type="checkbox"/> Early Childhood Administration | <input type="checkbox"/> Ecumenical Work |
| <input type="checkbox"/> Evangelism/ Mission | <input checked="" type="checkbox"/> Financial Management | <input type="checkbox"/> Global Service |
| <input checked="" type="checkbox"/> Innovation / Creativity | <input type="checkbox"/> Interim Ministry | <input type="checkbox"/> Interpret Theology |
| <input type="checkbox"/> Inter-personal Climate | <input type="checkbox"/> Ministry in Crisis | <input type="checkbox"/> Ministry in Daily Life |
| <input type="checkbox"/> Ministry with Seniors | <input type="checkbox"/> Multicultural Ministry | <input type="checkbox"/> Music / Worship / Arts |
| <input type="checkbox"/> Outdoor/ Camping Ministry | <input type="checkbox"/> Parish Nurse / Health | <input type="checkbox"/> Participant in the Larger Church |
| <input type="checkbox"/> Pastoral Care and Visitation | <input checked="" type="checkbox"/> Preaching / Worship | <input type="checkbox"/> Public Policy / Advocacy |
| <input type="checkbox"/> Recruit and Equip Leaders | <input type="checkbox"/> Self Care / Family Life | <input type="checkbox"/> Small Group Ministry |
| <input type="checkbox"/> Social Ministry | <input type="checkbox"/> Spiritual Formation / Direction | <input type="checkbox"/> Stewardship |
| <input checked="" type="checkbox"/> Strategic Mission Planning | <input type="checkbox"/> Teaching | <input type="checkbox"/> Volunteer Coordination |
| <input type="checkbox"/> Youth and Family Ministry | | |

Gifts for Ministry

The five gifts essential in this position, and the five that are very helpful in this position.

Top Priority		Very Helpful
	Help people develop their spiritual life.	Yes
	Help people understand and act upon issues of social justice.	Yes
	Provide care and nurture.	
	Be active in visitation of members and non-members.	
	Be effective in working with children.	
Yes	Build a sense of community among the people with whom he/she works.	
	Help others develop their leadership abilities and skills for ministry.	
	Be an effective administrator.	
Yes	Be an effective communicator.	
	Be an effective teacher.	
	Encourage support of the Church's wider mission.	



Yes	Work regularly in the development of stewardship growth.	
	Be active in ecumenical relationships.	
	Be effective in working with youth.	
	Organize people for community action.	
	Be skilled in planning and leading programs.	
	Have a strong commitment and loyalty to the ELCA.	
	Understand and interpret the mission of the Church from a global perspective.	Yes
Yes	Deal effectively with conflict.	
	Bring joy and good humor to relationships.	Yes
Yes	Be able to share leadership and work in a team.	
	Be creative and innovative about his or her tasks.	Yes
	Be able to use technology and media.	
	Appreciate cultural diversity in language and customs.	
	Have talents in the areas of music, arts and writing.	

Mutual Expectations

Please list the five primary areas of activity or focus that you wish your newly-called rostered minister to give special attention to during the first year of his or her ministry at this congregation or organization:

- Appreciate BLCTC's and Spirit Garages's history and tradition, but with an openness to explore what our vision for the future might be.**
- Name the challenges of the communities in which we exist, and be open to the opportunities to positively impact our life together.**
- Work side by side with the Staff and Church Council to manage our finances and to move toward fiscal transparency and sustainability.**
- Continue a vibrant worship experiences, but ever mindful that a variety of traditions might shape and inspire us going forward.**
- Be fully committed to enriching our children and youth ministries, keeping in mind that so much of our congregational life is an outgrowth of these ministries and that young people are the future church leaders. Find room for children in worship, and explore ways that our worship life can be better together.**

Please list the five ways that this congregation / organization will support and encourage the rostered minister during the first year in order to help her or him accomplish these responsibilities:

- Giving space for our new Lead Pastor to settle in and learn about BLCTC and Spirit Garage regularly promising to pray throughout this important transition.**
- Mutual conversations with staff members and various leadership groups, and regularly engaging in open and honest feedback.**
- Brainstorming about creative and imaginative ideas and innovative ways of being the church.**
- Participating in worship and building community in the variety of ways we gather.**
- Creating a strong staff team to partner with the congregation to carry out mission objectives, provide worship & educational opportunities as well as provide the necessary pastoral care.**

Compensation

No

No



PARSONAGE

SOCIAL SECURITY TAX OFFSET

Synod Guidelines

MAXIMUM AMOUNT AVAILABLE FOR DEFINED COMPENSATION

Benefits

Yes

Yes

4 weeks

PENSION

MEDICAL

VACATION WEEKS

Yes

Yes

SABBATICAL POLICY

PARENTAL LEAVE POLICY

Yes

ARE BACKGROUND CHECKS REQUIRED

Professional Expenses

Yes

No

AUTO / TRAVEL REIMBURSEMENT

PROFESSIONAL EXPENSES ACCOUNT

No

Yes

FIRST CALL THEOLOGICAL EDUCATION

CONTINUING EDUCATION

Comments:

Please offer any comment or explanation regarding the compensation package, especially as it compares to synodical recommendations or guidelines.

We are a standard participant in the ELCA 403b plan and a Gold participant in Portico pension and health programs.

Other Supporting Resources

Are you able to supply the following items, if requested?

Mission and Vision statement of the congregation or organization

Yes

Printed history of the congregation or organization

Yes

Strategic Plan: Goals and Objectives

Yes

Budget

Yes

Annual Report

Yes

Position description: Duties and Responsibilities

Yes

Communications Piece (publicity, newsletter, etc.)

Yes



PART IV: COMMENTARY

You are encouraged to offer information or commentary that will help the reader appreciate the vision, opportunities, challenges and nature of your ministry site. Use this opportunity to creatively promote and commend your ministry possibilities.

BLCTC is a congregation of “ANDs”:

We are proud of our history & heritage AND we embrace a progressive approach to welcoming diversity through ministry, outreach, and community involvement.

We are historically Scandinavian/European communities AND we are challenging ourselves to welcome and embrace the diversity right outside our doors.

We worship in very traditional spaces AND we support Spirit Garage, which worships on comfortable couches with an upbeat worship style to better meet our community where and how they prefer to worship.

The main Minneapolis structure is in a 95-year old building AND we have bees on our roof to support the flowers and plants in our neighborhood, especially to benefit the community garden in the back yard.

We pass the offering plate every Sunday AND we generated income to further our mission through a cellular lease for equipment on our bell tower in Minneapolis.

We have hosted a traditional lutefisk dinner AND those leading the effort range from 20-somethings to 70-somethings.

We embrace an AND mentality over an OR mentality, forcing ourselves to be innovative and creative in how we address the challenges – as well the opportunities – to further our mission, both within and beyond our doors.

PART V: COMPLETION OF PROFILE

Discernment Process and Adoption

Please describe the process used to gather information, formulate responses, and officially adopt this Ministry Site Profile. (Approximately 100 words maximum).

A transition team was created in Spring 2022, with representation from all three locations, varied age groups, and with a wide range of longevity at BLCTC.

Over the summer and fall, the interim lead pastor and members of the transition team held 17 in-person listening sessions in small (<20) group settings, connecting with over 400 people.

An online survey was also completed by 210 people in late summer. This especially helped guide the inputs for the “Top 5 Ministry Tasks” and “Gifts for Ministry” sections of this Profile.

The Transition Team then took the survey results and listening session notes to craft this Ministry Site Profile using first-hand contributions, first working in small groups and then collectively as a large group. The team presented its collective effort to the Council for final approval and submission to the ELCA/Minneapolis Area Synod.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's board: **1/31/2023**

CALL PROCESS ADMINISTRATOR

The name of the person on the synod staff that the bishop has designated as the Call Process Administrator for this call process.



Craig Pederson

NAME

TITLE

C.Pederson@mpls-synod.org

OFFICE PHONE

E-MAIL

Reference's Recommendation

Pastor Peter Nycklemoe

pnycklemoe@centralmpls.org

NAME

E-MAIL

DAY PHONE

EVENING PHONE

CELL

FAX