

MINISTRY SITE PROFILE
Incarnation Lutheran Church

Shoreview, 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 an ordained or lay 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

Senior pastor of a large ELCA congregation and pre-school in a St. Paul suburb. The position oversees the spiritual and ministry leadership through a staff of 20+ full or part-time positions. The pastoral staff (including this position) is comprised of three full-time and two part-time. Located in an upper middle class area with excellent schools. Congregation is financially, politically and theologically diverse. Nearby congregations include a large evangelical church and several smaller Lutheran congregations.

PART I: WHO WE ARE

Name and Location

CONGREGATION

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

Shoreview, MN, 55126

CITY, STATE, ZIP

Saint Paul Area Synod (3H)

SYNOD

Suburb within 10 miles of a large city

SIZE OF COMMUNITY

Incarnation Lutheran Church

NAME

US

COUNTRY

Congregation - Organized

TYPE OF MINISTRY SITE

03093

CONG ID

1962

YEAR ORGANIZED

Contact Information

Ministry Site (preferred contact information)

Kathy Kalsow

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E-MAIL

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WEB SITE

Shoreview, MN, 55126

CITY, STATE, ZIP

(651) 484-7213

PHONE

US

COUNTRY

FAX

Chairperson of Congregation or Head of the Organization

Don Martin

NAME

707 Fox Road

ADDRESS LINE 1

Lino Lakes, MN, 55014

CITY, STATE, ZIP

US

COUNTRY

(612) 805-0274



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Chairperson of Call or Search Committee

Dave Katzke

NAME

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Lino Lakes, MN, 55014

US

ADDRESS LINE 1

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CITY, STATE, ZIP

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flour68guy@msn.com

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Demographics

Language Spoken

In the congregation/ organization

English

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

In the surrounding community

English

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

Race/ Ethnicity (In the Congregation)

Caucasian (95%)

Asian / Pacific Islander (5%)

African American (5%)

Hispanic (5%)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Race/ Ethnicity (Surrounding Community)

Caucasian (85%)

Asian / Pacific Islander (10%)

African American (5%)

Hispanic (5%)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Gender comparison

Age distribution

48%

52%

25%

20%

15%

25%

15%

MALE

FEMALE

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

Number of Paid Staff

5

0

7

5

10

30

CLERGY

LAY ROSTERED

OTHER LAY PROFESSIONALS

SECRETARIAL SUPPORT

CUSTODIAL SUPPORT

OTHER

Congregational Information



700+	101+	Single site	
AVE WEEKLY WORSHIP ATTENDANCE	AVE ATTENDANCE IN CHRISTIAN EDUCATION	PARISH TYPE	
Distance members live from church facilities:			
10%	10%	20%	60%
1/2 MILE OR LESS	1/2 - 1 MILE	1 - 3 MILES	MORE THAN 3 MILES

Community Type

- | | | |
|---|--|-------------------------------------|
| <input checked="" type="checkbox"/> Bedroom community | <input type="checkbox"/> College or University | <input type="checkbox"/> Farming |
| <input 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

2017

\$2,472,787

TOTAL BUDGET FOR THE LAST FISCAL YEAR

\$130,000

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

LAST FISCAL YEAR

\$3,260,762

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

\$1,389,261

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.

Local area of church has about 30,000 residents, or 8,000 families as of the 2010 census. Shoreview is ranked 4th in a Family Circle list of best family communities in 2008. At that census Shoreview is listed as median age of 45, 56% households with married couples, 29% had children under the age of 18, and majority Caucasian. In the last 5 years a large number of senior housing units have been built and occupied close to the church and a new single family housing development has been built out nearby as well. Several large employers are located nearby. Socio-economic status would be considered to be middle class to upper middle class.

Trends:

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

- Leadership within the church has made an effort to push out into the community more, intending to include community in social and service ministry efforts more
- Change in Incarnation's mission statement within the past year reflects how intentional we are as a congregation to feed the hungry in heart, mind, body, and spirit. As a result of this, hunger ministries, both local and global, are being supported more than ever before.
- Youth and Family Pastor hired 1.5 years ago as an intentional move in the direction of supporting youth and family ministry and faith education.
- Regular non-members worshipping 90-100.

*Check out trends on ELCA website for further information on budget and attendance.



Context:

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

- Addition of 3 senior multi-housing complexes nearby affecting demographics and traffic flow, community is relatively stable outside of this.
- Desire to be community cross roads, not just a Sunday destination (develop alt forms/times of worship)
- More retail/options trending into area, community growing.

Programs:

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

- As was mentioned in the trends section, establishing youth and family ministry as a cornerstone of our mission is a move we see as bringing us into line with our new mission statement
- With the new mission statement we also feel we have really named who we are as a congregation. It is a stronger identity statement than the previous mission statement and informs all we do.
- Incarnation also recently combined the Serve and Welcome Ministry areas into one focus area, with the intention being that we welcome all to work with us to serve out our mission.
- Incarnation also strongly supports the greater ELCA mission around the state, country, and world -Incarnation focuses strongly on worship as bringing Jesus' transformative gospel message to the congregation and visitors alike. -Incarnation remains committed to small group ministry (575-600 people over 50-60 groups) as a cornerstone of helping all who wish to grow deeper in faith and in community.

Goals:

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

A long term planning committee has been in place for nearly 2 years. There are 6 objectives this committee have established as a focus moving forward as priorities:

- Worship Experiences
- Hunger initiatives
- Life's Challenging Times
- Learning Opportunities
- Financial Stewardship
- Prayer

Energy:

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

- With the new mission statement we are energized about realizing that we have a clear statement of who we are in ministry and that behind all we do is the realization that we are transformed for this work through God's abundant grace and love.
- We are excited about how conflict-free and strong our congregation is and has been for a long time, and this includes the staff as well. We are a congregation with great diversity of thought and opinions, and yet we embrace this diversity with grace and in a spirit of being open to growth

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?

Incarnation has always been and desire to continue to be a leading and active participant in supporting the larger ELCA at the Synod level and beyond. Incarnation is one of the top 3 financial contributor congregations in the Synod, and we are also faithful to sending Synod representatives to annual conferences and work sessions to help shape governance. We understand that we are part of something bigger and act accordingly with our ministry partners.



Ministry Site Characteristics

AS A COMMUNITY

	A LOT LIKE US	A LITTLE LIKE US	A LITTLE LIKE US	A LOT LIKE US	
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 checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input type="checkbox"/>	We are demographically homogeneous.

OUR LEADERSHIP STYLE

We welcome ideas that are provoking and challenging.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We prefer ideas that are tried and true.
We rely on our leaders for direction.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We rely on group decision-making.
We have learned how to use conflict constructively.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We train people to minister inside our walls.
We focus on ideas and beliefs.	<input checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We are not very active in the synod and ELCA.
We focus on Biblical studies and doctrine.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input 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?

Through the power of the Holy Spirit, we connect, grow, serve and invite. We live into God's grace by showing compassion, care and love for all.

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?

We are blessed as a congregation with people who possess a wide range of practical skills and leadership abilities. Our members are generous with their time, talent and treasures. Our members demonstrate and live out their love in HOW they participate in congregational activities....i.e., people are "all in" when we are called to join in, in living out our faith and mission: Feed My Starving Children, Ralph Reader Food Shelf and Mission trips. The biggest obstacle is time....we are blessed with financial gifts, but are time constrained.

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?

Grow deeper in our faith through transforming worship and relational experiences and then putting that faith into action. Connect with and invite others to discover and share with us in God's abundant gift of Grace. Know that our gifts are from God and are God's....then to enthusiastically give back to HIM a portion of those gifts in order to further HIS Church (the body of Christ) and HIS Kingdom.

References

Synodical Bishop

Patricia Lull **Saint Paul Area Synod** **patricia.lull@spas-elca.org**

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Inside Congregation or organization

Luther Dale **Retired Pastor, Member ILC** **lutherdale@hotmail.com**

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Outside Congregation or organization

Dave Gunnlaugsson **FMSC - Development Advisor** **daveg@fmsc.org**

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Member of the ELCA Clergy roster

Rich Omland **Visitation Pastor - ILC** **romland@comcast.net**

NAME	ORGANIZATION AND TITLE	E-MAIL
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(651) 414-9704

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Anyone else who knows your setting well

Rosalie Grosch

ILC Member

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NAME

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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 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 checked="" type="checkbox"/> Evangelism/ Mission | <input checked="" type="checkbox"/> Financial Management | <input type="checkbox"/> Global Service |
| <input type="checkbox"/> Innovation / Creativity | <input type="checkbox"/> Interim Ministry | <input type="checkbox"/> Interpret Theology |
| <input checked="" 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 checked="" type="checkbox"/> Spiritual Formation / Direction | <input type="checkbox"/> Stewardship |
| <input 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
Yes	Help people develop their spiritual life.	
	Help people understand and act upon issues of social justice.	
	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
Yes	Be an effective communicator.	
	Be an effective teacher.	Yes
	Encourage support of the Church's wider mission.	
	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.	Yes
Yes	Have a strong commitment and loyalty to the Lutheran Church.	
	Understand and interpret the mission of the Church from a global perspective.	
	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.	
	Be able to use technology and media.	Yes
	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 leader to give special attention to during the first year of his or her ministry at this congregation or organization:

- A. **Craft and help us follow a strategy for increasing outreach to all ages, targeting 35-49 year olds and unchurched neighbors. Help us to develop a better way to reach aging households and new populations within our community.**



- B. Lead the congregation to practice generous stewardship as disciples of Jesus Christ. Teach ways of generosity beyond historical and comfortable places.**
- C. Review, understand, and continue implementation of Long Range Planning recommendations (see Part II Goals).**
- D. Develop relationships with staff and congregation. Become an integral strand within our community, pulsing and moving with each breath we take.**
- E. Increase involvement of members in church services and/or child and family programs. Supporting family orientated activities and initiatives.**

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

- A. Prayer - Incarnation is a prayerful community and we will be with you in heart, body, mind, AND spirit.**
- B. Council and congregational support - thru a strong council, capable and active, and vibrant congregation body.**
- C. Staff support - a dedicated passionate staff, with great breadth and experience, awaits your guiding leadership.**
- D. Development of a planned series of events to welcome the new Pastor and his/her family.**
- E. Get in depth overview on Long Range Planning process and current status, meet and work with the leaders and thinkers of the congregation and the plan.**

Compensation

No	Yes
PARSONAGE	SOCIAL SECURITY TAX OFFSET
\$95,000 +	
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	Yes
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 will provide ELCA benefits, A housing allowance included in compensation.

Sabbatical and Parental Leave - see attached

Auto/Travel - \$0.50/mi
Professional Expenses Account - \$180/yr
Continuing Education - \$1600/yr
First Call - NA

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	No _____
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.

Incarnation Small Groups – one of the great strengths of Incarnation!

Small groups are places to connect with other people, to experience a sense of community and to connect with God. Incarnation offers a variety of small groups from groups that take part in a faith study together to groups that gather around a common interest or activity.

Some groups gather for one season, while other groups are together for years, walking through life and faith journeys together across time. All small groups are designed to build connections, engage in a faith study or devotions, and serve others.

- 50-60 small groups at any one time
- 575-600 members in small groups (duplicated count)
- 350-400 people involved in small group ministry
- 65-70 active small group leaders

Adult Education

Rooted in Scripture and the Lutheran faith, broaden the spectrum of learning opportunities for spiritual formation and the discovery of God-given gifts to better reach a wider range of the community and their faith needs.

**Kairos averages 55-60/wk
Walk Through the Bible is about 10**

**Other offerings are episodic. Here are some sample numbers as examples:
Multi-session Bible studies are typically 20 people.
Spiritual Spa averages about 45 and happens three times a year.
My neighbor Is Muslim had about 70 people register for the 4 week course.**

Children Youth and Family

There are 150-160 weekly attendees.

The one primary goal we have for those who come through our CYF Ministry programs is to have an Authentic Faith in Jesus Christ as their Lord and Savior, in the Heavenly Father in whom they find their identity as a child of God, and in the Holy Spirit who works to transform them into the people of God. This is achieved through partnering with parents by creating opportunities for them to be encouraged and equipped to exemplify Authentic Faith within their homes, (i.e. some of the ways we encourage and equip parents are by using programs and philosophies of ministry found in: Faith5, Faith Milestones, Think Orange and Sticky Faith). Our ministries themselves create space for children and youth to explore their questions, doubts and passions for their living out their faith in everyday life. We place an emphasis on knowing the stories of Scripture, because we believe this is one of the primary ways in which God reveals Godself to us, which allows for the bond of trust between people and God to grown and developed over time. We desire to have our Children, Youth and Families be able to clearly articulate their own Authentic Faith through words and actions in the church and more importantly in the world around them as they become ambassadors for Christ.

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 nine person Call Committee was formed from Incarnation Lutheran Church members. The nine members divided up sections of the Ministry Site Profile to collect information from the church as well as community data to complete the sections. The Call Committee then reviewed and revised sections as a group prior to working with the interim pastor on completion of the document. Finally, the MSP was presented to the Congregation Council to approve before submission to the Synod.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's board: **9/10/2018**

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.

Rev Patricia Lull

NAME

(651) 224-4313

OFFICE PHONE

Bishop, SPAS

TITLE

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Reference's Recommendation

Lisa Baker

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