

MINISTRY SITE PROFILE
Trinity Lutheran Church

Bismarck, ND

Completed: 06/18/2019



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

Large, established, downtown congregation which draws members young and old from the entire community, focusing on worship and music, youth and family, and community outreach. We are mission driven and community centered with a desire to minister to people within our congregation and beyond. We are currently seeking a senior pastor to be a spiritual leader and help this congregation continue to grow.

PART I: WHO WE ARE

Name and Location

CONGREGATION

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

Bismarck, ND, 58501

CITY, STATE , ZIP

Western North Dakota Synod (3A)

SYNOD

Medium city (50,000 - 249,999)

SIZE OF COMMUNITY

Trinity Lutheran Church

NAME

US

COUNTRY

Congregation - Organized

TYPE OF MINISTRY SITE

12578

CONG ID

1908

YEAR ORGANIZED

Contact Information

Ministry Site (preferred contact information)

502 North 4th Street

ADDRESS LINE 1

ADDRESS LINE 2

Bismarck, ND, 58501

CITY, STATE, ZIP

US

COUNTRY

sparrow@trinitybismarck.com

trinitybismarck.com

(701) 223-3560

(701) 223-3561

E-MAIL

WEB SITE

PHONE

FAX

Chairperson of Congregation or Head of the Organization

Beth Campbell

NAME

502 North 4th Street

ADDRESS LINE 1

ADDRESS LINE 2

Bismarck, ND, 58501

CITY, STATE, ZIP

US

COUNTRY

(701) 258-0851

DAY PHONE

EVENING PHONE

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FAX



bethecampbell@yahoo.com

E-MAIL

Chairperson of Call or Search Committee

Kirsten McIntyre

NAME

502 North 4th Street

ADDRESS LINE 1

Bismarck, ND, 58501

CITY, STATE, ZIP

US

COUNTRY

(701) 400-3362

DAY PHONE

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FAX

tkmcintyre@bis.midco.net

E-MAIL

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%)

Other (5%)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Race/ Ethnicity (Surrounding Community)

Caucasian (90%)

American Indian/Alaska Native (5%)

Latino/Hispanic (5%)

African American/Black (5%)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Gender comparison

48%

52%

MALE

FEMALE

Age distribution

20%

20%

20%

20%

20%

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

Number of Paid Staff

2

0

3

1

3

1

CLERGY

LAY ROSTERED

OTHER LAY PROFESSIONALS

SECRETARIAL SUPPORT

CUSTODIAL SUPPORT

OTHER

Congregational Information

401 - 700

101+

Single site



AVE WEEKLY WORSHIP ATTENDANCE	AVE ATTENDANCE IN CHRISTIAN EDUCATION	PARISH TYPE	
25%	25%	25%	25%
1/2 MILE OR LESS	1/2 - 1 MILE	1 - 3 MILES	MORE THAN 3 MILES

Distance members live from church facilities:

Community Type

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

2018

\$794,895

TOTAL BUDGET FOR THE LAST FISCAL YEAR

\$50,591

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

LAST FISCAL YEAR

\$0

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

\$2,127,525

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.

Bismarck is economically diverse, fast growing and dynamic. As North Dakota's capital, Bismarck is located in the central part of the state with access to many key industry clusters and premiere history, culture and recreational attractions. Located near the state's energy corridor, this area is in the midst of economic growth and opportunity. The population of the Bismarck-Mandan Metropolitan Statistical Area surpasses 125,000, making it one of the fastest growing metros in the nation. Key employers include state government, two regional medical centers, three colleges, two large utility/energy companies and several entrepreneurial startups. Bismarck Public Schools is the largest school district in the state with over 500 classrooms in 16 grade schools, three middle schools, three senior high schools, an alternative high school, a Career Academy and Technical Center, and an early childhood program.

Bismarck-Mandan has received several accolades and national rankings, including Best City for Jobs, #4 on Best Performing Cities Index, and Best Places for Business and Careers, with the state of North Dakota ranking #2 on Forbes Best States for Business and topping the list for best U.S. states for young adults. North Dakota also stands out as one of the nation's safest states.

Trends:

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

- 1. Strong mission focus - Trinity has placed a strong focus on mission and ministry within our congregation and beyond. We have supported and nurtured charitable entities such as The Banquet (meal and fellowship for all), Carrie's Kids (physical and emotional support for young people), Ministry on the Margins (support for those living on the margins such as the homeless and those released from prison), and other offerings and benevolences. Trinity**



has dedicated itself to developing innovative ministries and has proven to be an incubator for these important programs. Carrie's Kids, a program to help low-income youth, was established at Trinity about 10 years ago and supported by our congregation. The program became so successful that it outgrew its space at Trinity and was viable enough to become its own 501(c)3. Today, Carrie's Kids is continuing to grow and expand its services to provide integral physical and emotional support to young people in need. The Banquet, a community meal and fellowship program, got its start in Trinity's kitchen almost 15 years ago, and since then, has served hundreds of thousands of meals to individuals in our community. The Banquet began serving one meal each week and now has expanded to serve four meals per week, as well as provide other supplemental services for those in need. As a result of its remarkable growth, The Banquet is pursuing 501(c)3 status and developing a capital campaign to move into their own facility to provide daily meals and accommodate expanded resources such as shelter, food pantry, education, behavioral health and community resources.

2. **Worship enhancement** - With a large congregation made up of a variety of ages, backgrounds and interests, we are focused on implementing worship, music and fellowship enhancements to strengthen the worship experience of our members, including screens/projection, new hymnals, worship themes, Bible studies, and other ways to further engage our congregation.

3. **Downtown presence** - It is a challenge to sustain a vital, attractive ministry in the heart of the community when many churches are establishing large, new facilities at the growing edges of town. This challenge also serves as an opportunity for Trinity to minister to Bismarck's homeless and struggling populations that live and seek services in the downtown area.

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.

1. **Energy development in the state** has allowed our community to grow when most of the country has struggled. Bismarck is located just far enough away from major oil drilling so that it enjoys the positive benefits (steady growth, low unemployment) without the negative effects (overtaxed infrastructure, housing shortages).

2. **Homelessness** - With all of Bismarck's economic and population growth, homelessness remains an issue despite prosperity in our community. Trinity is working closely with our community to address homelessness and bring aid to those in need. One of the key ways we are addressing this need is by providing a community meal four times per week through our feeding and fellowship program, The Banquet.

3. **Growing behavioral health challenges** - With incidents of mental illness and substance use disorder on the rise across the nation, North Dakota and Bismarck are not immune to this growing health epidemic. Our church is working with our community to address the need and identify ways to respond such as opening our doors to AA meetings and addiction support groups, while exploring opportunities to provide additional peer support and recovery services.

Programs:

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

Trinity offers a variety of opportunities for members to participate in the life of the church. Adults in the congregation can participate in Stephen Ministry, which provides one-to-one Christian care to individuals who are experiencing difficulties in their lives. The Banquet is a ministry that provides free community meals and fellowship to hundreds of people each week. Beer and Hymns occurs every month in partnership with other local congregations. Different adult education classes are offered throughout the year on Sunday mornings and Financial Peace University is offered every year.

Trinity has a strong children and youth program. Church school classes are offered on Sunday morning and Wednesday evening for 3-year-olds through 5th grade students. Our confirmation program includes 6th-8th graders and is a small group model with large group lessons, community service components and a focus on relationships within each small group. Our youth and education programs are very accommodating to kids with disabilities to ensure that they are able to participate fully in our faith community. As a result of Trinity's strong focus on youth-oriented programs, confirmation and church school numbers have remained strong and constant over the past several years. Average weekly attendance numbers last year averaged just over 250 young people.

Trinity offers camperships and strongly encourages kids to attend Bible Camp. There are several family centered events throughout the year, which often include a meal, fun activities and a faith-building component. Trinity's strong Trust Fund supports several church programs, including youth activities and scholarships for graduates attending college and members attending seminary. The Trust Fund Board is very active and generous, and supports important ministry and fellowship enhancements for our church and members.

Goals:

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

About three years ago, Trinity staff and council developed a strategic plan. The congregation was surveyed and then



the staff and council met with a facilitator to identify strengths, challenges and opportunities. They also created three long-term goals:

1. **Spirituality** - growing spiritual relationships with other people. It is our goal to develop a small-group ministry at Trinity to provide additional fellowship opportunities for our members and to help them grow spiritually.
2. **Stewardship** - develop a comprehensive year-round giving strategy. We are focused on enhancing our stewardship program to make giving a year-round goal and to educate the congregation about the different types of stewardship, including financial and personal resources. Currently, Trinity is relying on funds from its savings accounts to help balance the budget. We recognize the need to address this with the congregation and develop a more comprehensive stewardship program to strengthen our general funds and allow our savings to grow.
3. **Worship** - develop effective worship practices that meet congregational needs. We are working with our congregation to identify and implement practices that enhance the overall worship experience to provide meaningful engagement to better welcome, equip and send our members to do God's work.

Energy:

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

When surveying new and old members, the number one asset we hear is that Trinity is a welcoming church. Our congregation is excited about our welcoming spirit and how we reach out to existing members in need and new members attending our church. We are proud of our inclusive attitude and willingness to accept and welcome all as children of God. We open our building to be used by The Banquet, AA and Alanon and many other groups. We support same sex marriage and welcome all members of our congregation to get married at Trinity.

Worship is very important to our members. Trinity members enjoy the variety of worship styles that are offered - traditional, blended and contemporary - and that variety is a key asset for our church. Ensuring that all who attend Trinity experience a positive and fulfilling worship experience is a top priority for our church.

We are also proud and excited about the mission work this congregation has already accomplished and the ideas we have for future mission possibilities. Trinity members are proud to have nurtured mission projects such as The Banquet and Carrie's Kids and look forward to developing new mission priorities to address needs and challenges within our church and community.

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?

Trinity is proud of its many community and statewide partnerships, and the wonderful ministries stemming from those partnerships. We are continuously searching for ways we can strengthen our community and improve the lives of our members and our brothers and sisters in Christ. We are also proud that when other churches or organizations look for ministry partners, Trinity is one of the first contacted. That is a real testament to our mission focus and our ability to establish, nurture and expand ministries.

In addition to being an active participant in our community, we are also a proud and active participant in the ELCA and synod. Trinity has a strong record of consistently supporting the ministry of the synod and the ELCA. Our congregation is committed to sending 10% of its offering income to ministry outside of our church. Our former senior pastor served on the Synod Council, our Youth and Christian Ed. Coor. serves as the Gathering Synod Coordinator, we elect delegates to attend the synod assembly and several of our young people attend the ELCA youth gathering every three years. It is our intent to broaden our benevolences beyond 10% as part of our expanded ministry program and will work with our senior pastor to establish goals and outcomes to make this a priority for our church.



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 type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We are demographically homogeneous.

OUR LEADERSHIP STYLE

We welcome ideas that are provoking and challenging.	<input checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input 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 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 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 type="checkbox"/>	<input checked="" 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?

Trinity's mission statement - our church exists to: welcome all people into relationship with Jesus Christ, equip people with a vital, living faith, and send us into the world to serve in Jesus' name.

An important part of our congregation's ministry is outreach to people in need as demonstrated by ministries such as The Banquet and Carrie's Kids. As mentioned earlier, The Banquet is a non-denominational meal outreach that serves hundreds of free meals four days a week. Trinity helped Carrie's Kids when the program first began by providing them with a space, funding and other donations. Carrie's Kids serves at-risk children and teens in our community through a variety of programs. Because of the program's growth and success, it was able to move out of Trinity and into its own space, allowing for expanded access and services. Trinity is also very welcoming to new people who attend worship and take part in congregational activities.

Worship is a central part of our congregational life. Our members value this time together with inspirational music, the inclusion of people of all ages in the worship experience and a welcoming atmosphere to anyone who comes.

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?

Trinity is accepting of all people and provides a welcoming place for people to worship. We have many active members who have a desire to build relationships and share God's love within Trinity and also within the community.

Trinity has a great youth ministry and education program. Our church school and confirmation programs have many volunteers and the kids are a big part of the life of the church. The congregation supports the youth program through fundraisers that allow our youth to participate in mission trips and the ELCA Youth Gathering.

Trinity has a great facility located in a great location. Our church building is large and offers many spaces for groups to meet. We are able to host The Banquet because of our large kitchen and Fellowship Hall area. We remodeled the old sanctuary into a community center space that can be used for fellowship, group meetings and dance groups, as well as special worship services.

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?



In everything we do, we follow our mission to welcome all, equip people with faith and send them out to serve God. Our mission priorities underscore this mission and define who we are as a church.

1. Expand community outreach opportunities - Identify community needs and ways we as a church and community partner can address those needs and help our more vulnerable people. The Banquet continues to be a wonderful way to care for those in need and further enhancements to the program will expand opportunities to provide much needed support and assistance. During congregational focus group meetings held in preparation for the MSP, suggestions were made to expand other areas of ministry to include support for new immigrants, tribal programs, youth-led mission projects, and mental illness and addiction services. We will engage our congregation to explore new outreach opportunities and discern where God might call us into ministry next.

2. Enhanced ministry for members and non-members - Two key areas for our future ministry development are centered on the implementation of a small group ministry and an enhanced approach to our confirmation and youth-led activities. A small group ministry would create opportunities to support our diverse congregation and provide a vehicle for support and engagement. A more tiered and robust confirmation and youth program would create additional opportunities to involve our young people in mission and community projects, and set the course for their future participation as lifelong church members.

3. Strengthen community behavioral health support services - This ministry would allow our church to expand The Banquet and other services for the homeless, as well as develop a response to the rising need for peer support and recovery services. We will partner with our community to provide services to address the escalating impacts of mental illness and substance abuse.

References

Synodical Bishop

Mark Narum	Western North Dakota Synod	bishopnarum@wndsynod.org
NAME	SYNOD	E-MAIL

DAY PHONE	EVENING PHONE	CELL	FAX
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Inside Congregation or organization

Rick Clayburgh	Trinity Member	rclayburgh@yahoo.com
NAME	ORGANIZATION AND TITLE	E-MAIL
		(701) 220-9232

DAY PHONE	EVENING PHONE	CELL	FAX
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Outside Congregation or organization

Sister Kathleen Atkinson	Director - Ministry on the Margins	ministryonthemargins@gmail.com
NAME	ORGANIZATION AND TITLE	E-MAIL

(701) 426-8747

DAY PHONE	EVENING PHONE	CELL	FAX
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Member of the ELCA Clergy roster

Rev. Craig Schweitzer	Senior Pastor, Good Shepherd Lutheran Church	craig@goodshepherdbismarck.com
NAME	ORGANIZATION AND TITLE	E-MAIL



(701) 255-1001

DAY PHONE	EVENING PHONE	CELL	FAX
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Anyone else who knows your setting well

Jim Barnhardt	Board President, The Banquet	jimbarnhardt@msn.com
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NAME	SYNOD	E-MAIL
		(701) 226-4524

DAY PHONE	EVENING PHONE	CELL	FAX
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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)
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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 checked="" 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 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 type="checkbox"/> Inter-personal Climate | <input type="checkbox"/> Ministry in Crisis | <input checked="" 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 checked="" 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 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.	
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.	
Yes Help others develop their leadership abilities and skills for ministry.	
Yes Be an effective administrator.	
Yes Be an effective communicator.	
Be an effective teacher.	
Encourage support of the Church's wider mission.	
Work regularly in the development of stewardship growth.	Yes
Be active in ecumenical relationships.	
Be effective in working with youth.	
Organize people for community action.	
Be skilled in planning and leading programs.	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.	Yes
Bring joy and good humor to relationships.	
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 leader to give special attention to during the first year of his or her ministry at this congregation or organization:

- A. **We would like the new pastor to spend time building a relationship with the church staff and to establish a positive team environment.**



- B. In addition to the staff, we would like the new pastor to spend time getting to know the congregation, listening to their ideas and priorities for the future, and engaging them in discussions about our key mission priorities and effective ways to grow our ministries.
- C. Members of the congregation and the church council have expressed a desire to make changes to our worship services. Attendance has been dropping and the demographics are changing. We currently have a traditional and blended service on Sunday mornings and a contemporary service on Wednesday evenings. Some of the items already identified to work on include: finding more musicians to help enhance the quality of the worship, adding more of the liturgy to the Wednesday night worship, and finding ways to include children and youth. The council plans to form a worship task force to begin work on identifying worship enhancements, and will want to have input from the new pastor.
- D. Our congregation has expressed a real desire to build stronger spiritual relationships with each other. One of the ways to accomplish this is to develop a small group ministry within our congregation. Our plan is to form a small-group task force to develop the program and identify various groups, including families, youth, seniors, men and women. From there, we will establish each group and develop an implementation and operational plan to introduce to our congregation. We seek the direction of our new pastor to help us develop and implement this important ministry.
- E. We would like our new pastor to become familiar with Trinity's current mission priorities and spend time leading discussions about the congregation's future mission priorities and ministry opportunities to grow our congregation and advance our goals.

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. Thorough orientation and ongoing support from staff, church leadership and congregation members.
- B. A positive, dedicated, cohesive staff which works as a team and supports each other's ministries.
- C. Support from the church council in leading congregational discussions on ministry priorities and next steps towards growth of our congregation and our ministries.
- D. There is an opportunity for the new pastor to participate in text study and other collaboration with local ELCA pastors.
- E. There will be opportunities through vacation and professional development for personal growth and relaxation.

Compensation

No	Yes
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	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 provide synod guidelines for clergy compensation.
- We provide two weeks and \$1,300 for continuing education.
- We provide a sabbatical every five years (1-3 months).

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.

About three years ago, the staff and council developed a strategic plan. The congregation was surveyed and then the staff and council met with a facilitator to identify our strengths, challenges and opportunities. They also created three long-term goals: 1. Spirituality - growing spiritual relationships with other people; 2. Stewardship - develop comprehensive year-round giving strategy; and 3. Worship - develop effective worship practices that meet congregational needs.

Some work was done in relation to these goals, but there is still more to do. The current council has decided to establish a worship task force to start working on the worship goal. We have also decided to start some short-term small groups to begin the development of a robust small group program at Trinity. "Forty Days of Purpose" was presented in the past and many congregation members have said what a gratifying experience it was. While this will be a good start, the council recognizes the need to establish a small group board to implement a sustainable small group ministry. This will be a priority once the new pastor is called.

The work on the stewardship goal will also be a priority once the new pastor is on board. The Stewardship Board has not been active, so the Council plans to recruit new members for this group. Council members have also been participating in a book discussion on "Embracing Stewardship" by Charles L. Lane & Grace Duddy Pomroy during some of their monthly meetings.

Through our discussions with congregation members, we know that they value our mission work in our community and also place a high value on continuing to find ways to maintain a high-quality youth and family ministry. We look forward to our new pastor working with us to advance these priorities.

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 small committee was formed to work on the Ministry Site Profile (MSP). Council members made announcements during worship to help educate the congregation about the call and MSP process. We wanted to have as much input from the congregation as possible, so two focus group meetings were held to discuss the ministries of Trinity. The discussion centered around questions from the MSP, so that the writers could implement members' input. There was also a meeting of the council, call committee and Synod Bishop to discuss our needs and priorities for the future. All of that input was incorporated into this MSP. The document will also serve as a valuable tool for the council as they work on behalf of the congregation.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's **3/28/2019** board:

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.

Mark Narum

NAME

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Bishop, Western ND Synod

TITLE

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Reference's Recommendation

Rev. Craig Schweitzer

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