

MINISTRY SITE PROFILE

Trinity Lutheran Church

Bismarck, ND

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

Large, established downtown congregation that draws members young and old from the entire community, focusing on a culture centered on Christ, grounded by worship, growing in faith, and living to serve others. Trinity is mission-driven with a desire to minister to people within our congregation and out in our community. We are currently seeking an associate pastor to help us in our mission to grow in our faith so we can serve our neighbor.

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

pudwill@trinitybismarck.com

E-MAIL

ADDRESS LINE 2

https://trinitybismarck.com/

WEB SITE

Bismarck, ND, 58501

CITY, STATE, ZIP

(701) 223-3560

PHONE

US

COUNTRY

FAX

Chairperson of Congregation or Head of the Organization

Troy Zander

NAME

7700 Ridgeland Dr.

ADDRESS LINE 1

ADDRESS LINE 2

Bismarck, ND, 58503

CITY, STATE, ZIP

(701) 426-4000

CELL PHONE

US

COUNTRY

FAX

DAY PHONE

EVENING PHONE



troy@nationalmedicalresources.com

E-MAIL

Chairperson of Call or Search Committee

Matt McMerty

NAME

000

Bismarck, ND, 58503

US

ADDRESS LINE 1

ADDRESS LINE 2

CITY, STATE, ZIP

COUNTRY

(701) 471-9406

DAY PHONE

EVENING PHONE

CELL PHONE

FAX

matt@giftedbean.com

E-MAIL

Demographics

Language Spoken

In the congregation/ organization

English

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

In the surrounding community

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

Race/Ethnicity (In the Congregation)

Caucasian (0%)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Race/Ethnicity (Surrounding Community)

Caucasian (0%)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Gender comparison

50%

50%

Age distribution

20%

20%

20%

20%

20%

MALE

FEMALE

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

Number of Paid Staff

3

0

2

1

2

0

Ministers of Word and Sacrament (PASTORS)

Ministers of Word and Service (DEACONS)

OTHER LAY PROFESSIONALS

SECRETARIAL SUPPORT

CUSTODIAL SUPPORT

OTHER

Congregational Information



251 - 400

101+

Single site

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

- ☐ Suburban
- ☐ Inner City
- ☐ Industrial

- ☒ College or University
- ☐ Mining/logging
- ☐ Resort

- ☒ Farming
- ☒ Ranching
- ☐ Retirement

Budget of the Congregation/ Organization

2021

\$800,773

TOTAL BUDGET FOR THE LAST FISCAL YEAR

\$44,445

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

\$2,613,060

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 prime historical, cultural, and recreational attractions. The Bismarck-Mandan metropolitan statistical area is home to an estimated 129,641 people, according to the 2020 Census estimate, up 17% since 2010. Key employers include state government, two regional medical centers, two colleges, two large utility/energy companies, and the largest school district in ND.

The Bismarck-Mandan area is a great place to live. Some national recognitions include the Forbes list of "Best Small Places for Business & Careers," Milken Institute's "Best Small Cities," and CNN Money's list of top 100 places to live.

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 - The Banquet, a long-time feeding ministry that started at Trinity serving a weekly meal to those in need in our community expanded to four meals each week, but the desire was to provide meals every day. The Banquet recently served its last meal at Trinity and is now located within the Dream Center where they can provide those daily meals. The Church Council and members of the congregation have engaged in conversations over the past year to discern what the next mission will be for Trinity Lutheran Church. The Council has invited speakers from different local ministries to learn about the opportunities that already exist and explore where God is leading us next. Through these conversations, Trinity has expanded its partnership with Ministry on the Margins.

2. Downtown presence - Trinity has worked to build relationships with its neighbors. Trinity is located in downtown Bismarck which can make it challenging to sustain a vital, attractive ministry when most growth in Bismarck is far from downtown. The location also provides opportunities to engage in outreach to our neighbors. Trinity has added



a summer block party and invited the surrounding community for worship, games, and food. We have also connected with the nearest elementary school and provided gifts to the staff there. In the summer we can worship outside in our green space which makes us more visible and welcoming to our neighbors.

3. Culture - Trinity is working to build a culture that connects faith to daily life. We hope that time together in worship and fellowship equips us to go out and serve in our community. The time we spend gathered together should help us to grow in faith so we can carry the good news to the world.

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.

1. Bismarck has experienced population growth which has tested the limit of some services for its citizens. Bismarck has seen trends in young people and families moving here from smaller communities. Bismarck Public Schools is the largest school district in the state and has been building new schools to accommodate the growing number of families with children in our community. The decision of many retirees to resettle here has also added to our economic and population growth.

2. Homelessness - With all of Bismarck's economic and population growth, homelessness remains an issue despite prosperity in our community. Bismarck has seen an increase in homelessness among adults and children. Last school year there were 415 homeless children in the Bismarck school system. There are services in place; however, there is a recognition of the need for a more robust system to support children and families living in poverty due to behavioral health, substance abuse, or other issues. Trinity is working closely with our community to address these issues and bring aid to those in need. One of the key ways we are addressing this need is by providing free sack lunches to anyone who needs them through the Loaves and Fishes ministry. Trinity also makes a substantial donation to Ministry on the Margins that they administer and determine who is in need of the funds.

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. Loaves and Fishes is a ministry that provides free sack lunches to dozens of people each week. Beer and Hymns occurs every month in partnership with other local congregations. Bible journaling meets once a month in conjunction with Good Shepherd Lutheran Church. Connect Groups and Bible Studies meet at various times throughout the week. Different adult education classes are offered throughout the year on Sunday mornings. 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.

Church School is offered for children aged 3 through 5th grade on Sunday mornings and Wednesday evenings. The Confirmation program is for kids in 6th grade through 8th grade who are put into small groups with adult leaders. The Pastors teach on theme nights, and each small group spends time in discussion. Each group takes part in service projects and fellowship events throughout the year.

Goals:

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

Continue to create a congregational culture where people regularly worship. Where members sense God's Holy Spirit is up to something through worship at Trinity and willing to invite others to "come and see".

An emphasis on being Christ's church beyond the walls of this building. Providing opportunities for service and outreach, while at the same time helping members see their daily work, activities, and interactions as venues for living out their faith.

Growing deeper in our Christ-centered faith through Bible Study, Connect Groups, Church School, and our Confirmation program. Through these activities, our desire is to help nurture vibrant faith.



Our building is a gift to this congregation and community. It is our responsibility to be stewards of this space. To that end, we will continue to work to address issues of deferred maintenance so this space can continue to serve our faith community and the neighborhood.

Energy:

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

Congregation members identified many things that excite them about Trinity, but a few themes became evident. Trinity is welcoming. Congregants describe how Trinity welcomes everyone to worship and participate in the life of the church. As a congregation, we have worked to extend welcome to our neighbors through outdoor worship, block parties, and an outdoor food pantry for anyone in need.

Our members also expressed their excitement about the leadership in our congregation. Trinity has wonderful pastors, staff, and members who provide leadership on the Church Council and Committees. In the last few years, these leaders have guided the congregation through the pandemic, a capital campaign, and other changes to programs within the church.

Another thing that excites our members is our congregation's worship life. Trinity offers a variety of worship times and styles. All of our services provide wonderful music thanks to many talented musicians who volunteer their time to enhance our services. We are also fortunate to have a great pastoral staff that leads us in worship and shares the Word with the congregation both in-person and through live-streaming. The staff has also added a "Trinity To Go" online option for people. This is a shorter, online-only option.

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, improve the lives of our members, and our brothers and sisters in Christ. We are also proud that Trinity is one of the first contacted when other churches or organizations look for ministry partners. 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 voting members are committed to sending 10% of its offering income to ministry outside of our church. Our senior pastor serves on the board of Ministry on the Margins while our Youth and Christian Ed. Coor. serves as the Gathering Synod Coordinator and collaborates with local youth ministry staff to plan events and share ideas. The pastors participate in text study with other local pastors each week. The congregation elects voting members to attend the synod assembly each year, and several of our young people attend the ELCA youth gathering every three years.



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 checked="" 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 type="checkbox"/>	<input checked="" 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 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 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: Nurturing a living faith with open hearts and serving hands.

An important part of our congregation's ministry is outreach to people in need. The Banquet is a non-denominational meal outreach that began at Trinity and serves hundreds of free meals a week. Due to excellent community support, the Banquet has been able to move into its own building, which allows them to expand the meals and assistance offered. The Loaves and Fishes Ministry packs hundreds of sack lunches each month which are made available daily outside the sanctuary. 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.

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. There are many opportunities for people to participate in the life of our congregation, including worship, Bible studies, committees, and volunteer activities.

Trinity has a strong youth ministry and education program. The church school and confirmation programs have many volunteers and are well-attended. The congregation supports youth fundraisers which allow our young people to attend mission trips and the ELCA Youth Gathering at a minimal cost. Trinity is working on building up our high school ministry, which has been limited in the past.

Trinity has nurtured and grown some wonderful outreach ministries. Carrie's Kids and The Banquet both started at Trinity and were able to grow into independent ministries. Now that the Banquet has left, Trinity has engaged in conversations with members and the Council to discern the next mission that the congregation can take on.

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?

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 neighbors. The church council has spent time over the past year learning about existing ministries within our community to help spark conversations about where Trinity is called to serve now that the Banquet has moved out of our church building.

2. Building a relational culture - Trinity has added more opportunities for people to connect with each other through different group options. There are opportunities throughout the week to participate in different groups including Bible study, Circle groups, Quilting, Bible Journaling, GIFTS, Lutheran in Leather, or Handy Men. High School youth meet on Wednesday evenings during the school year, and there are opportunities for younger kids to participate in activities throughout the year. There is good participation in the different groups, but there is a desire to grow attendance and to offer more opportunities to build relationships.

3. Youth ministry and education - Trinity has a tradition of quality youth ministry and education. There is high participation in Church School and Confirmation. The Youth and Christian Ed. Coor. work with the Family Life Committee to explore the best practices for our education programs. There is a desire within the congregation to develop a more robust High School ministry. There is a small group that meets regularly and the hope is to build this up by focusing on younger youth to develop relationships throughout all age groups to naturally build the participation of High School youth in the future.



References

Synod Bishop

Craig Schweitzer **Western North Dakota Synod** **bishopcraig@wndsynod.org**

NAME SYNOD E-MAIL

(701) 552-5187

DAY PHONE EVENING PHONE CELL FAX

Inside Congregation or organization

Beth Campbell **Former Council President** **bethecampbell@yahoo.com**

NAME ORGANIZATION AND TITLE E-MAIL

(701) 258-0581

DAY PHONE EVENING PHONE CELL FAX

Outside Congregation or organization

Sister Kathleen Atkinson **Ministry on the Margins, Exec Director** **kathleen@ministryonthe
margins.org**

NAME ORGANIZATION AND TITLE E-MAIL

(701) 426-8747

DAY PHONE EVENING PHONE CELL FAX

An ELCA rostered minister

Lisa Ahlness **Lutheran Church of the Cross, Pastor** **lisaahlness@hotmail.com**

NAME ORGANIZATION AND TITLE E-MAIL

(701) 220-9011

DAY PHONE EVENING PHONE CELL FAX

Anyone else who knows your setting well

Lee Herberg **Trinity, interim Pastor** **herberg@trinitybismarck.co
m**

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

Associate / Assistant Pastor

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 checked="" 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 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 type="checkbox"/> Ministry in Daily Life |
| <input type="checkbox"/> Ministry with Seniors | <input type="checkbox"/> Multicultural Ministry | <input checked="" 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 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 type="checkbox"/> Strategic Mission Planning | <input type="checkbox"/> Teaching | <input type="checkbox"/> Volunteer Coordination |
| <input checked="" 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.	
	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.	
	Be active in ecumenical relationships.	
	Be effective in working with youth.	Yes
Yes	Organize people for community action.	
	Be skilled in planning and leading programs.	Yes
	Have a strong commitment and loyalty to the ELCA.	
	Understand and interpret the mission of the Church from a global perspective.	
	Deal effectively with conflict.	
	Bring joy and good humor to relationships.	
	Be able to share leadership and work in a team.	
Yes	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.	Yes

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:

- A. Building relationships with the staff to be a positive addition to the 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 mission priorities and innovative ideas to grow our ministry.**
- C. Worship and music are vital parts of our church life at Trinity. We offer traditional, blended, and contemporary services. During focus group discussions, members have expressed a desire to add a Sunday evening worship that is more contemporary and geared to young people. This is an area the new pastor can help us to explore.**
- D. We would like our new pastor to become familiar with Trinity's current mission priorities and spend time leading discussions with the council and congregation about mission priorities inside our congregation and out in the community.**
- E. We would like the new pastor to be a partner in strategic planning and we continue to explore our direction over the next few years, but also 5-10 years into the future.**

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:

- A. Thorough onboarding 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 engaging the congregation in discussions on ministry priorities and next steps towards the growth of our congregation and our ministries.
- D. There is an opportunity to participate in text study and other collaborations with local ELCA pastors.
- E. There will be opportunities through vacation and professional development for personal growth and renewal.

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
Yes	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.

Auto Reimbursement: IRS Rate
Professional Expenses: \$250
Continuing Education: \$1,000

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	No
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.

Trinity has experienced a lot of transition over the past three years. Despite this, church leadership guided the congregation through the pandemic and has continued to embrace change and explore the new direction God is leading us. This past winter, a group of our members worked on a new mission statement:

Nurturing a Living Faith with Open Hearts and Serving Hands.

After adopting the new mission statement, the church council approved a list of values:

Christ is our center
Worship is essential
Growing deeper
Belonging
Diversity is honored
Servant mindset

In the midst of the pandemic, Trinity started a capital campaign to complete some much-needed facility projects. The congregation has been extremely generous and has pledged or donated most of the funds needed to replace the aging HVAC system, windows, doors, and a portion of the roof. The council continues to assess the needs of our facility and has adjusted the project as new needs have become evident.

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). During the congregation's Annual Meeting, a member of the committee spoke about the MSP and asked the attendees to write down answers to questions from the MSP to provide the writers with direction. The committee also offered two focus group meetings to further discuss these questions. The committee collaborated to write the sections of this document and met with the lead pastor and council president to get feedback.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's board: **5/5/2022**

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.

Lesley Gorby

NAME

TITLE

(701) 223-5312

OFFICE PHONE

lesley@wndsynod.org

E-MAIL



Reference's Recommendation

Sister Kathleen Atkinson

kathleen@ministryonthemargins.org

NAME

E-MAIL

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(701) 426-8747

CELL

FAX