

MINISTRY SITE PROFILE  
Christ the King Lutheran Church

New Brighton, MN

Completed:



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

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

**Summary Description**

Christ the King Lutheran Church, in the suburban community of New Brighton, MN, is searching for a lead pastor with at least 4 years experience for a congregation of 1435 baptized members. They should have strong preaching and evangelism skills combined with successful administrative and stewardship experience. They will also be expected to foster a sense of community within the congregation with special emphasis on attracting young families to the congregation.

**PART I: WHO WE ARE**

**Name and Location**

**CONGREGATION**

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

**New Brighton, MN, 55112**

CITY, STATE , ZIP

**Saint Paul Area Synod (3H)**

SYNOD

**Suburb within 10 miles of a large city**

SIZE OF COMMUNITY

**Christ the King Lutheran Church**

NAME

**US**

COUNTRY

**Congregation - Organized**

TYPE OF MINISTRY SITE

**03036**

CONG ID

**1961**

YEAR ORGANIZED

**Contact Information**

**Ministry Site (preferred contact information)**

**1900 Seventh St. NW**

ADDRESS LINE 1

**info@lifeatctk.org**

E-MAIL

ADDRESS LINE 2

**lifeatctk.org**

WEB SITE

**New Brighton, MN, 55112**

CITY, STATE, ZIP

**(631) 633-4674**

PHONE

**US**

COUNTRY

FAX

**Chairperson of Congregation or Head of the Organization**

**Diane Shallue**

NAME

**9094 Jackson St. NE**

ADDRESS LINE 1

**(763) 755-8074**

DAY PHONE

ADDRESS LINE 2

EVENING PHONE

**Blaine, MN, 55434**

CITY, STATE, ZIP

**(763) 331-2365**

CELL PHONE

**US**

COUNTRY

FAX



**deshalluenuw@gmail.com**

E-MAIL

**Chairperson of Call or Search Committee**

**Gordon Olson**

NAME

**948 11th Ave. NW**

ADDRESS LINE 1

**(651) 697-9496**

DAY PHONE

**callcommittee@lifeatctk.org**

E-MAIL

**New Brighton, MN, 55112**

CITY, STATE, ZIP

**(612) 209-1298**

CELL PHONE

**US**

COUNTRY

FAX

**Demographics**

**Language Spoken**

**In the congregation/ organization**

**English**

**Spanish**

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

**In the surrounding community**

**English**

**Spanish**

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

**Race/Ethnicity (In the Congregation)**

**Caucasian (0%)**

**Latino/Hispanic (0%)**

**African National (0%)**

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

**Our partner, Cristo Rey congregation, influences our language and ethnicity ratings.**

**Race/Ethnicity (Surrounding Community)**

**Caucasian (0%)**

**African American/Black (0%)**

**Asian/Pacific Islander (0%)**

**Latino/Hispanic (0%)**

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

**18.1% of population speak a language other than English at home.**

**BIPOC population increased from 19.9% in 2010 to 31.2% in 2020. Community statistics from 2020 Census data.**

**Gender comparison**

**46%**

**54%**

MALE

FEMALE

**Age distribution**

**20%**

**15%**

**5%**

**20%**

**40%**

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

**Number of Paid Staff**

**2**

**0**

**4**

**1**

**2**

**2**

Ministers of Word and Sacrament (PASTORS)

Ministers of Word and Service (DEACONS)

OTHER LAY PROFESSIONALS

SECRETARIAL SUPPORT

CUSTODIAL SUPPORT

OTHER

**Congregational Information**



151 - 250

0 - 25

Single site

AVE WEEKLY WORSHIP ATTENDANCE

AVE ATTENDANCE IN CHRISTIAN EDUCATION

PARISH TYPE

**Distance members live from church facilities:**

10%

15%

25%

50%

1/2 MILE OR LESS

1/2 - 1 MILE

1 - 3 MILES

MORE THAN 3 MILES

**Community Type**

- |  |  |                                     |
|--|--|-------------------------------------|
| <input checked="" type="checkbox"/> Suburban | <input type="checkbox"/> College or University | <input type="checkbox"/> Farming    |
| <input 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**

2022

LAST FISCAL YEAR

**\$972,425**

**\$79,000**

TOTAL BUDGET FOR THE LAST FISCAL YEAR

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

**\$55,125**

**\$680,632**

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

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.

- New Brighton is a middle-class suburb with close access to both Minneapolis and St. Paul.
- Median income: \$75,000; Poverty rate: 12%.
- The city has some light industrial and office-based employers, but no traditional retail center.
- Although the population is still majority white, the BIPOC population increased from 19.9% in 2010 to 31.2% in 2020. These changes are also happening in surrounding communities.
- The home ownership rate is 61.5%, but the addition of several large rental housing projects (close to Christ the King) may be changing that ratio.
- The highly rated school district, which includes several surrounding suburbs, attracts residents to the area.
- The city has 13 parks and playgrounds (the largest is very near CtK) as well as a golf course, a community center with a Ramsey County library branch and a Ramsey County regional park on Long Lake.
- Community type: Bedroom community. 91.7% commute to work. (2020 census).

**Trends:**

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

- Online worship and other ministries which emerged through the pandemic are continuing and are the beginnings of more imaginative hybrid ministry.
- A "Care for Creation" Task Force is educating the congregation on issues relating to the environment through adult learning sessions and Herald articles. A native perennial pollinator garden will be installed around the CtK entrance sign in spring 2023. The task force is coordinating with the Property Committee to make CtK property more environmentally friendly.
- The Challenge to develop a stronger relationship and inter-cultural ministry with Iglesia Luterana Cristo Rey.



**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.

- Although the population is still majority white, the BIPOC population increased from 19.9% in 2010 to 31.2% in 2020. These changes are also happening in surrounding communities. The present population is 68% Caucasian.
- After experiencing historically low crime rates in 2019, property crimes in New Brighton have increased dramatically the past two years by more than 50%. However, our violent crimes against persons have remained low, and actually dropped between 2020 and 2021.
- The home ownership is 61.5%, but the addition of several large rental housing projects (close to Christ the King) is changing that ratio.

**Programs:**

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

**Our programs are as follows: [Space does not permit full explanation of each program]**

- **Worship and worship support for Christ the King and Cristo Rey - Weekly services, Lent, Advent, and special services**
- **Children and youth programs - Sunday morning PreK-grade 5, confirmation, vacation Bible school, and summer camps**
- **Community gatherings - Coffee fellowship, community meals, and monthly social gatherings for couples/singles**
- **Bible Studies and other study groups - Women's and Men's Bible study groups, Sunday Adult Learning Time, and book clubs**
- **Community Garden - Built and maintains a community garden on CTK property; harvested vegetables donated to food shelves**
- **Elders in Action - Social, educational, and service programs for those ages 55 and over**
- **Global Missions - Supports ELCA global mission projects, especially in Tanzania**
- **Local Mission Partners - Partners in activities that support diversity in the Twin Cities and local congregations**
- **Racial Justice. Promotes understanding of racial injustices and white privilege within our congregation and community.**
- **Social Ministry. Coordinates with other churches and local non-profits to meet needs in the community.**
- **Community Nurses. A cadre of nurses from CTK that act as a resource for staff and congregation on health-related topics.**
- **Caring for Creation. Educates the congregation on issues relating to the environment via educational sessions and newsletters.**
- **Lay Shepherds. A caring ministry of CTK that connects with members who are physically unable to attend worship and other in-person events.**

**Goals:**

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

**Christ the King's goals are focused around continuing to create engaging worship and faith formation opportunities for all ages, continuing to connect with our neighbors locally and globally, strengthening our congregational care program, and establishing a stable financial foundation.**

**Energy:**

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

- **We are excited about the many efforts throughout our congregation to care for the environment, including the work of the property committee to install solar panels, the food grown by our community gardeners, and the many initiatives of the Care for Creation team.**
- **We are excited by the growing numbers of children in worship and the vibrancy they bring.**
- **Finally, we are excited by the possibilities seen in calling a well-equipped pastor who will work together with members to guide our congregation in the coming years.**

**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?

**Christ the King partners with St. Paul Area Synod in starting Cristo Rey, a Spanish-speaking congregation and is joined with partner synod in Africa as well as supporting the synod financially.**



**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 type="checkbox"/> | <input type="checkbox"/>            | <input checked="" 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 checked="" type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/> | We rely on group decision-making.                      |
| We have learned how to use conflict constructively.  | <input type="checkbox"/> | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/> | We tend to perceive conflict as something destructive. |

**OUR PROGRAMMING**

- |  |                                     |                                     |                                     |                          |  |
|--|-------------------------------------|-------------------------------------|-------------------------------------|--------------------------|--|
| Our facilities are often used by community groups. | <input 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 type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/> | We focus on skills and action.                   |

**OUR THEOLOGICAL PERSPECTIVE**

- |   |                                     |                                     |                          |                          |  |
|---|-------------------------------------|-------------------------------------|--------------------------|--------------------------|--|
| We are obviously Lutheran in identify and practice. | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/> | <input type="checkbox"/> | We are less obvious about our Lutheran heritage. |
| We participate in synod and ELCA activities.        | <input type="checkbox"/>            | <input checked="" 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?

Our church was founded over 60 years ago as a mission church to serve the needs of the surrounding neighborhood in New Brighton. Now in 2023, we see ourselves as an established part of the community with a call to continue to serve our neighbors with the resources that we have been given. Our mission, as stated on our website, is to make disciples for Jesus Christ by inviting and welcoming all to serve God and God's people by joining in gathering for worship and fellowship, growing in faith and understanding, and giving of ourselves and our resources.

Over the course of 60 years, however, the neighborhood we serve has changed and evolved. We are aware of the socioeconomic and racial shifts to our neighborhood, and we know that God is calling us to grow as a congregation to meet the needs of these new neighbors—we just aren't quite sure how to do that.

**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?

Our top 3 assets are:

1. Our building and property and our willingness to share it with the community.
2. As a result of our concern for the environment, a Caring for Creation Team has been formed to educate our congregation on environmental issues; solar panels have been installed on the church roof; and a community garden has been established and is maintained by volunteers.
3. A Spanish-speaking mission congregation, Iglesia Luterana Cristo Rey, meets at Christ the King. Christ the King partners with the St. Paul Area Synod in support of this congregation. The changing demographics of our community present significant potential for growth of this partnership.

Obstacles that must be overcome:

1. The logistical challenges in equipping congregation members to volunteer for tasks that need to be done in the church. Social structures and lifestyles have changed, which make it more difficult for members to commit to volunteering on a regular basis.
2. Declining financial pledges have created obstacles for support in paying church expenses.
3. As our church experiences change regarding our service to God, our worship services, the diversity of our congregation; our outreach efforts; music programs; and other related practices will need to change if we are to continue to flourish. A significant obstacle may be our unwillingness to embrace and welcome those changes.
4. Our church building is both a gift and a challenge. It is expensive to maintain even though it is paid for.

**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?



One of the top mission priorities for the congregation is that we want to build on our current ability to draw in young families and develop a strong youth program. We have had success in bringing new families with younger children into the congregation, but there is still a need to increase the vibrancy and centrality of programs for young people within the congregation, especially those for middle- and high-school youth.

We also want to work to create a sense of community within the congregation. There are many possibilities we see for doing this, such as a young family group or shared meals. One idea that stood out in interviews with members across the congregation was how many spoke positively about times in the past when the congregation came together to work on a big project, such as a congregational musical or a block party for the neighborhood. While we don't necessarily want to repeat the projects that brought the congregation together in the past, we see a lot of potential for coming up with new initiatives that involve the whole congregation in a variety of ways and create a strong sense of self-identity across the congregation.

Finally, our third mission priority is to continue the work of being a welcoming and inclusive congregation. We are proud of our welcome statement and the partnership between Christ the King and Cristo Rey; we see room to continue to grow this relationship, increase the diversity of our members, and build bridges to our neighbors of other cultures.

**References**

**Synod Bishop**

<b>Patricia Lull</b>	<b>Saint Paul Area Synod</b>	<b>info@spas-elca.org</b>	
NAME	SYNOD	E-MAIL	
<b>(651) 224-4313</b>			<b>(651) 224-5646</b>
DAY PHONE	EVENING PHONE	CELL	FAX

**Inside Congregation or organization**

<b>Paul Wilde L'Heureux</b>	<b>Christ the King, Council Secretary</b>	<b>paul@jennypaul.com</b>	
NAME	ORGANIZATION AND TITLE	E-MAIL	
<b>(612) 236-3373</b>			
DAY PHONE	EVENING PHONE	CELL	FAX

**Outside Congregation or organization**

<b>Mary Stewart</b>	<b>Community Partners with Youth, Executive Director</b>	<b>mary@cpymn.org</b>	
NAME	ORGANIZATION AND TITLE	E-MAIL	
<b>(651) 633-6464</b>			
DAY PHONE	EVENING PHONE	CELL	FAX

**An ELCA rostered minister**

<b>Rev. Cassandra Nault</b>	<b>Atonement Lutheran Church, Pastor</b>	<b>cassie@crossroads55112.org</b>	
NAME	ORGANIZATION AND TITLE	E-MAIL	
			<b>(612) 910-2697</b>
DAY PHONE	EVENING PHONE	CELL	FAX

**Anyone else who knows your setting well**



<b>Sonja Hagander</b>	<b>Christ the King, Interim Senior Pastor</b>	<b>pastorsonja@lfeatctk.org</b>
NAME	SYNOD	E-MAIL
<b>(651) 633-4674</b>		<b>(651) 338-1506</b>
DAY PHONE	EVENING PHONE	CELL
		FAX

**PART III: LEADERSHIP NEEDS**

**The Leader we Seek**

**Roster Type:**

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

**Senior Pastor / Head of Staff**

POSITION TYPE:

**Master's Degree (seminary or graduate school)**

MINIMUM DEGREE REQUIRED:

**Full time call**

FULL TIME/PART TIME:

**Language Proficiencies**

**English/Fluent**

PRIMARY LANGUAGE (PROFICIENCY)

**Spanish/Conversational**

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 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 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 type="checkbox"/> Music / Worship / Arts           |
| <input type="checkbox"/> Outdoor/ Camping Ministry      | <input type="checkbox"/> Parish Nurse / Health                    | <input type="checkbox"/> Participant in the Larger Church |
| <input type="checkbox"/> Pastoral Care and Visitation   | <input checked="" type="checkbox"/> Preaching / Worship           | <input type="checkbox"/> Public Policy / Advocacy         |
| <input type="checkbox"/> Recruit and Equip Leaders      | <input type="checkbox"/> Self Care / Family Life                  | <input type="checkbox"/> Small Group Ministry             |
| <input type="checkbox"/> Social Ministry                | <input type="checkbox"/> Spiritual Formation / Direction          | <input checked="" type="checkbox"/> Stewardship           |
| <input type="checkbox"/> Strategic Mission Planning     | <input type="checkbox"/> Teaching                                 | <input type="checkbox"/> Volunteer Coordination           |





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
<b>Yes</b>	Help people develop their spiritual life.	
	Help people understand and act upon issues of social justice.	<b>Yes</b>
	Provide care and nurture.	<b>Yes</b>
	Be active in visitation of members and non-members.	
	Be effective in working with children.	
<b>Yes</b>	Build a sense of community among the people with whom he/she works.	
<b>Yes</b>	Help others develop their leadership abilities and skills for ministry.	
	Be an effective administrator.	<b>Yes</b>
<b>Yes</b>	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.	
	Organize people for community action.	
	Be skilled in planning and leading programs.	
	Have a strong commitment and loyalty to the ELCA.	
	Understand and interpret the mission of the Church from a global perspective.	
	Deal effectively with conflict.	<b>Yes</b>
	Bring joy and good humor to relationships.	
<b>Yes</b>	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.	
	Appreciate cultural diversity in language and customs.	<b>Yes</b>
	Have talents in the areas of music, arts and writing.	

**Mutual Expectations**

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

- A. **Preaching and Worship**
- B. **Building a Sense of Community**
- C. **Youth and Family Ministry**
- D. **Administration / Stewardship**
- E. **Recruit and Equip Leaders**



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. The council will create a series of small group meetings in homes and in the church building to build relationships between the new pastor and congregants.**
- B. Listen to and support new ideas and ways of doing things; give positive and constructive feedback**
- C. Experiment together**
- D. Pray for one another**
- E. Encourage the pastor in self-care**

**Compensation**

<b>No</b>	<b>Yes</b>
PARSONAGE	SOCIAL SECURITY TAX OFFSET
Synod Guidelines	
MAXIMUM AMOUNT AVAILABLE FOR DEFINED COMPENSATION	

**Benefits**

<b>Yes</b>	<b>Yes</b>	<b>4 weeks</b>
PENSION	MEDICAL	VACATION WEEKS
<b>Yes</b>	<b>Yes</b>	
SABBATICAL POLICY	PARENTAL LEAVE POLICY	
<b>Yes</b>		
ARE BACKGROUND CHECKS REQUIRED		

**Professional Expenses**

<b>Yes</b>	<b>Yes</b>
AUTO / TRAVEL REIMBURSEMENT	PROFESSIONAL EXPENSES ACCOUNT
<b>Yes</b>	<b>Yes</b>
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.



Social Security Tax Offset: 7.65%  
Professional Expenses Account: \$500  
Continuing Education: 2 weeks, plus \$800

Christ the King attempts to keep compensation levels for pastors and staff at synodical guidelines but this has been more challenging since the Covid shutdowns with deficit budgets. The congregation had built up cash reserves in the past which are now being utilized. The only debt is the remaining balance on the ten-year loan for the solar panels which is about \$79,000. We began paying on this loan in September 2022 using funds from a restricted account with donations specifically towards this project. The declining pledges for the operating/ministry fund have caused the congregation to approve deficit budgets for the last several years (though for some years, donations exceeded projected pledges so that we ended the year in the positive).

Other Supporting Resources

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

Mission and Vision statement of the congregation or organization	<b>Yes</b>
Printed history of the congregation or organization	<b>Yes</b>
Strategic Plan: Goals and Objectives	<b>No</b>
Budget	<b>Yes</b>
Annual Report	<b>Yes</b>
Position description: Duties and Responsibilities	<b>Yes</b>
Communications Piece (publicity, newsletter, etc.)	<b>Yes</b>



## **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.

Christ the King is a congregation that has ministry opportunities for a wide variety of interests. There is strong interest in caring for the environment within our membership through the work of our Caring for Creation Team, through our Property Committee and whole congregation for support and installation of solar panels on our building, and through the ministry of our community garden. Our Local and Global Missions teams have a strong history of providing outreach and resources within our community and overseas, especially Tanzania. Excellent music programs have always been a hallmark of Christ the King with a variety of choral groups and a bell choir. Senior members at Christ the King have created a group, Elders in Action, which has enriched all our lives through the programming and community service they have provided.

We are proud of the congregation's support of the Community Partners with Youth [CPY] program which is based at Christ the King. CPY has been housed at Christ the King since 1997 and has served hundreds of youth at risk each year from the surrounding community. CPY offers excellent after-school and summer programs and resources that serve at-risk youth in the community.

The Christ the King Foundation, which is constitutionally separate from the Church, has become a significant asset to Christ the King through the various projects it has funded on a local and global scale. Although the Foundation bylaws prevent the use of Foundation funds for such things as salaries and utilities, these funds have made a significant contribution to the Church's ability to fund various service and mission projects locally and throughout the world, especially Tanzania. In 2022, the Foundation funded grant requests to a total of \$94,900.

As mentioned above, however, our church is facing key questions about who we as a congregation want to be. While many members have spoken about the importance of reaching out and serving the needs of the community, there seems to be a divide about what exactly that means. Do we bring new members into the congregation as it exists now? Or do we work to have our congregation change to meet the needs of younger and more racially/culturally diverse populations? Some members want church to remain the comfortable place it has been for many decades, while others want to challenge the status quo in ways that might be difficult or uncomfortable.

Nowhere, perhaps, is this more apparent in the relationship between Christ the King and our companion congregation, Cristo Rey. From a strictly organizational or structural point within the ELCA, the Cristo Rey/Christ the King relationship is "one congregation giving birth to another with the help of the St. Paul Area Synod." The arrangement in which Christ the King is involved is more than simply hosting a congregation. While the St. Paul Area Synod pays the salary and benefits for the Cristo Rey Pastor, Christ the King provides:

1. Space for worship, office and meeting rooms
2. Music leaders for worship
3. Support staff
4. Christ the King members interacting with Cristo Rey members

These questions speak to a tension that we as a congregation need to acknowledge and address. We know this is a big challenge, and we are working to expand ways to support the new pastor as they engage with this work. Currently, our constitution defines the executive committee as providing mutual ministry support for the lead pastor, but our congregation recognizes the need to look for ways to revise or add to this to ensure that the staff of CtK receive the support they need from the congregation. We look forward to welcoming and supporting a compassionate pastor who can help us navigate this critical time in our congregation, while treating every member as a beloved child of God

## **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).

**Five Teams of 5-6 individuals each were tasked to provide information needed to create the Ministry Site Profile in conjunction with the call process for a new pastor. They were: self-study; vision/mission; staffing; Christ the King/Cristo Rey; and prayer. The co-chairs of the Teams met monthly to ensure exchange of information. Congregation members were interviewed for their opinions on the future direction of Christ the King and the attributes desired in a new pastor. The demographics of the surrounding community were also assessed. The information collected was used to create the Ministry Site Profile. The MSP was reviewed and approved by the Church Council and the congregation before being submitted to the St. Paul Area Synod and the ELCA.**

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's **2/19/2023** 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.

**Krista Lind**

NAME

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TITLE

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