

MINISTRY SITE PROFILE
Good Shepherd Lutheran Church

Decorah, IA

Completed: 08/11/2024



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

Energetic, active, vital, and vibrant—these are just a few of the adjectives Good Shepherd members use to describe our small and highly engaged congregation. Our worship life is animated by provocative preaching, excellent music, and joyful fellowship. Our weekly worship is grounding for a congregation that is highly active outside our walls. Providing welcome is core to our identity, as is care for our community and the world.

PART I: WHO WE ARE

Name and Location

CONGREGATION

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

Decorah, IA, 51101

CITY, STATE , ZIP

Northeastern Iowa Synod (5F)

SYNOD

Small town (under 10,000)

SIZE OF COMMUNITY

Good Shepherd Lutheran Church

NAME

US

COUNTRY

Congregation - Organized

TYPE OF MINISTRY SITE

10909

CONG ID

1958

YEAR ORGANIZED

Contact Information

Ministry Site (preferred contact information)

701 Iowa Ave

ADDRESS LINE 1

office@goodshepherddecorah.org

E-MAIL

ADDRESS LINE 2

goodshepherddecorah.org

WEB SITE

Decorah, IA, 52101

CITY, STATE, ZIP

(563) 382-3963

PHONE

US

COUNTRY

FAX

Chairperson of Congregation or Head of the Organization

Kris Peterson

NAME

2914 Middle Sattre Road

ADDRESS LINE 1

ADDRESS LINE 2

Decorah, IA, 52101

CITY, STATE, ZIP

(641) 430-1077

CELL PHONE

US

COUNTRY

FAX

DAY PHONE

EVENING PHONE



klpeterson75@yahoo.com

E-MAIL

Chairperson of Call or Search Committee

Megan Buckingham

NAME

402 Winneshiek Ave

Decorah, IA, 52101

US

ADDRESS LINE 1

ADDRESS LINE 2

CITY, STATE, ZIP

COUNTRY

(319) 230-0282

DAY PHONE

EVENING PHONE

CELL PHONE

FAX

meganjbuckingham@gmail.com

E-MAIL

Demographics

Language Spoken

In the congregation/ organization

English

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

In the surrounding community

English

Spanish

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

Race/Ethnicity (In the Congregation)

Caucasian (95%)

Asian/Pacific Islander (5% or less)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Race/Ethnicity (Surrounding Community)

Caucasian (90%)

Latino/Hispanic (5% or less)

Asian/Pacific Islander (5% or less)

African American/Black (5% or less)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Gender comparison

40%

60%

MALE

FEMALE

Age distribution

10%

5%

5%

40%

40%

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

Number of Paid Staff

1

0

2

2

1

0

Ministers of Word and Sacrament (PASTORS)

Ministers of Word and Service (DEACONS)

OTHER LAY PROFESSIONALS

SECRETARIAL SUPPORT

CUSTODIAL SUPPORT

OTHER

Congregational Information



51 - 150

0 - 25

Single site

AVE WEEKLY WORSHIP ATTENDANCE

AVE ATTENDANCE IN CHRISTIAN EDUCATION

PARISH TYPE

Distance members live from church facilities:

30%

35%

25%

10%

1/2 MILE OR LESS

1/2 - 1 MILE

1 - 3 MILES

MORE THAN 3 MILES

Community Type

- | | | |
|-------------------------------------|---|--|
| <input type="checkbox"/> Suburban | <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 checked="" type="checkbox"/> Retirement |

Budget of the Congregation/ Organization

2023

\$366,944

TOTAL BUDGET FOR THE LAST FISCAL YEAR

\$38,762

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

LAST FISCAL YEAR

\$70,000

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

\$235,000

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

PART II: OUR VISION FOR MISSION

Trends in the Community Context of the Congregation or Organization

Characteristics:

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

Decorah, with a population of about 7,600 people, is the largest city in Winneshiek County, Iowa, and it serves as the county seat and a commercial hub for the smaller rural communities of northeast Iowa and southeast Minnesota. Beautiful parks and natural areas are a draw for tourists and residents who canoe, bike, hike, hunt, and fish. Restaurants, breweries, museums, performing arts centers, and community celebrations such as Nordic Fest also attract thousands of visitors each year. Decorah regularly appears on lists of the best small towns in America.

The most recent Census data estimates Decorah's annual median household income to be just under \$58,000. The distribution of income in Decorah and Winneshiek County is uneven, with 9.8% of people living below the poverty line (although this is below the state average of 11%), and several hundred households with incomes above \$200,000 per year. This income distribution probably reflects the large number of young people who remain in the area after graduating from Luther College and the large number of retirees who move to Decorah for its quality of life. Non-white residents make up a small percentage of the region's population.

Decorah and Winneshiek County benefit from both a diverse employment base and a highly educated workforce. More than 95% of Decorah residents have a high school degree and 45% have a bachelor's degree or higher (both of these ratios are several percentage points above the state as a whole). Luther College is a significant employer in Decorah and serves as a center for cultural and athletic events. Mayo Clinic-affiliated WinnMed and a large Emplify clinic (previously Gunderson) provide ample access to health care and many health care-related jobs. Agriculture is the largest industry in the surrounding region, and a significant number of manufacturing businesses add further diversity to the economy.

Trends:

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



While we are a small congregation, we have seen exciting membership growth, including a growing number of families with children. The number of baptized members of the congregation increased by 39 in 2023, an increase of over 13%. The children's sermon is abuzz and the coffee hour often requires a second brewing.

There have also been many positive changes in our governance structures and church administration. As our previous pastor noted, we are "moving from a pastor sized congregation to a program sized congregation." As part of that transition, we have initiated a "Flock Ministry" that organizes the congregation into seven flocks that rotate through a month of serving the congregation through care, worship, and fellowship. We have also added exceptional administrative staff and made helpful changes to our committee structure. All of these changes are intended to help us connect more deeply with one another and to allow the pastor more time for faith formation and leadership development.

Finally, we have a newly remodeled building and energy infrastructure which make our facilities more welcoming for the congregation and wider community. A new education wing offers a spacious Sunday school space and, during the weekdays, a classroom for a local preschool program. A recently installed geothermal HVAC system and a new solar array has made our building carbon neutral and led to Good Shepherd being certified as a Cool Congregation by Interfaith Power and Light. A recently completed outdoor courtyard has already proven to be a popular gathering spot.

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.

Decorah is idyllic but not immune from the political polarization taking place in much of the United States. For years, local political issues like funding for schools or the introduction of a municipal utility have been vigorously debated and closely decided, but it was always done civilly. Some of that civility seems to be eroding and the vigorous debate is too often personal. In the end, we are all still neighbors and we are confident that community-mindedness will prevail, but it is no longer something to take for granted.

While Decorah and Good Shepherd are thriving communities with a strong commitment to welcome, social and political issues such as health care accessibility, food insecurity, affordable housing, LGBTQ support, race relations are all present. Along with other churches, community organizations, and institutions Good Shepherd is learning how to face such challenges through learning advocacy, and ways to continue to extend love and welcome in an ever-changing context.

Luther College is a large piece of the community's identity and it is currently struggling with declining enrollment and a shrinking of its staff. While the effect on the community thus far seems minimal, there is concern about the longer term impacts on the local economy and on our friends and neighbors who are associated with the college. This change has caused Luther to stop offering a Sunday morning service. Good Shepherd, as the closest church to the college, is considering ways to better serve Luther students who want to attend a Sunday worship service.

Programs:

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

As we mentioned earlier, our newest initiative is the Flock Ministry. Each month a flock, led by their congregational "shepherds," supports the Sunday service, organizes and supplies the fellowship hour, and offers support and prayer for any members of the congregation who need it.

Good Shepherd has a long history of ministry and outreach activities. We assisted with the relocation of Southeast Asian refugees in the 1970s and 1980s and have long been advocates for people with intellectual disabilities. In 2007 we became an early-adopter of the Reconciling in Christ program, extending explicit welcome to the LGBTQ community. Most recently, in 2017 we became an AMMPARO Welcoming Congregation, serving young people who have immigrated from El Salvador, Guatemala, and Honduras. The congregation has also carried out numerous activities in support of Lutheran World Relief, Lutheran Immigration and Refugee Services, local immigrant service and advocacy organizations, and missions abroad.

In 2020 Good Shepherd launched an anti-racism taskforce and adopted a racial justice statement in 2021. Segments of the statement are regularly printed in the bulletin and called upon in worship. The taskforce has transitioned into an ongoing committee, working to integrate racial justice initiatives more deeply into our worship and ongoing programs, and strengthening the statement by updating the land acknowledgement.

Locally, Good Shepherd members offer financial support and time to organizations such as the Decorah Community Food Pantry, the Decorah Community Free Clinic, and the Kids Lunch Club food ministry. Within the congregation, we have one of the best Altar Guilds on the planet. We also have an active WELCA group, a prayer shawl ministry, a social justice ministry, a racial justice ministry, an endowment fund to support students in ELCA colleges, a carbon neutral initiative, and more. We are also intentional about making our facilities available to community groups, and our landscape "subcommittee" keeps our grounds beautiful.



Goals:

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

Good Shepherd does not currently have a strategic plan. That said, there are many opportunities to increase the impact of our ministry. Given the recent successes improving governance structure, administration, and facilities, the congregation is eager to free up the pastor to focus more time and energy on faith formation and ministry development. The goals on the horizon are less about fixing things that are broken, and more about working with us to discern how to focus our abundant energy for our own spiritual growth and for service to the world.

Energy:

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

The steady welcome of new families and children has invigorated the congregation. Our weekly bulletin says, "The presence, energy, and noise of children are most welcome here!" and we practice that sincerely. Our new members quickly find friends and ways to participate in the life of the congregation, enriching the community for all of us.

The congregation continues to be enlivened by social, racial, and environmental justice concerns. Members of the congregation have identified, "the pursuit of social justice embedded in the Good News of Christ," "care for God's creation," and a "yearning for racial justice" as strengths and animating characteristics of Good Shepherd.

We also continue to be energized by our worship services. We value traditional worship but are open to innovative and challenging modifications. We have a remarkably talented music director who works with our choir, band, handbell choir and children's choir to bring joy to our services. We are also blessed with original compositions and a regular jazz worship service. The willingness to be open to new things is a hallmark of Good Shepherd.

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?

We have institutionalized our support for the ELCA and synod through the practice of designating a benevolence equal to 26% of our total budgeted operating expenses. This includes contributions to the synod budget, Lutheran Services in Iowa, and Lutheran World Relief, among others. Additional financial support for EPIC scholarships for students attending ELCA colleges, congregation members attending seminary, and summer camps and events for youth, are all intended to encourage our members to become future church leaders.

As the Lutheran church closest to Luther College, we have many members with an affiliation with Luther, including the current Luther pastor, and we welcome Luther students to worship on most Sundays.

As a congregation, we also encourage intentional and healthy collaboration with the other local Lutheran churches. There is a strong spirit of collegiality among clergy and congregations in our Upper Iowa River Conference. The partnership exists in action as well as spirit, and includes collaborative worship services (including Easter Vigil, Thanksgiving, and Ash Wednesday), shared presence at community events (such as Decorah Pride), and social justice and service initiatives (including a summer food program for at-risk kids, and providing support and services for area immigrants).



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

OUR LEADERSHIP STYLE

- | | | | | | |
|--|--------------------------|-------------------------------------|-------------------------------------|--------------------------|--|
| We welcome ideas that are provoking and challenging. | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | We prefer ideas that are tried and true. |
| We rely on our leaders for direction. | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | We rely on group decision-making. |
| We have learned how to use conflict constructively. | <input 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 type="checkbox"/> | <input checked="" 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 type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | We focus on contemporary issues and topics. |



Purpose, Giftedness and Mission

Purpose

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

Good Shepherd is alive to our mission to be a “congregation empowered by the Good Shepherd to:
- Nurture and support Christ’s flock through Christ centered worship.
- Welcome all, offering trust and respect while sharing God’s unconditional love.
- Reach out to the broader community through service and responsible stewardship of all God’s creation.”

We are a small and highly engaged congregation. Our worship life is vital, animated by provocative preaching, excellent music, and joyful fellowship. Our weekly worship is grounding for a congregation that is highly active outside our walls.

We are deeply Lutheran in our identity and traditions, and are simultaneously open to new ideas and eager to learn and serve in a changing world. While we’re a fairly theologically diverse congregation full of action-oriented individuals, we work well together. We may disagree about details, but share a common commitment to God’s deep love and welcome. As we have done in the past, we continue to ask what God is calling us to now.

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?

Energetic, active, vital, vibrant—these are just a few of the adjectives Good Shepherd members use to describe our congregation. Even for a church that has a tradition and legacy of leaning forward, the last few years have been particularly marked by growth. We have been adding new members and increasing activity among children, youth, and young people. Importantly for a small congregation, we’re highly participatory. Many, if not most, members are involved in leadership or service in some way. This activity is grounded in joy, love for God, and love for one another. Good Shepherd feels alive.

Over the last few years we have been updating our organizational structures, with the result that we have highly competent and professional staff, an efficient and effective governance structure, and a robust way of organizing ourselves for ministry. While our staff is small, their skill and knowledge of Good Shepherd helps alleviate some of the administrative burden that often falls to a solo pastor of a small congregation. Revisions to our council structure allow us to focus meetings on critical conversations, and the council terms allow strong leadership to emerge. Our new flock structure encourages active participation from all members, and is managed by volunteer “shepherds” rather than the pastor or a member of staff.

We are a congregation that has a deep sense of identity. We value welcome, worship, and care for our community and the world. We are also open to learning and growth. We are willing to challenge ourselves, and to change. That doesn’t mean change always comes easily, but that we have a willingness to engage and evolve. Whether it’s new music in worship, new ways of structuring committees, adding staff, raising money, addressing climate change, contending with racism, or adapting to the changing needs of our community, we are willing to try something new without losing sight of our mission and core commitments.

The main obstacles we face as a congregation are similar to those of most other ELCA churches. In spite of our recent growth in membership, including younger members and families with children, our congregation is aging. That is a challenge to the long-term health of the church. More immediately, it also means we need to continue to transition our ways of operating so that we don’t rely too heavily on small groups of very active members to hold institutional knowledge and sustain necessary activities.

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?



Good Shepherd is a healthy congregation. Much of our work in the coming few years will be to solidify and sustain the good practices and programs we have been building. A major project of the new pastor is simply the ongoing work of the congregation: sustaining our administrative structures, leading us in meaningful worship, and caring for our members and community.

Good Shepherd is always engaging new ways to extend welcome. Another core priority is continuing to ask how we can best extend hospitality, foster fellowship, and use our resources—our staff, building, time, and treasure—to meet the evolving needs of our community.

We also have an opportunity to deepen and grow the programs that serve our children and youth. We have a part-time staff position focused on youth and family ministry, and that position is currently in transition. Having paid leadership in this area has been helpful, but the increase in children and youth in the congregation is still relatively recent and our programs are still emerging. Given the proximity of Luther College, and shifts in the model for college ministries, there's also opportunity to grow programming for college students and young adults.

References

Synod Bishop

Kevin Jones	Northeastern Iowa Synod	jonesk@neiasynod.org
NAME	SYNOD	E-MAIL

(319) 352-1414

DAY PHONE	EVENING PHONE	CELL	FAX
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Inside Congregation or organization

Pastor Marion Pruitt-Jefferson	Interim Pastor, Good Shepherd Lutheran Church	mpruitt.jefferson58@gmail.com
NAME	ORGANIZATION AND TITLE	E-MAIL

(563) 379-6197

DAY PHONE	EVENING PHONE	CELL	FAX
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Outside Congregation or organization

Rev. Allie Scott	Director of Campaigns, Luther College	allie.scott@luther.edu
NAME	ORGANIZATION AND TITLE	E-MAIL

(920) 203-1352

DAY PHONE	EVENING PHONE	CELL	FAX
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An ELCA rostered minister

Pastor Melissa Bills	Director of Campus Ministries, Luther College	pastormelissa@luther.edu
NAME	ORGANIZATION AND TITLE	E-MAIL

(563) 396-4714

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

Rev. Peter Kowitz	Pastor, Decorah Lutheran Church	pastor@decorahlutheran.org
NAME	SYNOD	E-MAIL

(563) 396-4714



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

Solo Pastor

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)

SECOND LANGUAGE (PROFICIENCY)

THIRD LANGUAGE (PROFICIENCY)

Experience:

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

Top Five Ministry Tasks

The five most critical tasks required in this position.

- | | | |
|--|---|--|
| <input type="checkbox"/> Administration | <input checked="" type="checkbox"/> Building a Sense of Community | <input type="checkbox"/> Campus / Young Adult Ministry |
| <input type="checkbox"/> Chaplaincy | <input type="checkbox"/> Children's Ministry | <input type="checkbox"/> Christian Education |
| <input type="checkbox"/> Communications/ Media | <input type="checkbox"/> Community Organizing | <input type="checkbox"/> Conflict Management |
| <input type="checkbox"/> Counseling/ Social Work | <input type="checkbox"/> Early Childhood Administration | <input type="checkbox"/> Ecumenical Work |
| <input type="checkbox"/> Evangelism/ Mission | <input 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 checked="" type="checkbox"/> Pastoral Care and Visitation | <input checked="" type="checkbox"/> Preaching / Worship | <input type="checkbox"/> Public Policy / Advocacy |
| <input type="checkbox"/> Recruit and Equip Leaders | <input type="checkbox"/> Self Care / Family Life | <input type="checkbox"/> Small Group Ministry |
| <input type="checkbox"/> Social Ministry | <input type="checkbox"/> Spiritual Formation / Direction | <input type="checkbox"/> Stewardship |
| <input 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.	
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.	
Build a sense of community among the people with whom he/she works.	Yes
Help others develop their leadership abilities and skills for ministry.	
Be an effective administrator.	
Be an effective communicator.	Yes
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.	Yes
Have a strong commitment and loyalty to the ELCA.	Yes
Understand and interpret the mission of the Church from a global perspective.	
Yes 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.	
Yes Appreciate cultural diversity in language and customs.	
Yes 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. **Learn about our congregation and community: Good Shepherd is healthy, robust, and also particular. A pastor will benefit from coming to know us—our people, existing programs, values, and aspirations—before prescribing programs or activities that may have worked well in other settings (and which we may ultimately embrace!).**

- B. **Sustain strong programs and structures: Most of Good Shepherd’s programs and structures are in a good place—including the council, staff, committees, flock structure, and our worship and music practices. The congregation will be eager to involve the new pastor in these programs, and work with them to make our programs even more effective and impactful.**



- C. **Invest in programming for children and youth:** This is an opportunity area for our congregation. A new pastor, working with a new youth and family ministry staff person, can help us build a program that energetically engages the wonderful young people we are lucky to have in our church.
- D. **Preach the gospel and lead us in worship:** Lively, participatory, spirited worship animates the life of our congregation. We deeply value strong preaching, and show up on Sundays eager to be challenged, changed, and sustained by the Word of God. A new pastor should have excellent skills for preaching: a thoughtful and nuanced approach to reading scriptures, and an ability to apply the gospel to our contemporary context.
- E. **Strive for a sustainable balance in the pastor's role:** As Good Shepherd has grown, the responsibilities of the pastor have also increased. While Good Shepherd is still a single-pastor congregation that relies on a leader with strong administrative skills, we also now have excellent staff and structures in place allowing the new pastor to choose how best to direct their energy and attention.

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. **Eagerly share the practices, traditions, and culture of our congregation:** Good Shepherd will be active in onboarding a new pastor. Staff will be able to show the pastor how the administrative processes work, and members will help the pastor learn about our programs and get to know our people.
- B. **Maintain active member involvement and volunteer support:** The flocks, council, committees, and other active volunteer-members will continue much of the daily work of the congregation as the new pastor gets acclimated. The pastor can count on the congregation to put time and talent into both existing and emerging programs.
- C. **Sustain strong financial giving:** Good Shepherd is on solid footing financially, and the new pastor can expect the congregation to continue to give generously and steward our resources wisely.
- D. **Welcome the pastor into the Decorah community:** Decorah is a lovely place to live, and the congregation will gladly welcome the pastor not only into the life of the congregation but also into the life of the community. Members of Good Shepherd and the wider community will reach out to the new pastor with introductions and invitations—creating opportunities for the new pastor to find their niche both professionally and personally.
- E. **Be open to new ways of doing things:** For all the eager sharing of our existing traditions, Good Shepherd will be willing to try new activities, practices, and ways of operating that are introduced by the new pastor. The congregation will critically evaluate any evolution—making sure it is in keeping with our core commitments and mission—but will also be willing to be challenged and changed by the new pastor.

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	No	
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.

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.

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).

The Good Shepherd Call Committee encouraged the congregation's input in drafting the Ministry Site Profile. The congregation was asked, during worship and by email, to share three strengths of our church. Later, the congregation was asked to describe three challenges we're facing. The congregation participated in a survey, online with paper copies available, asking for input on our ministry site characteristics, top five ministry tasks, what we value in worship, and given space to share open-ended commentary and feedback. The Committee compiled and analyzed responses, and worked through narrative sections together before drafting the MSP.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's **8/11/2024** 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.

Pastor Liz Bell

NAME

Assistant to the Bishop for Shared Ministry

TITLE

OFFICE PHONE

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Reference's Recommendation

Rev. Allie Scott

NAME

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