

MINISTRY SITE PROFILE  
Mount Calvary Lutheran Church

Excelsior, 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

Mount Calvary is located in the iconic town of Excelsior, MN near the shores of Lake Minnetonka. We are a deeply faithful community devoted to proclaiming the power of the Holy Spirit and rejoicing in the love of Christ. It's mission is to engage, build up and send out faithful disciples of Jesus Christ. It's pillars are grace, inclusivity, love, and service. Mount Calvary welcomes all with open arms wherever they may be on their spiritual journey. The congregation is seeking an exceptional associate pastor who will provide preaching and teaching to youth and adults that is faithful to the Gospel, and provide excellent pastoral care and offer spiritual growth opportunities for people.

## PART I: WHO WE ARE

### Name and Location

#### CONGREGATION

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

Excelsior, MN, 55331

CITY, STATE , ZIP

Minneapolis Area Synod (3G)

SYNOD

Suburb outside 10 miles of a large city

SIZE OF COMMUNITY

Mount Calvary Lutheran Church

NAME

US

COUNTRY

Congregation - Organized

TYPE OF MINISTRY SITE

02996

CONG ID

1930

YEAR ORGANIZED

### Contact Information

Ministry Site (preferred contact information)

301 County Road 19

ADDRESS LINE 1

ADDRESS LINE 2

301 County Road 19, MN, 55331

CITY, STATE, ZIP

US

COUNTRY

trina.volbrecht@mountcalvary.org

E-MAIL

WEB SITE

(952) 474-8893

PHONE

FAX

Chairperson of Congregation or Head of the Organization

Pastor Kyle Jackson

NAME

301 County Road 19

ADDRESS LINE 1

ADDRESS LINE 2

Excelsior, MN, 55331

CITY, STATE, ZIP

US

COUNTRY

(952) 474-8893



DAY PHONE	EVENING PHONE	CELL PHONE	FAX
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**pastor.kyle@mountcalvary.org**

E-MAIL

**Chairperson of Call or Search Committee**

**Jen Sigfrinius**

NAME

<b>5957 Fairwood Ln</b>	<b>Minnetonka, MN, 55345</b>	<b>US</b>
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ADDRESS LINE 1	ADDRESS LINE 2	CITY, STATE, ZIP	COUNTRY
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DAY PHONE	EVENING PHONE	CELL PHONE	FAX
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**jsigfrinius@gmail.com**

E-MAIL

**Demographics**

**Language Spoken**

**In the congregation/ organization**

**English**

PRIMARY LANGUAGE	SECOND LANGUAGE	THIRD LANGUAGE
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**In the surrounding community**

**English**

PRIMARY LANGUAGE	SECOND LANGUAGE	THIRD LANGUAGE
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**Race/Ethnicity (In the Congregation)**

<b>Caucasian (95%)</b>	<b>Latino/Hispanic (5% or less)</b>	<b>African American/Black (5% or less)</b>	
LARGEST	SECOND	THIRD	FOURTH

COMMENTS OR EXPLANATION

**Race/Ethnicity (Surrounding Community)**

<b>Caucasian (95%)</b>	<b>Latino/Hispanic (5% or less)</b>	<b>African American/Black (5% or less)</b>	
LARGEST	SECOND	THIRD	FOURTH

COMMENTS OR EXPLANATION

**Gender comparison**

<b>50%</b>	<b>50%</b>	<b>35%</b>	<b>15%</b>	<b>15%</b>	<b>20%</b>	<b>15%</b>
MALE	FEMALE	19 YEARS OR YOUNGER	20 - 34	35 - 49	50 - 65	OVER 65

**Age distribution**

**Number of Paid Staff**

<b>3</b>	<b>0</b>	<b>18</b>	<b>0</b>	<b>3</b>	<b>14</b>
Ministers of Word and Sacrament (PASTORS)	Ministers of Word and Service (DEACONS)	OTHER LAY PROFESSIONALS	SECRETARIAL SUPPORT	CUSTODIAL SUPPORT	OTHER



**Congregational Information**

**401 - 700**

**101+**

**Single site**

AVE WEEKLY WORSHIP ATTENDANCE

AVE ATTENDANCE IN CHRISTIAN EDUCATION

PARISH TYPE

**Distance members live from church facilities:**

**5%**

**10%**

**30%**

**55%**

1/2 MILE OR LESS

1/2 - 1 MILE

1 - 3 MILES

MORE THAN 3 MILES

**Community Type**

Suburban

College or University

Farming

Inner City

Mining/logging

Ranching

Industrial

Resort

Retirement

**Budget of the Congregation/ Organization**

**2023**

**\$3,000,000**

LAST FISCAL YEAR

**\$2,300,000**

TOTAL BUDGET FOR THE LAST FISCAL YEAR

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

**\$36,000**

**\$1,000,000**

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.

**The area within a seven mile radius around the church is relatively affluent, highly educated with public schools rated among the best in the nation. 85% have education beyond high school with almost 20% having attained masters, professional, or doctoral degrees. There is little industry, the primary areas of employment are professional, public service, and retail. The lifestyle is very active with a broad range of outdoor activities and a high level of church, civil, social, and recreational engagement.**

**Trends:**

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

**Mount Calvary is experiencing the ever increasing trend of highly committed members who are pulled in many different directions and are at church less often. The old expectations of everyone enrolled in Sunday School and Confirmation are not experienced and intentional effort is spent on evolving the way we do church to meet families where they are.**

**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.

**The church works to bridge any gaps created, whether economic, social or civic brokenness for when anyone finds themselves not thriving. Mount Calvary is very active in the small Excelsior community and participates appropriately in the large west metro and urban settings. A lot of resources are devoted to equality, inclusion and Gospel centered work.**



### Programs:

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

**As an RIC congregation, we are known for our exceptional welcome, worship, music and youth offerings. Bible studies and service opportunities that focus on relationship and faith-building round our primary program focus. Our pillars of grace, inclusivity, love, and service are played out by meeting people where they are and nurturing relationships with God and others. Over 4,000 people are in and out of our building each week. We actively strive to serve the community with our building use. We look for ways to help people launch into ministry to which they feel called.**

### Goals:

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

**Grace: Builds honest, open, and authentic relationships across the community. Shows acceptance and warmth in celebrating everyone's spiritual path.**  
**Inclusiveness: Takes action to invite, innovate, and invest to engage everyone in the ministries and programs of our open and affirming congregation.**  
**Love: Supports and cares for the spiritual health of the congregation through transformational love. Connects and empowers others to grow in giving and receiving God's love.**  
**Service: Builds up the community by connecting and reaching out to the local and global community; responds to God's call for service.**

### Energy:

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

**Engaging, building, and sending out disciples of Jesus Christ. Building on our identity by being assertive and missional as Lutherans. Expressing our grace theology and pillars locally and globally. Creating fresh ways for community in a highly competitive environment.**

### 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?

**The church has a regional impact through robust offerings at the Mount Calvary Preschool, Mount Calvary Academy of Music, Theatre 301, Many Hands Many Meals, Mount Calvary Foundation, and Public Safety Ministries. Through its history of generosity and lay entrepreneurship we are always addressing the needs of the surrounding community. The church has forged powerful partnerships, including: the Minneapolis Area Synod- ELCA, Luther Park- Danbury, Lutheran Social Services, Meals on Wheels, His House, Days for Girls, ICA, WeCan, and Beacon Interfaith. It also has international impact through partnerships, relationships, and investments in Haiti, Nigeria, Germany, India, and Malawi.**

**There is significant engagement by sharing talent from our employed staff: candidacy committee, board members of Lutheran Partners in Global Ministry, delegation to Leipzig Germany, serving on the Minneapolis Area Synod: council, Executive Committee, mission board, and as conference deans; Director of Worship served as head of music for Global Mission events for the ELCA, Director of Family Ministry leads workshops at ELCA National Youth Assemblies.**

**Locally we have provided leadership in a community festival for the purpose of intentional conversations and assisting other churches in ecumenical activities. We actively coordinate with other churches for combined ministries, choirs, youth events and social justice.**



**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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We have no stated goals or plans.
We are racially and economically diverse.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	We are demographically homogeneous.

**OUR LEADERSHIP STYLE**

We welcome ideas that are provoking and challenging.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We prefer ideas that are tried and true.
We rely on our leaders for direction.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We rely on group decision-making.
We have learned how to use conflict constructively.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We tend to perceive conflict as something destructive.

**OUR PROGRAMMING**

Our facilities are often used by community groups.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Our facilities are only used for our activities.
We train people to minister outside our walls.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We train people to minister inside our walls.
We focus on ideas and beliefs.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We focus on skills and action.

**OUR THEOLOGICAL PERSPECTIVE**

We are obviously Lutheran in identify and practice.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We are less obvious about our Lutheran heritage.
We participate in synod and ELCA activities.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We are not very active in the synod and ELCA.
We focus on Biblical studies and doctrine.	<input type="checkbox"/>	<input 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?

Mount Calvary Lutheran Church is a community of faith devoted to proclaiming the power of the Spirit and rejoicing in the love of Christ. Its mission is to engage, build up, and send out faithful disciples of Jesus Christ. Its pillars are grace, inclusivity, love, and service. With open arms, Mount Calvary welcomes all wherever they may be on their spiritual journey.

Founded in 1930, the church is a large suburban congregation with worship attendance placing it amongst the 20 largest ELCA congregations in the United States. 1200 families and 4000+ baptized members strong, with broad intergenerational diversity, Mount Calvary is vibrant and offers a variety of worship services on Wednesday evenings, Saturday afternoons, and Sunday mornings.

**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?

Strong lay leadership with an incredible depth of experiences, skills, passions, and willingness to serve. Staff members who are each recognized for their expertise and innovation. A community that is unlike most congregations in that we don't begin with reasons why we shouldn't do something but with the questions "how can we support and come alongside." Obstacles are in line with those faced by any growing ministry.

**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?

Community congregation with a global reach; provide the setting for organic growth of ministry and mission; multiple entry points for the community in seeing how faith in Jesus inspires, empowers and enlivens us. A deepened sense of community and alignment around the Gospel.

**References**

**Synod Bishop**

<b>Ann Svennungsen</b>	<b>Minneapolis Area Synod</b>	<b>a.svennungsen@mpls-synod.org</b>
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NAME	SYNOD	E-MAIL
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**(612) 870-3610**

DAY PHONE	EVENING PHONE	CELL	FAX
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**Inside Congregation or organization**

<b>Dave Gerton</b>	<b>Call Committee Member</b>	<b>dave.gerton@gmail.com</b>
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NAME	ORGANIZATION AND TITLE	E-MAIL
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**(952) 220-9922**

DAY PHONE	EVENING PHONE	CELL	FAX
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**Outside Congregation or organization**

<b>Mary Lechelt</b>	<b>Academy of Music</b>	<b>mary.lechelt@mountcalvary.org</b>
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NAME	ORGANIZATION AND TITLE	E-MAIL
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**(952) 237-7960**



DAY PHONE	EVENING PHONE	CELL	FAX
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**An ELCA rostered minister**

<b>Mike Carlson</b>	<b>St. Andrew's Lutheran Church- Senior Pastor</b>	<b>mcarlson@saintandrews.org</b>	
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NAME	ORGANIZATION AND TITLE	E-MAIL	
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DAY PHONE	EVENING PHONE	CELL	FAX
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**Anyone else who knows your setting well**

<b>Trina Volbrecht</b>	<b>Mount Calvary- Executive Director</b>	<b>trina.volbrecht@mountcalvary.org</b>	
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NAME	SYNOD	E-MAIL	
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		<b>(952) 994-9339</b>	
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DAY PHONE	EVENING PHONE	CELL	FAX
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**PART III: LEADERSHIP NEEDS**

**The Leader we Seek**

**Roster Type:**

- |  |   |  |
|--|---|--|
| <input checked="" type="checkbox"/> Minister of Word and Sacrament | <input type="checkbox"/> Minister of Word and Service | <input type="checkbox"/> 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)
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**Experience:**

- |   |   |  |                                       |                                     |
|---|---|--|---------------------------------------|-------------------------------------|
| <input checked="" type="checkbox"/> 0-3 years | <input checked="" type="checkbox"/> 4-9 years | <input checked="" type="checkbox"/> 10 -15 years | <input type="checkbox"/> 16- 20 years | <input type="checkbox"/> 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 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 checked="" type="checkbox"/> Preaching / Worship             | <input type="checkbox"/> Public Policy / Advocacy          |
| <input type="checkbox"/> Recruit and Equip Leaders    | <input type="checkbox"/> Self Care / Family Life                    | <input type="checkbox"/> Small Group Ministry              |
| <input type="checkbox"/> Social Ministry              | <input checked="" type="checkbox"/> Spiritual Formation / Direction | <input type="checkbox"/> Stewardship                       |
| <input type="checkbox"/> Strategic Mission Planning   | <input checked="" type="checkbox"/> Teaching                        | <input type="checkbox"/> Volunteer Coordination            |
| <input type="checkbox"/> Youth and Family Ministry    |   |  |

**Gifts for Ministry**

*The five gifts essential in this position, and the five that are very helpful in this position.*

Top Priority	Very Helpful
<b>Yes</b> 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.	<b>Yes</b>
Be effective in working with children.	
Build a sense of community among the people with whom he/she works.	
Help others develop their leadership abilities and skills for ministry.	
Be an effective administrator.	
Be an effective communicator.	<b>Yes</b>
<b>Yes</b> Be an effective teacher.	
Encourage support of the Church's wider mission.	<b>Yes</b>
Work regularly in the development of stewardship growth.	<b>Yes</b>
Be active in ecumenical relationships.	
<b>Yes</b> 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.	
Bring joy and good humor to relationships.	
<b>Yes</b> Be able to share leadership and work in a team.	
<b>Yes</b> Be creative and innovative about his or her tasks.	
Be able to use technology and media.	
Appreciate cultural diversity in language and customs.	
Have talents in the areas of music, arts and writing.	<b>Yes</b>





### **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. **ACCOUNTABILITY** – Own and proactively address the overarching goals and needs of the congregation by accomplishing a shared purpose towards positive results.  
**INITIATIVE** – Constantly strive to identify, develop, recommend, and implement actions that fulfill the vision and mission of Mount Calvary.  
**DECISION MAKING** – Identify challenges faced by the church and generates solutions in collaboration with others; actively participating in meetings and events.  
**QUALITY OF WORK** – Inspire others to bring their best, applies effective interpersonal skills when responding to members of the congregation and staff.
- B. **SPIRITUAL DEVELOPMENT**
- Collaborate with Executive Leadership and staff to develop worship that engages and challenges the congregation. Conduct vibrant worship, making the Gospel relevant to people's lives. Give inspirational, challenging, and thoughtful preaching that furthers the Gospel and up lifts Mount Calvary's pillars.
  - Implement our pillars through each ministry area. Provide direction and oversight for staff as they develop and conduct programs. Work in partnership with others to develop ministries, and teaching that inspires the spiritual growth of the congregation.
  - Take a lead in teaching and writing, creating challenging and thoughtful content for others to teach and write. Serve as a liaison to youth and adult programming with active roles and participation.
  - Devote time to personal, spiritual, mental, and physical development and well-being through devotional time, study and exercise.
- C. **COMMUNITY LIFE, OUTREACH, PASTORAL CARE**
- Build congregational membership and stewardship of the congregation. Partner with staff to continue to invite and welcome new members and to support the mission of the church.
  - Provide pastoral care. React promptly to emergency situations. Counsel those in spiritual need, comforts the bereaved, assists persons facing problems or decisions and refers to other licensed professionals for more extensive counseling as needed.
  - Along with other Pastors, conduct baptisms, weddings, funeral services, and other life event worship services.
  - Partner with member and staff leaders as they connect the congregation to local and global community partners. Participate in community events and organizations to foster community relations and outreach.
- D. **WORSHIP AND MUSIC LEADERSHIP**
- Lead and collaborate with team to design worship and seasonal themes, incorporating involvement from all ministry areas and preparing an annual calendar.
  - Celebrate Lutheran theology, liturgical practice, varied types of music and untraditional forms of worship for the faith building of the congregation.
  - Lead, support, and build up the worship and music staff.
  - Make recommendations in the annual budget requirements for the worship and music programs and administrate expenditures according to the approved budget.



- E. Members and visitors enjoy worship, education and service in a variety of forms and expressions, all of high quality and grounded in the Lutheran tradition. Individuals and groups from the congregation are actively engaged in expressing their faith through acts of service and speech, advocacy and action.**

**Directly supervised staff and all indirect staff are performing at the top level of their ability and express satisfaction in their work. Staff is engaged in regular continuing education. The relationship is direct and open and shares mutual affirmation, constructive feedback and positive challenge.**

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. Mentoring and support from the senior pastor, executive director, and other leaders. Regular check in and open door to all leaders and staff.**
- B. Congregational leaders, members and staff will support, nurture and appreciate the staff team.**
- C. High functioning leadership team and Church Council will focus on integration and onboarding for the new leader.**
- D. A fun, conflict-resolving, team-focused staff that is supportive and enjoys spending time together.**
- E. Culture of health, work, and family balance.**

**Compensation**

<b>No</b>	<b>Yes</b>
PARSONAGE	SOCIAL SECURITY TAX OFFSET
\$75,000 - \$80,000	
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.

Defined compensation negotiable based on experience.

Other Supporting Resources

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

Mission and Vision statement of the congregation or organization	<u>Yes</u>
Printed history of the congregation or organization	<u>Yes</u>
Strategic Plan: Goals and Objectives	<u>Yes</u>
Budget	<u>Yes</u>
Annual Report	<u>Yes</u>
Position description: Duties and Responsibilities	<u>Yes</u>
Communications Piece (publicity, newsletter, etc.)	<u>Yes</u>

**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.

**Mount Calvary is calling a visionary, dynamic, deeply faithful, and committed pastor with a desire to share the Gospel to everyone. This pastor will join a team of highly committed, long-tenured staff and a community that is committed to grace, inclusivity, love and service.**

**A mature sense of self and a willingness to humbly share oneself in a spirit of transparency is important. Resiliency, creativity and a capacity to prioritize and manage multiple projects simultaneously is required.**

**The successful candidate will be bright, inspirational, highly engaging, and collegial with a roll up the sleeves worth ethic. The highest integrity is presumed.**

**Mount Calvary expects all senior leaders to inspire and lead the whole while balancing the needs of individual team assignments. While the current role is to lead the Worship and Music department, the attributes of the successful candidate will be of both pastor and an experienced manager.**

**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).

**Mount Calvary has a robust history of congregational surveys, highly engaged leadership and effective listening tools. The ministry site profile is maintained by a committed human resources team and reviewed prior to each call process. The call committee and church council has fully endorsed this ministry site profile for the current open pastor position.**

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's board: **10/11/2023**

**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.



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**Craig Pederson**

NAME

OFFICE PHONE

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**Assisant to the Bishop**

TITLE

---

**c.pederson@mpls-synod.org**

E-MAIL

**Reference's Recommendation**

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**Mary Lechelt**

NAME

DAY PHONE

CELL

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**mary.lechelt@mountcalvary.org**

E-MAIL

EVENING PHONE

FAX