

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 iconic Excelsior MN and is a large active congregation. We seek 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. The successful candidate will thrive in a healthy organization that has unlimited potential. This pastor will need to be passionate about young people and their families, understanding how to meet them where they are and inspiring them for deeper engagement in the greater church.

## 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

**Excelsior, MN, 55331**

CITY, STATE, ZIP

**US**

COUNTRY

**trina.volbrecht@mountcalvary.org**

E-MAIL

**mountcalvary.org**

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

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FAX



**pastor.kyle@mountcalvary.org**

E-MAIL

**Chairperson of Call or Search Committee**

**Matt Bucka**

NAME

**18140 Fairhomes Ln**

**Wayzata, MN, 55391**

**US**

ADDRESS LINE 1

ADDRESS LINE 2

CITY, STATE, ZIP

COUNTRY

DAY PHONE

EVENING PHONE

CELL PHONE

FAX

**buckam@gmail.com**

E-MAIL

## Demographics

### Language Spoken

**In the congregation/ organization**

**English**

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

**In the surrounding community**

**English**

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

### Race/Ethnicity (In the Congregation)

**Caucasian (95%)**

**Latino/Hispanic (5% or less)**

**African American/Black (5% or less)**

**Asian/Pacific Islander (5% or less)**

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

### Race/Ethnicity (Surrounding Community)

**Caucasian (95%)**

**Latino/Hispanic (5% or less)**

**African American/Black (5% or less)**

**Asian/Pacific Islander (5% or less)**

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

### Gender comparison

**50%**

**50%**

### Age distribution

**30%**

**10%**

**20%**

**20%**

**20%**

MALE

FEMALE

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

### Number of Paid Staff

**3**

**0**

**15**

**0**

**3**

**15**

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**

**2024**

**\$3,000,000**

TOTAL BUDGET FOR THE LAST FISCAL YEAR

**\$36,000**

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

LAST FISCAL YEAR

**\$2,066,000**

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

**\$750,000**

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.

**The Minnetonka community is relatively affluent, educated, and active with a broad range of outdoor activities. The lake is a prominent part of the community. People display a high level of church, civil, social, and recreational engagement. The local public schools are rated among the best in the nation. 75% of the community has education beyond high school, and 20% with masters, professional, or doctoral degrees. The primary areas of employment are professional, public service, large corporate and retail.**

#### **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 always experienced. Intentional effort is spent on evolving the way we do church, developing lasting relationships and meeting families where they are. Mount Calvary pillars are Grace, Inclusivity, Love and Service. We are the furthest western RIC church in the local area.**

#### **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.

**Mount Calvary is very active in the small Excelsior community and within the larger context of Minnetonka and Minneapolis. We work hard to bridge economic, social, religious and civic gaps. In the small village of Excelsior, we are the leaders in the ecumenical efforts with other mainline churches. The local outreach team invests significant resources and is very active in the local setting. We participate in the larger west metro and urban settings through relationships and project 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 are our primary 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 have a growing preschool, thriving music school, active foundation, and growing community groups actively supported by the congregation. We strive to serve the local community with our building use. We look for ways to help people launch into ministry to which they feel called, we are known for "saying yes."**

### 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?

**Our congregational health is strong and vibrant. We have been solid in the community and have talented and tenured staff. The organization is engaging and inventing with a spirit fueled fire. There is joy and challenge in most of the work.**

### 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?

**Mount Calvary sees itself better together with the larger church, locally, nationally and internationally. We have regional impact through offerings at Mount Calvary Preschool, Mount Calvary Academy of Music, Many Hands Many Meals, and Mount Calvary Foundation. Through our generosity and lay entrepreneurship, we strive to address the needs of the surrounding community. Mount Calvary has forged powerful partnership with: Minneapolis Area Synod & ELCA, Lutheran Social Services, Meals on Wheels, His House, Days for Girls, ICA, WeCan, Luther Park Danbury, and Beacon Interfaith. We also have international partnerships with Nigeria, Germany, India, Malawi, and Guatemala.**



## 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 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 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 type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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 is a community of faith devoted to sharing the love of Christ for all. Our pillars of Grace, Inclusivity, Love and Service permeate all that we do, preach, teach, and share with the world. We welcome everyone where they are at on their own spiritual journey and encourage doubt, questions, challenges and growth. Mount Calvary was founded in 1930 and has grown to be within the top twenty largest ELCA congregations in the United States. 3500 members strong, with broad intergenerational diversity. Mount Calvary offers vibrant worship services on Wednesdays, Saturdays and Sundays, with programming seven days a week.

### **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?

Mount Calvary experiences a wealth of depth, skills, passions, talent and a willingness to serve in the congregation. Staff members who are each recognized for their expertise and innovation. A community that is unlike other 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." We have done the hard work of trying, failing, and succeeding in true accompaniment ministry. Obstacles are in line with those faced by any growing organization.

### **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 regional, national and 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. Truly welcoming and loving people for who they are and exactly where they are at. A deepened sense of community and alignment around the Gospel, knowing church is all around us.

## References

### **Synod Bishop**

Jen Nagel	Minneapolis Area Synod	j.nagel@mpls-synod.org
NAME	SYNOD	E-MAIL
(612) 870-3610		
DAY PHONE	EVENING PHONE	CELL
		FAX

### **Inside Congregation or organization**

Rachel Livingston	Call Committee Member	rachel.livingston4@gmail.com
NAME	ORGANIZATION AND TITLE	E-MAIL
		(612) 710-4974
DAY PHONE	EVENING PHONE	CELL
		FAX

### **Outside Congregation or organization**

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



DAY PHONE	EVENING PHONE	CELL	FAX
<b>An ELCA rostered minister</b>			
<b>Mike Carlson</b>	<b>St. Andrew's Lutheran Church - Senior Pastor</b>	<b>mcarlson@saintandrews.org</b>	
NAME	ORGANIZATION AND TITLE	E-MAIL	
<hr/>			
DAY PHONE	EVENING PHONE	CELL	FAX
<b>Anyone else who knows your setting well</b>			
<b>Trina Volbrecht</b>	<b>Executive Director</b>	<b>trina.volbrecht@mountcalvary.org</b>	
NAME	SYNOD	E-MAIL	
<hr/>			
<b>(952) 474-8893</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

##### Associate / Assistant 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 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 checked="" type="checkbox"/> Innovation / Creativity | <input type="checkbox"/> Interim Ministry               | <input type="checkbox"/> Interpret Theology            |



- |   |  |  |
|---|--|--|
| <input type="checkbox"/> Inter-personal Climate               | <input type="checkbox"/> Ministry in Crisis              | <input checked="" type="checkbox"/> Ministry in Daily Life |
| <input type="checkbox"/> Ministry with Seniors                | <input type="checkbox"/> Multicultural Ministry          | <input type="checkbox"/> Music / Worship / Arts            |
| <input type="checkbox"/> Outdoor/ Camping Ministry            | <input type="checkbox"/> Parish Nurse / Health           | <input type="checkbox"/> Participant in the Larger Church  |
| <input type="checkbox"/> Pastoral Care and Visitation         | <input checked="" type="checkbox"/> Preaching / Worship  | <input type="checkbox"/> Public Policy / Advocacy          |
| <input checked="" type="checkbox"/> Recruit and Equip Leaders | <input type="checkbox"/> Self Care / Family Life         | <input type="checkbox"/> Small Group Ministry              |
| <input type="checkbox"/> Social Ministry                      | <input type="checkbox"/> Spiritual Formation / Direction | <input type="checkbox"/> Stewardship                       |
| <input type="checkbox"/> Strategic Mission Planning           | <input type="checkbox"/> Teaching                        | <input type="checkbox"/> Volunteer Coordination            |
| <input 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.	<b>Yes</b>
	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.	<b>Yes</b>
	Help others develop their leadership abilities and skills for ministry.	
	Be an effective administrator.	
<b>Yes</b>	Be an effective communicator.	
	Be an effective teacher.	<b>Yes</b>
	Encourage support of the Church's wider mission.	
	Work regularly in the development of stewardship growth.	
	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.	<b>Yes</b>
	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>
<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.	





### **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** – Owns and proactively addresses the overarching goals and needs of the congregation by accomplishing a shared purpose towards positive results.  
**INITIATIVE** – Constantly strives to identify, develop, recommend, and implement actions that fulfill the vision and mission of Mount Calvary.  
**DECISION MAKING** – Identifies challenges faced by the church and generates solutions in collaboration with others; actively participating in meetings and events.  
**QUALITY OF WORK** – Inspires others to bring their best, applies effective interpersonal skills when responding to members of the congregation and staff.
- B. **SPIRITUAL DEVELOPMENT**
- Collaborate with 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 uplifts 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**
- Builds congregational membership and stewardship of the congregation. Partners with staff to continue to invite and welcome new members and to support the mission of the church.
  - Provides pastoral care. Reacts promptly to emergency situations. Counsels 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, conducts baptisms, weddings, funeral services, and other life event worship services.
  - Partners with member and staff leaders as they connect the congregation to local and global community partners. Participates in community events and organizations to foster community relations and outreach.
- D. **YOUTH FAITH FORMATION LEADERSHIP**
- Serves as department head of birth through college age ministries. Inspire, motivate and lead full time Director of Confirmation and High School. Co-lead the Youth Faith Formation team during growth and transition phase.
  - Builds and leads the senior high ministry program.
  - Lead and collaborate with leadership team to design recurring and new programs/events incorporating involvement from all ministry areas and preparing an annual calendar.
  - Guides the staff and congregation in reaching, supporting, and involving young families and individuals in the life and ministry of Mount Calvary. Create long-term relationships with youth and their families and encourage them as they grow in their faith.
  - Empower and equip volunteers to carry out and articulate the vision, direction, and long-range goals of the youth ministry department.
  - Make recommendations in the annual budget requirements for the youth faith formation programs.



- 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 integrations 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**

No	Yes
PARSONAGE	SOCIAL SECURITY TAX OFFSET
Synod Guidelines	
MAXIMUM AMOUNT AVAILABLE FOR DEFINED COMPENSATION	

### **Benefits**

Yes	Yes	4 weeks
PENSION	MEDICAL	VACATION WEEKS
Yes	Yes	
SABBATICAL POLICY	PARENTAL LEAVE POLICY	
Yes		
ARE BACKGROUND CHECKS REQUIRED		

### **Professional Expenses**

Yes	Yes
AUTO / TRAVEL REIMBURSEMENT	PROFESSIONAL EXPENSES ACCOUNT
Yes	Yes
FIRST CALL THEOLOGICAL EDUCATION	CONTINUING EDUCATION



### Comments:

Please offer any comment or explanation regarding the compensation package, especially as it compares to synodical recommendations or guidelines.

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

## **PART IV: COMMENTARY**

You are encouraged to offer information or commentary that will help the reader appreciate the vision, opportunities, challenges and nature of your ministry site. Use this opportunity to creatively promote and commend your ministry possibilities.

**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 work ethic. The highest integrity is presumed.**

**Mount Calvary expects all leaders to inspire and lead the whole, while balancing the needs of individual team assignments. While the current role is to lead the Youth Faith Formation department, the attributes of the successful candidate will be of both pastor and 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: **2/2/2025**

### **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.



**John Hulden**

NAME

OFFICE PHONE

**Assistant to the Bishop**

TITLE

**j.hulden@mpls-synod.org**

E-MAIL

**Reference's Recommendation**

**Mary Lechelt**

NAME

DAY PHONE

CELL

**mary.lechelt@mountcalvary.org**

E-MAIL

EVENING PHONE

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