

MINISTRY SITE PROFILE
Cross of Christ Lutheran Church

Welch, MN

Completed: 10/10/2018



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 an ordained or lay 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

We are a well established rural congregation located 40 minutes southeast of the Twin Cities area with an emphasis on Sunday worship, developing a strong youth program, and mission outreach programs. We have a strong sense of heritage as Lutherans and expect our pastor to lead our worship service in a lively manner, preaching and teaching real-world theology. We are looking for our pastor to also care for our congregation members and support us as we reach out in the community to help others and attract new members.

PART I: WHO WE ARE

Name and Location

MULTIPLE POINT PARISH

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

Welch, MN, 55089

CITY, STATE , ZIP

Southeastern Minnesota Synod (3I)

SYNOD

Rural

SIZE OF COMMUNITY

Cross of Christ Lutheran Church

NAME

CONG ID

US

COUNTRY

Congregation - Multiple Point

TYPE OF MINISTRY SITE

1873

YEAR ORGANIZED

Contact Information

Ministry Site (preferred contact information)

24036 COUNTY 7 BLVD

ADDRESS LINE 1

ADDRESS LINE 2

WELCH, MN, 55089-6283

CITY, STATE, ZIP

US

COUNTRY

secretary@cccchurch.com

E-MAIL

www.ccchurch.us

WEB SITE

(651) 388-3464

PHONE

FAX

Chairperson of Congregation or Head of the Organization

Jim Hill

NAME

1605 Fallbrook Ct.

ADDRESS LINE 1

ADDRESS LINE 2

Hastings, MN, 55033

CITY, STATE, ZIP

US

COUNTRY

(651) 437-8368



DAY PHONE	EVENING PHONE	CELL PHONE	FAX
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president@cccchurch.com

E-MAIL

Chairperson of Call or Search Committee

Ellen Hartman

NAME

12035 267th St. E

Cannon Falls, MN, 55009

US

ADDRESS LINE 1

ADDRESS LINE 2

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(507) 263-7205

(612) 756-1202

DAY PHONE

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markandellenhartman@gmail.com

E-MAIL

Demographics

Language Spoken

In the congregation/ organization

English

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

In the surrounding community

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

Race/ Ethnicity (In the Congregation)

Caucasian (100%)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Race/ Ethnicity (Surrounding Community)

Caucasian (95%)

Native American / Alaskan Native (5%)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Gender comparison

50%

50%

Age distribution

25%

15%

20%

25%

15%

MALE

FEMALE

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

Number of Paid Staff

1

0

0

1

1

1

CLERGY

LAY ROSTERED

OTHER LAY PROFESSIONALS

SECRETARIAL SUPPORT

CUSTODIAL SUPPORT

OTHER

Congregational Information



51 - 150

26 - 50

Two-point parish

AVE WEEKLY WORSHIP ATTENDANCE

AVE ATTENDANCE IN CHRISTIAN EDUCATION

PARISH TYPE

Distance members live from church facilities:

0%

5%

15%

80%

1/2 MILE OR LESS

1/2 - 1 MILE

1 - 3 MILES

MORE THAN 3 MILES

Community Type

- | | | |
|--------------------------------------------|------------------------------------------------|---------------------------------------------|
| <input type="checkbox"/> Bedroom community | <input 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 type="checkbox"/> Retirement |

Budget of the Congregation/ Organization

2017

LAST FISCAL YEAR

\$126,421

\$0

TOTAL BUDGET FOR THE LAST FISCAL YEAR

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

\$10,298

\$347,949

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.

Productive agriculture lands, beautiful natural settings, including the Cannon River Valley, the picturesque town of Welch, and being near Red Wing, Cannon Falls and Hastings, make this an attractive area. The largest employers in the area include the Prairie Island Nuclear Power Plant, Treasure Island Casino, Red Wing Shoe, BIC, Mayo Clinic of Red Wing, agribusiness and others. Many residents commute to the Twin Cities for employment. Recreational opportunities are plentiful: Cannon River inner-tubing and canoeing, Welch Village skiing, Cannon Valley bicycle trail, walking/hiking, beautiful scenery. With fewer full-time farmers, agriculture is still an important part of our fabric and economic base. Scandinavian and German are the most evident heritages in the church and community. Welch zip code census data from 2015 shows population is 1,999; 92.3% White, 4% Native American, remainder identify as two or more races; median family income is \$73,787.

Cross of Christ is an important part of this community. Located on the intersection of Highway 61 and County 7, the outdoor lighted cross stands in our front yard as a beacon of light & hope. Our bell announces the beginning of worship to the whole township, we are beacons to our neighbors.

Trends:

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

In looking at our statistics, it would appear that our congregation is essentially stable in our membership numbers. Our Sunday School numbers have declined due to less children in surrounding area. Our giving per confirmed members has increased and our designated giving has increased. Our benevolence is 14% of undesignated



offerings.

Context:

List three ways that the community in which you are located has been challenged by change and transition in the last three to five years.

Like many areas of the U.S., some of our families and communities were affected by the global economic downturn of the past 10 years, with some lost jobs notably in construction and airlines. Area farmers and agribusinesses are enduring low commodity prices. However, now, similar to much of Minnesota, area retail, manufacturing and service companies are looking for new hires ... "Help Wanted" signs are found throughout the commercial areas affecting Welch.

Challenges Cross of Christ faces include the increased competition for time and interest from secular activities such as school, work and recreational activities, the passing of loved and respected senior church members, and the reduced interest among young people and families in joining and supporting churches, especially traditional "mainline denomination" churches.

Programs:

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

Our congregation, through the involvement of all ages, supports mission programs both in our community and world-wide. We make a financial commitment each year to support a missionary through the ELCA. A few examples of how our members reach out to others are through Lutheran Social Service, Feed My Starving Children, Habitat for Humanity, Good Earth Village, supporting the local food shelves and taking part in mission trips to serve others. Our young people are involved in mission efforts through our youth group and the Sunday school mission "kids". We participate in the Souper Bowl of Caring, the nation-wide movement to fight hunger. We also have done hands on activities for Lutheran Disaster Response like health and school bags. We currently sponsor a young girl from Tanzania, collecting money to help pay for her education and supplies. The children also support malaria relief projects and the Good Gifts animal project. They make and send valentines to college students and shut-ins. Our congregation helps fill Christmas Shoe boxes which are then distributed to those in need. Involved with Good Earth Village, Youth Gathering, and WELCA Triannual Conference.

Goals:

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

Sustainability of the congregation, integration of new members, improving buildings and grounds, revitalize youth education, keeping older youth members involved, and congregational leadership.

Energy:

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

We are energetic about our Sunday worship, contemporary service, women's book study, men's group, youth programs, missions, and getting a new pastor.

We are hosting Red Cross Blood Drives on a regular basis. Several members participate in the community softball tournaments. WELCA ladies hold an annual week-end retreat every January with a program planned to renew and revitalize our members. The ladies have made quilts, sundresses for "Little Dresses for Africa", and are participating in "Days for Girls" by making feminine hygiene kits going to Kuwaa, Liberia.

We are passionate about our community.

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?

Synod and Cannon River Conference: Every year we send two delegates to the MN Synod Assembly and we have a history of having a few members serving on Committees. Our pastors have traditionally participated in the Cannon River Conference and partnered with other area churches. We send congregational representatives to Gustavus Adolphus College meetings. We give 14% of undesignated offering to the Synod as benevolence. Our congregation uses Synod resources in a number of ways: staff support through education and for council persons, secretary and treasurer.

ELCA: Our congregation has contributed to multiple ELCA missionaries worldwide. Our WELCA actively supports



several synod organizations such as World Hunger, World Relief and World Mission Prayer. Our WELCA also sends representatives to the triennial as well as the semiannual synod conference meetings. Our Sunday School Missions gives to multiple ELCA mission projects. Regularly we have a youth delegation attending the National Youth Gathering.



Ministry Site Characteristics

AS A COMMUNITY

	A LOT LIKE US	A LITTLE LIKE US	A LITTLE LIKE US	A LOT LIKE US	
We tend to be formal and programmatic.	<input type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input type="checkbox"/>	We are demographically homogeneous.

OUR LEADERSHIP STYLE

We welcome ideas that are provoking and challenging.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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 type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We tend to perceive conflict as something destructive.

OUR PROGRAMMING

Our facilities are often used by community groups.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Our facilities are only used for our activities.
We train people to minister outside our walls.	<input 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 type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We are not very active in the synod and ELCA.
We focus on Biblical studies and doctrine.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We focus on contemporary issues and topics.



Purpose, Giftedness and Mission

Purpose

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

Cross of Christ Mission and Vision Statements
Faithful through Generations

Cross of Christ Mission Statement: We are called by the Spirit to be a lasting presence in our community, faithfully sharing the Word of God through worship, fellowship and service to our neighbors.

Cross of Christ Vision Statement:

Through God's grace and empowered by the Holy Spirit we will faithfully strive to:

- *Provide a warm and welcoming place of worship for all ages
- *Evermore commit to Christ-centered education, Spirit-filled worship and steadfast prayer
- *Reach out to our neighbors with a caring hand by providing service, loving support and fellowship
- *Actively support and increase our mission efforts near and far
- *Grow in faith and serve God by boldly sharing our spiritual gifts

Giftedness

What are your gifts and resources for fulfilling this purpose? What are the congregation's or organization's top three assets and how are they being used? Are there obstacles that must be overcome to be able to use these gifts and accomplish the mission?

Our lasting presence in our community is seen through the 4th and 5th generation families that belong to Cross of Christ. We are a welcoming church. We have many skilled workers and professionals in our congregation. We have members willing to go on mission trip near and far to make a difference. We have members hungry for the Word and provide a Christ-centered education to our youth.

Assets include: *Long time members - deep roots combined with new members and fresh ideas.
*Talented and gifted members - tradespeople, musical, professionals. *Members are willing to give and serve in the community.

Obstacles to overcome: *The passing of lifetime members that were instrumental in welcoming visitors and new members to church. We will need current members to step up at those roles. *Getting more involvement from our congregation members.

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?

Providing worship service, teaching/working with youth, and mission work.

References

Synodical Bishop

Bishop Steve Delzer

Southeastern Minnesota Synod

delzer@semnsynod.org

NAME

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E-MAIL

(507) 280-9457

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Inside Congregation or organization

Jim Hill	Council President	jimandsuehill@gmail.com	
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Outside Congregation or organization

Walter and Peggy Manning		manningbluff@hotmail.com	
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Member of the ELCA Clergy roster

Mickey Dobbins	Pastor of Vasa Lutheran Church, Retired	bibbird@icloud.com	
NAME	ORGANIZATION AND TITLE	E-MAIL	
		(651) 249-8134	
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Anyone else who knows your setting well

Jeff Rudi		jeffazpianoman@hotmail.com	
NAME	SYNOD	E-MAIL	
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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 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 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 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
Yes	Help people develop their spiritual life.	
	Help people understand and act upon issues of social justice.	
	Provide care and nurture.	Yes
Yes	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.	
	Help others develop their leadership abilities and skills for ministry.	Yes
	Be an effective administrator.	
Yes	Be an effective communicator.	
	Be an effective teacher.	
	Encourage support of the Church's wider mission.	
	Work regularly in the development of stewardship growth.	
	Be active in ecumenical relationships.	
Yes	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 Lutheran Church.	
	Understand and interpret the mission of the Church from a global perspective.	
Yes	Deal effectively with conflict.	
	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.	
	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 leader to give special attention to during the first year of his or her ministry at this congregation or organization:

- A. **Music and Worship**
- B. **Youth**
- C. **Pastoral Care**
- D. **Teaching**
- E. **Sustainability of the congregation**

Please list the five ways that this congregation / organization will support and encourage the rostered leader during the first year in order to help her or him accomplish these responsibilities:

- A. **Prayer**
- B. **Cooperation and support**
- C. **Communication**
- D. **Listening**
- E. **Openness**

Compensation

Yes	Yes
PARSONAGE	SOCIAL SECURITY TAX OFFSET
Synod Guidelines	
MAXIMUM AMOUNT AVAILABLE FOR DEFINED COMPENSATION	

Benefits

Yes	Yes	4 weeks
PENSION	MEDICAL	VACATION WEEKS
No	No	
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.

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.

Cannon River and Cross of Christ have been part of a multi-point parish for over 100 years. The two churches are located about 8 miles apart, both in rural settings. Cannon River has a smaller membership and family feeling among its members. Cross of Christ has more members, programs and activities, especially for youth. The two congregations have a long history of working well together. Each is very important to the other and the shared relationship is very valuable to both congregations. Cannon River and Cross of Christ share a pastor, an organist and a secretary. Some teaching responsibilities are shared, such as Bible study and confirmation classes. Each church has its own Sunday School and mission work. Finances are completely separate and shared expenses are divided by membership percentages. Cannon River and Cross of Christ are excited for the future and excited to meet our new pastor.

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).

We had small group discussions, congregational surveys, and worked together as a committee to complete the profile.



Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's board: **9/13/2018**

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.

Rev Susan Miller

NAME

(507) 280-9457

OFFICE PHONE

Assistant to Bishop - Call Process

TITLE

miller@semnsynod.org

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Reference's Recommendation

Pastor Mickey Dobbins

NAME

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