

Question #5. Trends in the Community, Context of the Congregation (pg. 3-4)

Trends: List 3 changes or trends within the congregation that have occurred in the last 3-5 years.

1. Overall decrease in programs, including; youth, Sunday school, music, volunteering/service.
2. Change in demographics (loss/deaths in senior-age members, fewer youth and young adults).
3. There is a more willingness to adapt to change and morph into new paradigms, which was not present before. In the past, there was a sense of status quo, but in this transition, there is a sense of positive change in the air.

Context: List 3 ways that the community in which you are located has been challenged by change and transition in the last 3-5 years.

1. Loss of churchgoers due to mega churches. According to the Mission Insight Data from the Synod for our area, there has been an increase in mega churches. There is low responsibility, where members do not have to be involved due to busy lives. These churches are also going away from denomination and theology, to a more contemporary feel (less traditional), which appeals to the community.
2. Loss of churchgoers due to loss in faith. Also according to the Congregational Vitality Survey, a majority of the population does not have a belief in God or worship is not important in their faith. The trend results in a loss of new members.
3. Traditionally, society had a commitment to Sunday being the Holy Day, where there were no scheduled events on Sundays. However, there are now sports and events that are now scheduled on Sundays. Service times are no longer convenient or flexible to this change.

Programs: Describe your congregation's current programs for mission and ministry.

- Community Life: Food and Festival Team, Friendship Club, Lady Sippers, Marriage Encounter, Men Who Love Donuts, Prayer Chain, Quilters, Softball Team, Golf League, Stitchin' in the Dark, Sunday Fellowship, Wedding Coordination, and Women of the ELCA
- Faith Development: Adult Education, Sunday School, Adult Education, confirmation, Men/Women bible study, Vacation Bible School, and Youth Ministry.
- Outreach: Adult Missions Team, American Red Cross Blood Drive, Crisis/Rainbow Fund, Food Shelf, Good Samaritans, Manna Market, PowerPack, Prayer Shawl, Social Ministry, Visitation Care (Friends @ Home).
- Resource Ministry: Counters, Endowment Team, Finance Team, Garden Club, Kitchen Coordination, Library Maintenance, Memorial Fund, Property Management Team, Staff Support, and Thrivent Choice \$\$.
- Support: Communication Team, Executive Team, Nominations Team, Stewardship
- Worship: Altar Care, Funeral Host/Meals, Music, and Worship Team.

Goals: What are the primary goals of your ministry site? (Refer to Strategic Plan)

No current Strategic Plan. New leadership, new goals. We are ready for the next chapter.

Energy: What is your congregation really excited about right now?

1. CHANGE! There is nowhere to go but up! There are people willing to step up and get things started. According to the Congregational Vitality Survey, almost all the members (105/112!) are fiercely committed and have a strong sense of belonging.
2. Restart programs.
 - There is an excitement about Sunday school and VBS program growth.
 - Youth group renewal. The attending youth do not currently have a program, but would like one. Different aspects of this program include; music activities, youth group, mission trips, Bible camp, Summer Stretch (summer program with other community churches), confirmation retreat.
 - The music program wants to grow, as we have in the past had a youth choir, bell choir, chime choir, and an instrumental band. For a small congregation, we are musically talented and would like to continue using these gifts.
3. Intergenerational volunteering. All age groups hope to come together for mission projects and volunteer opportunities. This congregation is giving and involved, they wish to use their gifts through service.

Partnership: How does this congregation see itself as a member and active participant in the ELCA and the synod?

- Currently, we have ties to a congregation in both Tanzania (sister congregation) and Slovakia.
- We often participate in benevolence tithing to the Synod and other recipients.
- Attend Synod events; St. Mark member President of WELCA and meets with Synod council

MSP Question #7. Purpose, Giftedness, and Mission (pg. 5)

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

Mission Statement: Growing in God's love to serve others. Our goal is to grow in faith, so we can serve others, and help them grow in their faith.

Who we are:

- A small, community church (the neighborhood church) with lifelong members, but also welcoming to new people with open arms.
- Responsive in a quick and generous manner for any need (financial support of the church, supportive of prayer/concerns, health problems of a member/family member).
- Notice the invisible (step up to help them). Because we are a small congregation, we notice each other and the community.

Why we are here:

- We are a family; we take care of each other.
- We belong here; people are likely to reach out in both time of need and to help those in need.
- We are a gathering place for community organizations (AA, Scouts, Lions, blood drives, and preschool screenings).

Giftedness: What are your gifts and resources for fulfilling this purpose? What are the congregation's top 3 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?

Top 3 assets:

1. We are quick and willing to help each other in time of need; fiercely committed to congregation.
2. Our facility and our location in the community (close to elementary and high schools)
3. Music

Obstacles:

- We need good direction and structure to build the programs back up.
- There is excitement about these programs and there is excitement about involvement, but nobody knows where to start/how to start.
- Who will take charge? We want to be a part of something, but nobody wants to lead. There is concern with stepping on toes and a fear of confrontation.
- Money and financial needs, but come through for all budgets with generous member offerings/donations.

Mission: In light of the way you have described your ministry context in this Ministry Site Profile, what are the top 3 mission priorities, which, if accomplished, hold the most promise for the continued development of this ministry?

1. Youth
2. Volunteer/Service
3. Music/Worship

Please participate at the 9:30 session on Sunday, April 29 with your feedback and/or contact any MET member.

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Question #11 on the Mission Site Profile (MSP) – Top Five Ministry Tasks

Please check your top five priorities for St. Mark's new pastor.

- Administration
- Building a Sense of Community
- Campus / Young Adult Ministry
- Chaplaincy
- Children's Ministry
- Christian Education
- Communications/ Media
- Community Organizing
- Conflict Management
- Counseling/ Social Work
- Early Childhood Administration
- Ecumenical Work
- Evangelism/ Mission
- Financial Management
- Global Service
- Innovation / Creativity
- Interim Ministry
- Interpret Theology
- Inter-personal Climate
- Ministry in Crisis
- Ministry in Daily Life
- Ministry with Seniors
- Multicultural Ministry
- Music / Worship / Arts
- Outdoor/ Camping Ministry
- Parish Nurse / Health
- Participant in the Larger Church
- Pastoral Care and Visitation
- Preaching / Worship
- Public Policy / Advocacy
- Recruit and Equip Leaders
- Self Care / Family Life
- Small Group Ministry
- Social Ministry
- Spiritual Formation / Direction
- Stewardship
- Strategic Mission Planning
- Teaching
- Volunteer Coordination
- Youth and Family Ministry

Additional Comments here:

Question #11 on the Mission Site Profile (MSP) – Top Five Ministry Tasks

TOP PRIORITIES: Please select the top 5 gifts for ministry that you'd like to see in St. Mark's new pastor.

- Help people understand and act upon issues of social justice.
- Provide care and nurture.
- Be active in visitation of members and non-members.
- Help people develop their spiritual life.
- 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.
- Be an effective teacher.
- Encourage support of the Church's wider mission.
- Work regularly in the development of stewardship growth.
- Be active in ecumenical relationships.
- Be effective in working with youth.
- Organize people for community action.
- Be skilled in planning and leading programs.
- Have a strong commitment and loyalty to the Lutheran Church.
- Understand and interpret the mission of the Church from a global perspective.
- Deal effectively with conflict.
- Bring joy and good humor to relationships.
- Be able to share leadership and work in a team.
- Be creative and innovative about his or her tasks.
- Be able to use technology and media.
- Appreciate cultural diversity in language and customs.
- Have talents in the areas of music, arts and writing.

Additional Comments here:

Mission Exploration Session — April 22, 2018

Imagining Staffing Configurations for future ministry through St. Mark Lutheran Church

Two recent retirements:

- Pastor Steve (Sept 30, 2017)
- Director of Worship and Music Kay Ciccone (June 10, 2018)

Mission Exploration and Call Process in place for new Pastor.

Now with factoring in Kay's retirement, how shall we proceed with

- allocating financial resources,
- covering all of Kay's responsibilities, and
- imagining overall future staffing for future ministry?

Financial Resources

Pastor Steve's salary & benefits: \$68,335 and \$19,654

[\$68k is right at Synod Guidelines for 5-6 years experience]

Kay's salary and benefits (at 3/4 time): \$34,423 and \$10,000

Covering all Kay has been doing

- Partial beginning: new Worship Team is forming; meets 2nd Tues at 7:00
- Substitute organists this summer?
- So give new pastor a hand in putting his/her staffing team together?

Imagining Future Staffing for Future Ministry

- Staff Support reviewing continuing staff's job descriptions & pay scale. Any financial adjustments needed there?

- Possible future paid positions to support future ministry:

Nursery Staff Bell Choir Director Volunteer Coordinator

Minister of Music Youth Leader Children's Minister

Director of Children, Youth, and Family

Your other staffing position ideas here:

Your comments, suggestions, and/or priorities here: