

Annual Meeting Agenda

February 11, 2024

1. Welcome / Opening Prayer
2. 2023 Annual Meeting Minutes – pg 1
3. Mission Leadership Team, Staff, Congregational and Other Reports - pg 3
4. Treasurer's Report and Financial Summary - pg 13
5. Audit Team Report - handout
6. 2024 Operating Budget Presentation & Adoption - pg 14
7. Nominations Team Report - handout
8. Elections
9. Pastoral Transition Team Report - pg 15
10. Commissioning of the Pastoral Call Committee
11. Adjournment / Closing Prayer

Resurrection Lutheran Church Annual Meeting Minutes

February 12th, 2023

House of the Lord - song

CALL TO WORSHIP - Pastor Paul

CALL TO ORDER - MLT President Shawnee Krueger and as elected president of the congregation, and with the anticipated quorum attendance across both worship services but before she called the 2023 annual meeting to order...visitors were extended a warm welcome but were asked to abstain from voting. At the end of the 9 am worship they suspended the annual meeting and reconvened at the 10:30 service. Each session included identical presentations and opportunities to vote on the 2023 budget, new MLT members, nomination committee members and our Treasurer. Shawnee asked for a motion to accept the 2023 agenda. Second? Aye. All said Aye. Motion was approved. She asked for a motion to accept the 2022 annual meeting minutes. Second? Aye. All said Aye. The 2022 minutes were approved.

Because He Lives - song

MESSAGE - Pastor Paul

CHILDREN'S MESSAGE - Pastor Paul & Guided Hands

TREASURER'S REPORT AND ADOPTION OF 2023 BUDGET - Brian Tri and Jay Hickey

Brian presented the Treasurer's Report and Financial Summary. He reviewed pg. 16 of the packet and pointed out the 4 footnotes below the chart. While our financial statements show favorable for 2022, this was largely due to the IRS Refund from the Employee Retention Credit of \$87k. Without these funds, RLC would have needed to borrow from our Line of Credit to support operations and ministry and we would have had a \$61k operating loss in 2022.

We are part of the ELCA Synod and as part of that membership, we donate to the Synod, but do not receive any money from the Synod. It's all about member giving. Member giving in the last three years has decreased. In response, MLT started the "Stewardship for All Seasons" program to help reverse this trend.

2023 Outlook - Projections for 2023 show progress, with an increase in members giving expected and stable expenses, but the approval of an operation budget with a projected loss carries risk. One-time gifts and new member giving should provide additional benefit, with a carrying risk of reduced giving if any members depart RLC. We plan to re-implement our \$1k monthly accrual to be able to save for the future, we moved that money to saving and have it available to use for future building costs. A slight increase in mortgage expense will also take place in late 2023 due to rate adjustment.

Jay Hickey spoke about stewardship. He stated that we are in a new chapter. Income has been trending up this year. We had a goal of 120 intent cards and we received 123 responses. How do we get from pledge total to offering total? We average about 180 families we have factored into the offering forecast for 2023 and that gets us up from the pledge total just under \$560 up to

the offering forecast of \$645 based on flat expectations in 2023 from those with regular giving in 2022. The exciting news is 80 families have an increased pledge of 2023 giving vs. 2022. And 18 families are more than doubling their giving to Resurrection.

2023 Budget - We are coming out at a \$35,853 loss. That gets us back to being on par with 2021, an improvement over last year. The operating cash that we have coming into the year of \$77k is enough that even if we incurred a \$35k operating loss, we would still have an operating cash available of \$35k as well. We are moving in the right direction.

Shawnee asks for a motion to approve the 2023 budget. Second? Aye. All said Aye. Our 2023 budget was approved.

His Mercy is More - song

NOMINATION TEAM REPORT - Shawnee Krueger

MLT Committee: Shawnee Krueger and Colton Borg leaving committee.

Three new nominations, Justin Hummel - 1 year term, Marie Tuhy - 3 year term, Andy Craig - 3 year term. Treasurer - Brian Tri.

Nominating Committee: Kelly Fownes, Karen Eno and Dave Paulsen.

Shawnee asked for a motion to approve our new MLT members and our treasurer. Aye. Second? All said Aye. Motion carried. Welcome everyone to your next term.

Shawnee suspended the Annual meeting to be resumed at the start of our 10:30 worship time. (At 10:30) Shawnee called the 2023 Annual meeting closed and looked forward to an amazing year of faithful ministry.

Pastor Paul thanked Shawnee Krueger for being MLT president, also Jay Hickey and Brian Tri for all of their service. Please ask any questions, Resurrection is a very transparent place.

OFFERING - Ushers.

Come to the Table - song

Pastor Paul closed with the Lord's prayer.

2023 Annual Report

Mission Leadership Team

What an incredible journey it has been to serve this year as your MLT president. Our team including Justin Hummel, Kelly Fownes, Greg Jeseritz, Andy Craig, and Marie Tuhy learned a lot as we worked through some interesting times to support the church and its ministries this year.

We started our year with two goals Stewardship and Church Community and quickly pivoted mid-year to finding a new Pastor and finding a new Worship Director. Last year's MLT team had given us a head start on our stewardship goal with Stewardship for All Seasons. Although we not where we want to be this year, I am confident the church will bounce back. The Stewardship Committee has done a great job of driving us to our goal.

Rebuilding our church community and recognizing who we want to be as a church is another one of MLT's focus. Many meetings were centered around what do to with the land we have and how do we want to be represented. As we look to 2024, I know this will be a huge topic to tackle as taxes on certain pieces of our land have become a concern.

When we learned earlier this year that we would need a new Pastor and a Worship Director our focus shifted to finding a great interim Pastor, to building teams to be the voice of Resurrection, to help find the best fit for our church and what we want for RLC going forward. We have learned that this process takes time, but the great news is we are well on our way to finding our new pastor and worship director. I am feeling positive and hopeful as we enter the New Year.

Throughout this year, I have learned a lot about patience and God's timing while walking humbly with God. I often reflect on the poem Footprints in the Sand by Margaret F. Powers. This well-known line has been a comfort for me over the last few months. "My precious child, I love you and will never leave you Never, ever, during your trials and testing's. When you saw only one set of footprints, It was then that I carried you."

In last year's annual report Shawnee Krueger asked the question "Are we dreaming little dreams or are we dreaming God-sized dreams for our church?" She encouraged each member, each family of Resurrection to consider how you can be involved in being part of this God-sized dream for Resurrection. I echo that message and encourage each one of you to support Resurrection in any way that you can. Whatever your gifts, wherever your strengths lie, there is a place for you to give back at our church and we welcome you with open arms. "Whoever sows sparingly will also reap sparingly, and whoever sows generously will also reap generously" (2 Corinthians 9:6).

Being MLT president has challenged me in ways I never knew I needed to be challenged, changed, and strengthened. I appreciated the opportunity to serve this past year and look forward for what's to come.

Kalef Olson - MLT president

**A Word from Your Interim Pastor
(Annual Meeting February 11, 2024)**

There is good news for you today. Despite another chaotic year of seemingly constant change and challenge for individuals and communities, there is good news! It's been nearly four years since "ordinary life" suddenly disappeared on us.

Though we have regained many of our usual activities; school, work, church, none are fully "back to normal." In fact, just when we think things may be calming down, unexpected leadership changes are announced, and we need to step quickly out of the way of the light we saw ahead to allow that train to go past.

However, regardless of how these last few years have changed our lives, no matter the challenges and disruptions we face, has God changed? Is God any less trustworthy than in the past?

I read over some of the history that was put together to celebrate your 20th anniversary a few years ago. You have much to celebrate. And much has happened in the last five years as well. Through all those years and still today, it is God who creates, redeems, and surrounds you! You are not your own creation. It is God who faithfully gives and sustains your life together.

God continues to walk with this faith community today. God continues to work through this congregation. As we move together through this time of transition, God has a word for you.

"I am about to do a new thing; now it springs forth, do you not perceive it? I will make a way in the wilderness and rivers in the desert." (Isaiah 43:19)

These have been disruptive and disorienting times, that's true. But make no mistake, our mission as a faith community here at Resurrection Lutheran Church remains unchanged. We continue to, **"invite all people into a vibrant life of faith in Christ."** We are a community that is worshiping, praying, welcoming, connecting, growing, and serving. We are still *on the move*. Transition, even in a time such as this, is still *a movement* from life to life!

Even more, just as in years past, *God moves among us* through all the change and challenge. Some of our ways of being together will continue. Some will be reshaped and adapted. New ways will open to us that we had not even imagined possible before. Both comfort and challenge await us. This is God's way among us. This is God's grace, calling us into the future which God is even now preparing for us.

It is a privilege to share this time with you!

Pastor Lamont M. Koerner

Faith Outfitter Children's and Family Ministry

2023 Annual Report

Marie Baker, Director of Children and Family Ministry

Our mission as Faith Outfitters is to equip children and their families to participate in a vibrant life of faith wherever they live, work, play, and learn. A vibrant life of faith that creates more love, more joy, more peace, more patience, more kindness, more generosity, more faithfulness, more gentleness, and more self control. (Galatians 5:22-23) We do this through learning opportunities, celebrating milestones, serving the community, and camps.

For the 2023-24 school year 35 families are registered for Sunday School (preschoolers through grade 5). We have more than 20 regular teachers and assistants that lead each Sunday, which includes adults as well as many High School and Middle School students! We are blessed by so many amazing Faith Outfitters who dedicate their time and energy to sharing their gifts and joining together with children on this journey of faith. As part of our faith learning we also look outside the walls of Resurrection and find ways to give and serve in the greater community, this year we have donated our Sunday School offering each week to the Friends of TASAAGA.

Guided Hands Puppet Ministry, a team of youth puppeteers, led by volunteers, is a blessing to the Resurrection community. They perform for Sunday School several times throughout the year and occasionally they perform during Sunday morning worship services.

Faith Outfitters continues to offer a series of faith-building events including Bible Expedition, Trek to the Table Communion preparation workshop, the family ADVENTure, Prayers and PJs, Ad-LENT-ure, service projects and summer camps. Our service in the community included meal-packing at Feed My Starving Children several times throughout the year, packing snack bags for Open Door Pantry, collecting school supplies for InterFaith Action and more.

Our Vacation Bible Adventure continues to be a high-energy week that draws in many members and nonmembers and was led by more than 40 youth and adult volunteers. Our VBA offering went to Hope for the Journey Home this year. We sang songs, played games, listened to stories, made crafts, ate snacks and watched out-of-this-world skits during our "Stellar" theme learning how to shine Jesus' light!

Our partnership with Camp WAPO offers valuable ministry through their multiple camp offerings. More than 25 students from Resurrection attended in 2023 as they explored the theme "All the stars" from Isaiah 40:26 They learned how the God who made the stars, made each of them also, and what an amazing thing that is.

2023 Annual Report
Youth and Family Ministry
Erin Swenson-Hatzung

It has been an amazing year in youth and family ministry at Resurrection Lutheran Church. Our youth have been living out their faith in vibrant ways this past year and it's exciting to see all that God is doing.

Our 6th-8th grade confirmation ministry has forty-five youth and six adult leaders who meet every week. Each Wednesday night, they fill the sanctuary for games, learning, and small group discussion time. This year, our focus is on the Bible, and our youth have been digging into the stories of the Old Testament and talking about what it means for them on a personal and communal level. Later this year they will focus on the stories in the New Testament. In addition, this group has also served their neighbors in need by serving at FMSC, purchasing Christmas gifts for two sponsored families at Hope for the Journey Home, and hosting a Trunk or Treat event that over 400 members of the church and broader community took part in.

Last summer, 23 middle school youth, two high school leaders, and parent volunteers served our community through the Summer Stretch ministry. Each month, our youth partnered alongside organizations like Second Harvest, ARC, and Global Health Ministries. They learned about issues of poverty, food insecurity, and how to serve and be a voice for others.

On October 15th, seven students affirmed their baptism at the Rite of Confirmation service.

Our high school youth continue to also meet every week. On Wednesday evenings, high school youth are invited to come for worship, games, devotion, prayer, and then sharing their highs and lows of the week.

Our high school youth also have served with organizations like The Open Cupboard, Hope for the Journey Home, FMSC, and Camp Noah. Last summer, they traveled with a group from St. John's Lutheran in Kasson, MN to Benton Harbor, Michigan. During our week we served at a food distribution center and local community gardens that provide food for those in need.

Many of our high school youth are also serving in leadership roles and using their gifts to share God's love with others. It's a blessing to see our high school youth helping teach younger students on Sundays and VBA, leading in worship on Sundays, sharing God's story through puppet ministry, and more. God has given them so many great gifts and it's exciting to see our youth serving in many ways.

Families also had the opportunity to come together throughout the year for fellowship, fun, games, food, and learning. We hosted family nights which included sessions on healthy screen relationships, sacred silliness, and the Five Love Languages. We also encouraged inter-generational relationships through events like the All-Church BINGO night which had over 50 people of all ages attend.

It was a great year of ministry and we are all so thankful for the generous support of this congregation.

Sarah Storvick
Director of Hospitality and Spiritual Formation

2023 found many of us serving with others in unanticipated ways. I am grateful to team with a staff that adapted and gave beyond what job descriptions might reflect as our staff changed mid-year. A number of staff and volunteers shared Sunday messages during the two months between one pastor's departure and the arrival of our interim. Pastor Ron Freimark offered interim pastoral care, for which we thank him! Trust and patience were evident in countless ways.

Prayer Ministry

Resurrection's Prayer Ministry continues behind-the-scenes prayers, lifting all requests to God. A portion of the team also meets during times of special prayer focus to pray in person weekly over all received requests. The planning team also led the Good Friday prayer service this year, an All Saints Day observance during worship, and assisted with the annual Service of Remembrance. Team members pray for our confirmation small groups and for other ministry teams and groups. Brian Jordahl again led a small group study; staff is always happy to support those interested in starting groups.

Welcome Team

We restarted regular hospitality team planning work this year; thank you to members of that team. We returned to a regular monthly schedule for ushers, greeters, hosts, and communion servers. Information sessions were offered and brief trainings are always available. Sunday morning volunteers are always needed and as more serve in this way, this team will focus on other areas of welcome and connection.

Women's Ministry

Women had opportunity to lend feedback via a survey and information sessions. The resulting interest in retreats will be developed in 2024. A new Wednesday group for parents of school-age-children was packed and reminded us of Resurrection's need for more Wednesday evening space. A Tuesday morning women's group continues to grow!

Devotional Content

I wrote seasonal devotional guides, to accompany message series, and worship folder reflections for Sundays.

Worship Leader 2023 Report

*Sing to the Lord a new Song; Sing to the Lord all the earth.
Sing to the Lord, praise His name; proclaim His salvation day after day
Declare God's glory among the nations, his marvelous deeds among all peoples
For great is the Lord and most worthy of praise! Psalm 96*

It is the mission of the music ministry of Resurrection to “Sing a new song to the Lord,” and to “Declare God’s glory.” As recipients of God’s grace and love, we seek to be grounded in Christ’s love and grace, to serve God with musical excellence, to reflect the joy, love and peace of the Spirit, and to join with the congregation to “Magnify our Lord” each time we gather together for worship.

We strive to continue the ongoing, weekly mission of providing a vibrant worship experience for our in person and live streaming viewers. Songs are selected to be cohesive with and reinforce the current message theme to ensure quality inspirational worship.

Thanks to everyone for all that you do each week!

In Christ
Brad Kolstad, Interim Worship Leader



Lake Wapogasset
LUTHERAN BIBLE CAMP, INC.



Camp Wapo



Ox Lake



**Wilderness
Canoe Base**

715.268.8434
lakewapo.org

Congregational Report 2023

Thank you for being a Partner Congregation! We are grateful and inspired by the work and support of so many congregations who've continued to partner with camp so that thousands of people each year can experience fellowship in community and come to know Jesus at Camp Wapo, Ox Lake, and Wilderness Canoe Base. We are grateful for a year filled with campers and retreat guests, for our donors, prayer warriors, and YOU - our partner congregations.

Summer 2023 This summer we welcomed nearly 4000 campers and families to Camp Wapo, Ox Lake and Wilderness Canoe Base, including 90 guided canoe trips into the BWCAW. This year's summer staff was excellent. They were required to be flexible, resilient, and filled some important leadership roles. They rose to that challenge full of energy, grace and servant hearts. We are always looking for young adults to work at camp so if you know someone who would be perfect, please send them our way! It's the perfect resume builder for any future career path.

Strategic Plan Initiative We continue to work on Strategic Initiative focusing on three main Strategic areas: Identity, Inclusivity, and Generosity/Engagement. In 2023, a task force of talented theologians and pastors created a theology framework document that will serve as guardrails for the good of our campers/guests and overall ministry. The Diversity, Equity, Accessibility, Inclusion (DEAI) committee has been created and secured funding for a DEAI assessment to happen in 2024. A development audit has been completed highlighting strengths and areas of growth. We continue the work on comprehensive site plans that will help us provide meaningful and transformative outdoor ministry experiences for all.

Welcome! At Wilderness Canoe Base we welcomed **Stephanie Carpenter**, Wilderness Canoe Base Director, **Megan Meyer**, Food & Hospitality, Spencer Garness, Property, and Sarah Garness, Office. Their previous WCB experience and a deep love and understanding for the ministry has resulted in a seamless leadership transition.

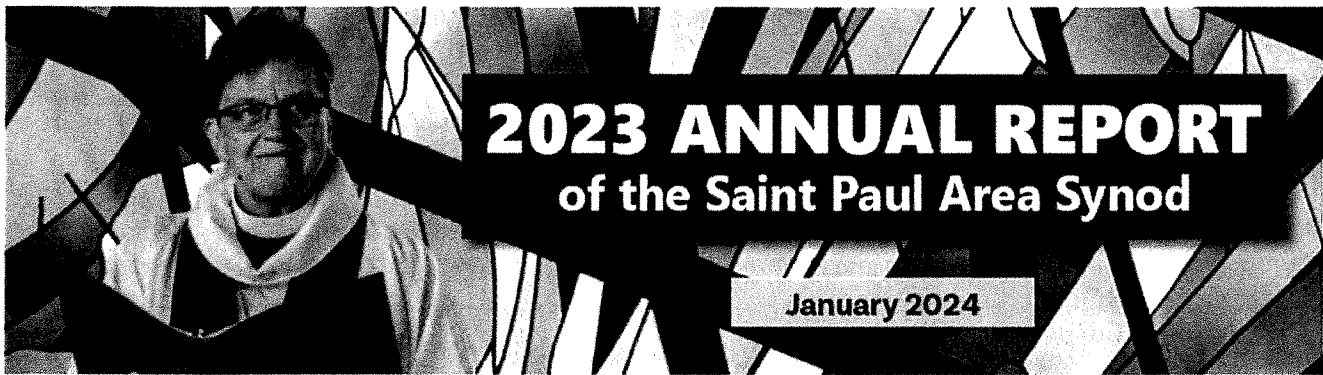
At Wapo we welcomed **Eric Golberg**, Director of Administration, **Mari Shumaker**, Wapo Program Director, **Joe Mara**, Maintenance, and **Nick Meziere**, Hospitality and Guest Services. Starting January 1, 2024 **Joel Abenth** will begin serving as the Director of Donor Engagement. With his vast experience working with donors and outdoor ministry, he is ready to work with congregations, individuals and families who wish to support camp in all sorts of ways. Please reach out to him if you want to learn more about opportunities to support camp (joela@campwapo.org).

Retreats and Events in 2023 Retreats at Wapo and Wilderness are definitely building back to capacity. Reach out to Ryan (ryanb@campwapo.org) to schedule your retreat at Wapo or Wilderness. We celebrated 75 years of ministry at Camp Wapo on Aug 6th with a bluegrass worship and celebration lunch. We welcomed over 400 people for our Memorial Day Pancake Extravaganza. We had our 21st year of the Wapo Golf Tournament, and hosted over 1200 guests and volunteers in Advent with 8 performances of the 34th annual Christmas Dinner Theater "For the Love of Christmas Lefse".

Mission Support Fund This year we had 2 matching gift challenges to inspire new donors. One generous friend of camp offered a \$50,000 summer giving challenge and Wilderness Canoe Base received a \$20,000 gift match for GiveMN's Give to the Max day. Our donors rose to the challenge, responding with \$70,000 in gifts. Overall, we also had a tremendous response to our Mission Support Fund appeal to support operating and camper scholarships, raising well over \$500,000. Every gift has a life changing impact on thousands of lives each year.

Our theme for 2024 is "Always" Hebrews 13:8 "Jesus Christ is the same yesterday, today and forever" and 1Thessalonians 5:16-18 "Rejoice always, pray continually, give thanks in all circumstances." In a world marked by constant change, this theme serves as a powerful reminder of the unchanging nature of God's love. With our campers, we will discover how to live out this promise in a camp experience and at home.

We look ahead with eager anticipation and a sure sense of hope. See you at camp in 2024!



*You crown the year with your goodness, and your paths overflow with plenty.
Psalm 65:11 (ELW)*

The year 2023 brought us again to in-person worship and events after the long disruption of the COVID-19 pandemic. What we did not do as a synod was to return to everything as it had been before. Recognizing that God always calls us forward into a new future, congregations discovered myriad ways to build on the lessons and new practices learned during the pandemic. Likewise, the synod embraced new ways of doing familiar things and experimented with new ideas and programs.

Here are some highlights of the investment of time and energy by the synod office during 2023. All these are made possible because of the generous financial support that passes from congregations to the synod. Thank you for helping us be a church together as we all find ways to be faithful to our callings in a changing and complex world.

An undeniable highlight was the presentation of a check for \$1,000,000 to Lutheran Social Service of Minnesota during Synod Assembly last May. The check is for renovations to a building that will house the Families Together East Side Preschool on the lower level of Grace Lutheran Church in St. Paul. This partnership is one of the pillars of The Planting Hope Campaign, which has raised \$1,473,861 to date at the end of December 2023. This is one half of our overall campaign goal.

In addition to this transformational work with LSS-MN, in 2023 we also launched the first summer of paid internships, funded through The Planting Hope Campaign. From June through August, nine young adults served in a variety of congregations and Lutheran agencies. We are grateful for the work of Pastor Bristol Reading (St. Luke, St. Paul) in overseeing this project. Also, we gave significant financial support to congregational vitality through the campaign. Those investments are detailed later in this report.

Alongside the work of The Planting Hope Campaign, congregations like yours continue to contribute toward our budget of \$1,885,000 in mission support. Fiscal Year 2023 ends on January 31, 2024 and we hope to be at the goal by then. Again, thank you for seeing how your congregation's work is supported and expanded through our common funding of synod and ELCA churchwide ministries. Despite needing to navigate new realities in a post-pandemic world, God continues to crown our efforts with God's abundance. The synod's financial work is guided by David Roinas.

During 2023 there were 28 persons in the candidacy process, preparing to serve the wider church as pastors or deacons. Currently, 22 persons are serving their first call in the Saint Paul Area Synod. They also participate in a structured program of First Call Theological Education (FCTE). Both candidacy work and FCTE are led by Deacon Krista Lind. This past year two candidates received calls in other synods. As you might imagine, this work is important for the church today and for the church in the coming years.

Candidates ordained in 2023 include Pastor Jennifer Luong, Pastor Jua Jay Her, Pastor Carrie Stiles, Pastor Amy Vigesaa, Pastor Reed Fowler, Deacon Katherine Lindberg. We also received Pastor Stanley Ayashim, recently ordained in the Lutheran Church of Christ in Nigeria, as a first call pastor through our partnership with the Lutheran World Federation. We welcome these seven new rostered ministers.

In addition to first call candidates, the synod staff works with call committees in more than two dozen congregations each year. In addition, the call manual was revised this past year and new protocols were developed to assist congregations to be open and ready to receive candidates who are persons of color or from the LGBTQIA community. As a synod, we know how important the gifts of all leaders are to the work of God's church.

During times of transition, the synod finds pastors and deacons to serve in interim roles. Those serving in interim ministry meet monthly for prayer, mutual support and learning and are directed by Rolf Lowenberg-DeBoer. With Rachel Holsten, front office administrator and registrar, Rolf coordinated the Tool Kit for Congregational Leaders in February, which brought together 165 participants from 52 congregations. The two most attended workshops addressed issues of racism and implicit bias, issues which matter to all of us in this synod. In 2023, the synod also inaugurated the Deeper Dive series, a Zoom gathering for presidents and vice presidents. Twenty-four congregations participated in this inaugural series of monthly leadership training and support.

The synod also provides other initiatives to address congregational vitality. These workshops, which include Tools for the Church, Spiritual Gifts, Stewardship for All Seasons, Building a Culture of Generosity, and Liberating Structures, are led by Pastor Justin Grimm and members of the vitality team. In 2023, participants numbered more than 300.

Serving as mission developers and redevelopers during 2023 were Pastor Liz Eide, Lutheran Church of Peace; Pastor Jon Yurk, Christ the Servant; Pastor Thomas Tsen, Minnesota Faith Chinese; Pastor Dale Stiles, St. Paul in Wyoming; Pastor William Siong and Pastor Jua Jay Her at Eternal Flame; Pastor Gilo Agwa, Foundation of Life; Pastor Jodi Houge, Humble Walk; Deacon Kari Olson, Shobi's Table; and Pastor Ana Becerra, Cristo Rey. Pastors Ben and Kristen Eisele (Farmington Lutheran) completed an exploration for mission possibilities in Rosemount. When asked what is new (or renewed) in this synod, it's easy to see fresh ideas in all these settings.

During 2023 church groups were again able to travel to our partner churches in Guatemala and Tanzania. Five congregational groups were hosted by the Iglesia Luterana Agustina de Guatemala (ILAG). Two members of the Guatemala Committee, Janet Metcalfe and Jennifer Reinhardt, participated in an ELCA Global Mission international consultation in November. In 2023, 200 individuals from 16 congregations, nine affiliate organizations and two colleges traveled to the Iringa Diocese. As bishop, I was also thankful to be with our partners in Tanzania this past November.

The generosity of members of the synod supports our global companions with scholarships, emergency aid, congregation-to-congregation partnerships, and through prayer. Staff members Kirsten Levorson and Susan Seidel oversee the work of Bega Kwa Bega, which we undertake with our siblings in Tanzania.

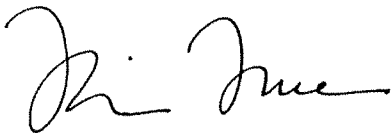
A grant from Lilly Endowment Inc. allowed additional opportunities for pastors to be well equipped for today's challenges. Synod pastors of color and the synod program staff participated in a facilitated retreat in Sedona, Ariz., in February. In addition, this past year 19 pastors, deacons, mentors, and a facilitator were a part of the Second Act cohort for rostered ministers in their fourth through tenth years of service. Our Lilly grant programs are directed by Leslie Ortiz.

Behind the scenes, Mary Smith oversaw the launch of our new website (spas-elca.org), along with 51 editions of the weekly *News and Events* newsletter, 40 companion synod newsletters, 300 social media posts, and other essential communication from the synod. (You can sign up to receive our newsletters at spas-elca.org/subscribe-to-synod-news.)

With all this creative work of the synod staff, you may wonder what the bishop does. As bishop, I work on governance with the Synod Council and Executive Committee, as well as meeting with the finance committee. I ordain new pastors and deacons and preach regularly (29 times in congregations, synod and churchwide events in 2023). I help plan the Bishop's Theological Conference and gatherings of the ministerium. I represent the synod on institutional boards and at ecumenical and inter-religious gatherings. I am a member of the Conference of Bishops and through 2023 served as a liaison bishop on the ELCA Church Council, as well as co-chairing the Lutheran-Catholic Dialogue. I work with congregations in times of conflict and oversee the discipline of rostered ministers, when needed. Best of all, I serve as a pastor for the pastors and deacons in this synod, meeting regularly with individual leaders.

If you have visited the synod office, you know that we are not a large-scale operation; but if you think about the range of ministry we do together in this synod, you know our collective impact is mighty. We can do so much because of the dedicated talent of the individuals on the synod staff. I am grateful for all that Rachel, Mary, David, Kirsten, Susan, Rolf, Justin, Krista and Leslie have accomplished this past year. I am also grateful for the work Ryan and Astine Bose did in the first half of the year as our short-term volunteers in Iringa. I hope you will join me in thanking the synod staff when you see or speak to them.

Yours in God's service,



Bishop Patricia Lull



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2022 RLC Treasurer Report

Financial Details & Trends

	2019	2020	2021	2022	2023
INCOME & EXPENSE					
Offering / Receipts	\$730,359	\$706,185	\$673,717	\$659,917	\$673,382
Operating Expenses	\$732,058	\$699,551	\$711,491	\$721,668	\$698,643
Net Gain / (Loss)	(\$1,699)	\$6,634	(\$37,774)	(\$61,751)	(\$25,261)
Government Proceeds	\$0	\$60,000	\$0	\$87,848	\$0
Actual Gain / (Loss)	(\$1,699)	\$66,634	(\$37,774)	\$26,097	(\$25,261)
BANK ACCOUNTS					
Checking Balance	\$65,035	\$105,273	\$49,059	\$77,080	\$70,508
Savings Balance	\$71,373	\$653,419	\$567,960	\$567,976	\$280,650
Certificate of Deposits	\$350,000	\$0	\$0	\$0	\$0
COMBINED BALANCES	\$486,408	\$758,692	\$617,019	\$645,056	\$351,158
MORTGAGE & LOANS					
Line of Credit	\$0	\$0	\$0	\$0	\$0
Loan-Rooftop Units (10yr)	n/a	\$148,779	\$141,272	\$134,763	\$0
Mortgage-120 (Fixed 14)	\$502,848	\$448,674	\$419,676	\$391,752	\$362,576
Mortgage-121 (10/14)	\$507,805	\$452,618	\$423,135	\$394,794	\$365,209
Mortgage-122 (5/14)	\$507,761	\$451,608	\$421,725	\$393,169	\$363,632
COMBINED MORTGAGE	\$1,518,414	\$1,501,679	\$1,405,808	\$1,314,478	\$1,091,417

2023 Financial Summary

RLC had an operating loss of \$25,261 in 2023, which is better than 2021 and 2022 (first three lines above). But the financial walk should give pause and highlight some risks:

- Increase in giving – but known reduction going into 2024 from members moving, etc.
- Decrease in expenses – solely tied to cost savings from Senior Pastor & Worship Leader

2024 Financial Outlook

Our MLT & Finance Team is presenting a realistic budget, but it tells an important story – our giving levels do not support the expenses needed to support our ministries, staff, and an aging building with maintenance needs and a 7-figure mortgage balance. Other important details:

- Member giving is RLC's only income – our financial commitment is critical to our ministry.
- All financial gifts are important, but we have risk in the concentration of 10-15 families.
- Interest Rates – we are earning more interest income since investing in CDs (FDIC insured).
- RLC has fixed assets of land and restricted gifts – but these do not support daily operations.
- Expenses cannot easily be cut – they are centered around ministry, staff, and the building.
- Our western-most acres – if sold, proceeds could reduce our mortgage balance and expenses.
- Staffing expense will grow in 2024 into 2025 as we call a Senior Pastor and Worship Leader.

The existing Line of Credit was renewed in 2023, but the Finance Team does not support using this debt instrument if we do not demonstrate the ability to repay it. This should only be used for short-term needs (historically lower giving in summer months) – not for operational shortfalls for the year.

RLC has been blessed from our beginning, both in the gifts (vision and land) provided by the Oehlke Family and the leadership of our founding members. All of us as members will need to be engaged in the critical decisions ahead that will chart our course for the next 2-3 years and well beyond.

Thank you to the RLC Finance Team for your work this year. The work of this team in collaboration with the Mission Leadership Team, the Stewardship Team, and the Staff remains vital to managing the finances that support our ministry and vision. And thank you to the congregation for your faithfulness.

Resurrection Lutheran Church

Budget vs Actual Prior Years

	ACTUAL (\$)					Budget 2024	Projected 2025
	2019	2020	2021	2022	2023		
Income							
400 Offerings							
400.101 Regular Giving	199,903	167,280	166,789	162,200	152,418	150,000	150,000
400.102 Simply Giving	419,113	485,153	451,321	439,232	500,954	460,000	460,000
400.103 Stock Sale Income	18,370	33,719	37,910	26,553	0	0	0
400.104 Thrivent Choice	2,949	1,355	920	1,023	1,345	1,000	1,000
400.105 Angel Fund	0	0	0	0	1,500	0	0
Total 400 Offerings	640,336	687,507	656,939	629,008	656,217	611,000	611,000
403 Registration Fees	32,076	5,354	11,933	3,772	8,048	10,000	10,000
405 Misc. Donations	1,152	406	1,355	2,763	800	0	0
410 Fundraising	0	0	0	334	0	0	0
420 Wedding	0	200	550	0	350	0	0
430 Memorial & Honorarium	0	210	0	0	0	0	0
440 Misc. Income & Interest	25,997	6,024	2,190	2,744	1,161	0	0
450 Designated Funds	30,800	6,485	750	21,295	6,806	15,000	15,000
Total Income	730,359	706,186	673,717	659,916	673,382	636,000	636,000
Expenses							
501 Facilities	76,823	74,654	63,998	70,552	78,393	76,875	76,875
502 Office/General Expenses	13,325	10,991	14,030	21,985	22,582	22,200	22,200
503 Office Equipment/Technology	17,306	22,467	24,487	14,088	23,322	23,200	23,200
505 Worship - Music	7,287	7,522	23,345	16,552	11,928	4,000	4,000
506 Worship - Services	2,576	16,544	6,598	23,948	17,555	8,050	8,050
507 Advertising	1,001	115	1,490	965	405	500	500
508 Ministries	1,142	219	1,822	1,343	4,364	3,250	3,250
509 Adult Ministries	3,803	1,069	2,698	1,558	375	500	500
510 Education - Confirmation	2,309	1,667	1,285	760	1,353	1,250	1,250
511 Education - Student/Compass	27,049	4,260	7,103	6,294	7,550	6,300	6,300
512 Education- Children/F.O.	9,821	894	2,394	2,719	3,787	5,850	5,850
514 Child Care	0	0	0	0	7	0	0
515 Mission Leadership Team	0	0	0	0	40	500	500
516 Benevolence	18,733	20,852	20,601	40,945	21,580	20,000	20,000
520 Staff - Continuing Ed	5,266	5,709	6,368	5,420	6,383	5,800	5,800
521 Salaries and Pensions	378,694	379,268	370,951	349,913	334,753	355,000	400,000
580 Building Expenses	166,924	153,320	164,324	164,312	164,266	159,560	159,560
Total Expenses	732,058	699,551	711,491	721,354	698,643	692,835	737,835
Net Income	(1,699)	6,634	(37,774)	(61,438)	(25,261)	(56,835)	(101,835)

Excludes PPP
\$60,000

Excludes ERC
\$87,848

MINISTRY SITE PROFILE
Resurrection Lutheran Church

Woodbury, 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).

Summary Description

We are an energetic, progressive congregation in rapidly growing Woodbury, MN, a Twin Cities suburb. We are seeking a Pastor who has strong preaching and leadership skills, fosters a sense of community within the congregation, proven track record in community outreach, effective working with children and youth, experience developing, equipping, and leading volunteers and staff, promotes an environment of inclusivity for all, and has the ability to collaborate with the congregation for Resurrection's future.

PART I: WHO WE ARE

Name and Location

CONGREGATION	Resurrection Lutheran Church	30072
CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION	NAME	CONG ID
Woodbury, MN, 55129	US	
CITY, STATE , ZIP	COUNTRY	
Saint Paul Area Synod (3H)	Congregation - Organized	1998
SYNOD	TYPE OF MINISTRY SITE	YEAR ORGANIZED
Suburb within 10 miles of a large city		
SIZE OF COMMUNITY		

Contact Information

Ministry Site (preferred contact information)

Resurrection Lutheran Church	9925 Bailey Road, MN, 55129	US
ADDRESS LINE 1	ADDRESS LINE 2	CITY, STATE, ZIP
resluthoffice@liveresurrection.org	https://www.liveresurrection.org/	(651) 730-1000
E-MAIL	WEB SITE	PHONE
		FAX

Chairperson of Congregation or Head of the Organization

Greg Jeseritz

9925 Bailey Road	Woodbury, MN, 55129	US
ADDRESS LINE 1	ADDRESS LINE 2	CITY, STATE, ZIP
		COUNTRY



DAY PHONE _____ EVENING PHONE _____ CELL PHONE _____ FAX _____

gjeseritz@yahoo.com

E-MAIL

Chairperson of Call or Search Committee

NAME

_____, _____ **US**

ADDRESS LINE 1 _____ ADDRESS LINE 2 _____ CITY, STATE, ZIP _____ COUNTRY _____

DAY PHONE _____ EVENING PHONE _____ CELL PHONE _____ FAX _____

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%) Multi-racial (5% or less)

LARGEST _____ SECOND _____ THIRD _____ FOURTH _____

COMMENTS OR EXPLANATION _____

Race/Ethnicity (Surrounding Community)

Caucasian (75%) Asian/Pacific Islander (15%) African American/Black (5% or less) Latino/Hispanic (5% or less)

LARGEST _____ SECOND _____ THIRD _____ FOURTH _____

COMMENTS OR EXPLANATION _____

Gender comparison

Age distribution

44%	56%	35%	10%	25%	20%	10%
MALE	FEMALE	19 YEARS OR YOUNGER	20 - 34	35 - 49	50 - 65	OVER 65

Number of Paid Staff

1	1	2	2	1	2
Ministers of Word and Sacrament (PASTORS)	Ministers of Word and Service (DEACONS)	OTHER LAY PROFESSIONALS	SECRETARIAL SUPPORT	CUSTODIAL SUPPORT	OTHER



Congregational Information

151 - 250

26 - 50

Single site

AVE WEEKLY WORSHIP ATTENDANCE

AVE ATTENDANCE IN CHRISTIAN EDUCATION

PARISH TYPE

Distance members live from church facilities:

5%

5%

40%

50%

1/2 MILE OR LESS

1/2 - 1 MILE

1 - 3 MILES

MORE THAN 3 MILES

Community Type

- Suburban
- Inner City
- Industrial

- College or University
- Mining/logging
- Resort

- Farming
- Ranching
- Retirement

Budget of the Congregation/ Organization

2023

LAST FISCAL YEAR

\$673,382

\$1,091,417

TOTAL BUDGET FOR THE LAST FISCAL YEAR

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

\$15,000

\$351,158

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.

Located in the City of Woodbury, Resurrection serves communities in the southeast suburbs of the Twin Cities. The demographics for these communities have changed from the original small towns that have grown into metro-area suburbs. The surrounding area is home to a highly educated population. In the City of Woodbury, 64% of residents age 25 or older are college graduates. In terms of age diversity, Woodbury's population trends younger, with just over a quarter of the population under 18-years-old (26%) and one in eight residents (13%) over the age of 65.

Resurrection's surrounding area is affluent and growing in racial diversity. The median household income in Woodbury is \$125,100 compared to \$84,300 statewide and 4% of Woodbury's population is in poverty versus 10% statewide. In 2020, 40% of Woodbury residents under the age of 18 self-identified as Black/Indigenous/People of Color or BIPOC (source: U.S. Census).

Trends:

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

Over the last year and a half, Resurrection has experienced some significant staff turnover with the departure of our long tenured Director of Youth and Family Ministry in 2022, as well as the more recent departures of our Worship Leader and Pastor in 2023. The Youth and Family Ministry position has now been filled for over a year, while the final stages of hiring for a new Worship Leader is taking place.

In the last five years, Resurrection has had extraordinary residential growth in our neighborhood, which can easily be seen from our backyard! These neighborhoods contain tremendous potential for expanding Resurrection's



outreach and ministries.

Over the past several years, Resurrection's revenue has been relatively consistent. Maintenance and growth in this area will be a continuing issue for attention, as many original and long-time members of Resurrection have moved on, signaling a new life stage for our church. With the loss of some significant financial contributors, it has left the responsibility for continued ministry to newer congregants.

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 City of Woodbury represents the strong rate of population growth in the area surrounding Resurrection. During the 20 years from 2000 to 2020, Woodbury grew by 62% to a population of 75,479. Over the next 20 years from 2020 to 2040, Woodbury is expected to grow, although at a slower rate of 16% to a population of 87,800 (sources: U.S. Census and Woodbury 2040 Comprehensive Plan). As Woodbury continues to grow, it maintains a strong economy.

Significant growth can be witnessed in the areas surrounding Resurrection, including eastern and southern Woodbury and northern Cottage Grove. From 2000 to 2040, Woodbury is expected to see an increase in households of 93% from 16,676 to 32,100 homes (source: Woodbury 2040 Comprehensive Plan). With growth comes associated challenges of increased traffic and fluid school boundaries. Resurrection is located within the South Washington County School District, which includes three high schools and serves 18,944 students in the cities of Woodbury, Cottage Grove, Saint Paul Park, and Newport. The school district has a minority enrollment of 40% and 11% of students are economically disadvantaged (source: U.S. News & World Report). Woodbury has an abundance of Christian churches with most mainline denominations represented, including Lutheran (ELCA, LCMS, and WELS), Methodist, Presbyterian, Roman Catholic, and several non-denominational congregations. The communities surrounding Resurrection also contain extended-campus evangelical congregations, a Muslim community center, and a Mormon temple.

Programs:

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

Our current involvements include Open Cupboard, Hope For the Journey Home, Friends of Tasaaga in Uganda, and Community Thread. Resurrection has a congregational point person for each.

Unique to Resurrection: RakeADifference Day, sponsoring of a Cub Scout pack in our building, and partnering with a local farmer's market hosted in our parking lot.

Children/youth ministry includes Sunday School, Vacation Bible Adventure (VBA), puppet ministry, confirmation, youth group, mission trips, and sending campers/counselors to Camp Wapogasset. We have seasonal activities such as Trunk or Treat, ADVENTure, AdLENTure, and others.

Small groups exist, including: Yoga Devotion, Adult Bible Study, Prayer Team, Welcome Team, Senior Life Fellowship, Women's Bible study group, Holy Smokers, Lutheran Adult Friends and Fellowship, Men's golf league, Stitch and Share, Meals and More, Altar Guild.

Goals:

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

Our primary goals are 1. investing in the growth and expansion of our physical church space and 2. leveraging technology and social media to help us grow both spiritually and in our congregation.

In this ever-evolving world, we need to adapt to new avenues of communication so we can connect with a larger audience, and spread the message of faith, and a sense of belonging in our congregation. Our ministry has an established online presence that reaches far beyond the walls of our physical church building. We would like to see that grow and thrive.

We recognize the importance of fostering a vibrant life of faith. We strive to create an environment where individuals feel heard, understood, and supported by offering Bible studies, LAFF events, mission opportunities, and small group ministries. To accommodate the growing number of members; building a larger space is also an integral part of our goals. Investing in church growth means continually striving to provide these and other programs to cater to the diverse needs and interests of our congregation while deepening faith and developing a stronger relationship with God. More space allows us to provide comfortable worship experiences; and create additional spaces for fellowship and community activities. We can extend our reach and everyone can feel a sense of belonging while experiencing God's love. We want to create an environment that fosters active participation, volunteerism, and the development of lasting friendships among church members while hopefully encouraging other families to join us.



Energy:

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

In 2022, Resurrection conducted listening sessions with over 40 families. Consistent themes: our congregation contributes to a feeling of community, messages of Pastor, the staff, and music as sources of energy, and our children/youth are important to the church.

Opportunities for our families: nursery is available for birth – 3yrs, Sunday School regularly sees 15-25 children ages 3 through 5th grade, 6-8th grade confirmation ministry has 37 youth and 6 leaders, a number of high school youth meet weekly and many also serve as Sunday School teachers.

Our children and youth ministries make connections to the broader community. VBA engages over 50 kids thanks to 40 volunteers. At Halloween, 21 members decorated their cars for an event that saw 400 people attend.

While some programs like Bible and Brew and an annual talent show faded, other programs have continued on and flourished. The Guided Hands Puppet Team, Holy Smokers Barbecue Group, a monthly women's group, LAFF and Senior Life Fellowship group are some examples of programming going strong.

Resurrection has many opportunities for volunteers at church and in the community. This year Resurrection is having its second annual "Vollie Awards", honoring all the volunteer service by Resurrection members. Resurrection's Worship Team has a core of volunteers, currently led by a founding member as we search for our next Worship leader. Many of the programming examples cited above occurred after leadership changes were announced, signaling there is an enduring energy and spirit in our congregation.

Partnership:

How does this congregation or organization see itself as a member and active participant in the Evangelical Lutheran Church in America and the synod?

We recently celebrated our 25th anniversary as a congregation of the ELCA, a milestone that was recognized at a worship service attended by a member of the St Paul Area Synod. The synod is viewed as a very supportive and helpful partner during any call process. Resurrection is a financial partner of the St Paul Area Synod, providing annual support, as well as contributing resources to the synod's recent Planting Hope Campaign.

Resurrection Staff members Sarah is a participant in the CWA, Deacon Marie attends the annual Synod assembly meetings, a member of our congregation is on the Synod Consultation team, among others.



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 type="checkbox"/>	<input checked="" type="checkbox"/>	We tend to be informal and spontaneous.
We have clearly defined goals and plans for our future.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We have no stated goals or plans.
We are racially and economically diverse.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	We are demographically homogeneous.

OUR LEADERSHIP STYLE

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

OUR PROGRAMMING

Our facilities are often used by community groups.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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 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 type="checkbox"/>	<input checked="" 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?

"To call all people to a vibrant life of faith in Christ."

In each and every role of life-- friend, employee, family member, student, citizen, and neighbor-- we are called to be about God's mission, revealing the Kingdom of God, proclaiming the Gospel, and partnering with God in the work of reconciliation. Our trust is in Jesus, his teaching and his redemptive work in the world. Resurrection reaches beyond itself in service of others, bringing hope and healing in the name of Jesus. We're all called to participate wherever we live, work, learn or play.

Empowered and guided by the Holy Spirit, we are called to love, worship and glorify God, and proclaim God's love and forgiveness in word and deed.

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?

We were gifted a wonderful plot of land that we use to the best of our ability. We have a wonderful space where we have outdoor worship in the summer, the grounds are full of children during VBA, and all church picnics are enjoyed throughout the property. Ministries also take advantage of the space through Trunk or Treat and a summer farmer's market. We continue to look for ways we can best use this blessing of the land.

RLC strives to be a welcoming community, inviting all people to be a part of the church in a comfortable atmosphere. We are a contemporary, laid-back congregation who loves to fellowship.

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?

Our top 3 mission priorities are strategic selling of our land, deeper engagement with the surrounding areas, and expanding our energetic, progressive, multi-generational congregation.

Strategic selling of our land will ensure financial stability and sustainability for our ministry, allowing us to address revenue concerns while supporting the great work that we do. Our goal is to sell our land to a compatible organization or business that will grant opportunities for collaboration, shared resources, and mutual support from the church as well as the community. We believe it is important to reinvest in our ministry's growth, sustainability, and our staff. This not only allows for the development of new programs but also adapts to changing circumstances and initiatives and empowers us to support and serve our community more effectively.

By investing our time, and leveraging our technology and social media we create opportunities for meaningful connections and transformative outreach. Deepening our engagement demonstrates our commitment to serve as a beacon of God's mission. We have strong youth, adult, and children's ministries. Our goal is to expand our congregation by attracting individuals from diverse backgrounds and foster a thriving and dynamic community of faith through our outreach and comfortable atmosphere. As we envision the continued development of our ministry, expanding our congregation becomes a key priority.

References

Synod Bishop



Patricia Lull

Saint Paul Area Synod

patricia.lull@spas-elca.org

NAME

SYNOD

E-MAIL

DAY PHONE

EVENING PHONE

CELL

FAX

Inside Congregation or organization

Shawn Krueger

flybynight@mac.com

NAME

ORGANIZATION AND TITLE

E-MAIL

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CELL

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Outside Congregation or organization

Paul Edgerton

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(651) 890-9991

DAY PHONE

EVENING PHONE

CELL

FAX

An ELCA rostered minister

Steve Moline

stevemolin@hotmail.com

NAME

ORGANIZATION AND TITLE

E-MAIL

DAY PHONE

EVENING PHONE

CELL

FAX

Anyone else who knows your setting well

Jay Behnken

j.behnken@gmail.com

NAME

SYNOD

E-MAIL

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

Senior Pastor / Head of Staff

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)

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 checked="" 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 checked="" 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 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
	Be active in visitation of members and non-members.	
	Be effective in working with children.	Yes
Yes	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.	
Yes	Be an effective communicator.	
Yes	Be an effective teacher.	
	Encourage support of the Church's wider mission.	



	Work regularly in the development of stewardship growth.	
	Be active in ecumenical relationships.	
	Be effective in working with youth.	Yes
	Organize people for community action.	
	Be skilled in planning and leading programs.	Yes
	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.	Yes
Yes	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.	

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. A clear vision for the congregation.**
- B. Take the time to create thoughtful, dynamic and engaging sermons, with humor and relevance.**
- C. Create an environment where all are made to feel welcome, including the LGBTQIA+ community.**
- D. Focus on stewardship and financial planning.**
- E. Strong administrative skills to lead the staff and church leadership.**

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. We will pray for you as the pastor and the pastor's family that they will find a home here to serve faithfully, love graciously, and lead us to where God is calling.**
- B. We will make you feel welcome; staff and long-time members will help you learn faces and understand our history.**
- C. Support you in your ministry through a committed and engaged leadership (Mission Leadership Team, HR Team) that will be affirming, constructive in feedback and sharing concerns, speaking the truth in love.**
- D. Members will try new things, and, with your leadership, engage in outreach activities to grow our community.**
- E. A volunteer base that will create a vibrant worship experience.**

Compensation

No	Yes
PARSONAGE	SOCIAL SECURITY TAX OFFSET
\$75,000 - \$80,000	
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

No	Yes
AUTO / TRAVEL REIMBURSEMENT	PROFESSIONAL EXPENSES ACCOUNT
No	Yes
FIRST CALL THEOLOGICAL EDUCATION	CONTINUING EDUCATION

Comments:

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

Other Supporting Resources

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

Mission and Vision statement of the congregation or organization	Yes
Printed history of the congregation or organization	Yes
Strategic Plan: Goals and Objectives	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.

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).



Resurrection's Transition Team met to work on the Ministry Site Profile. Part of their work focused on gathering congregational feedback regarding what characteristics they would like to see in a new pastor. Over 100 members responded to the survey. A listening session was also held. The team also summarized feedback from Listening Sessions held in 2022, which included over 40 interviews. Community demographics, as well as congregational characteristics were also compiled for the profile. The profile was forwarded to the Mission Leadership Team and eventually considered by the congregation. The enthusiasm expressed by members will help fuel Resurrection's future ministries.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's **2/11/2024** board:

CALL PROCESS ADMINISTRATOR

The name of the person on the synod staff that the bishop has designated as the Call Process Administrator for this call process.

Justin Grimm

NAME

(651) 224-4313

OFFICE PHONE

Assistant to the Bishop (DEM)

TITLE

justin.grimm@elca.org

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Reference's Recommendation

Lamont Koerner

NAME

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