

MINISTRY SITE PROFILE
First Lutheran Church of Blair

Blair, NE

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

First Lutheran Church is seeking a Senior Pastor to lead a large, active congregation in Blair, Nebraska, a community of 8000 located 20 miles north of the large metropolitan area of Omaha. The right candidate will possess the faith and passion for the gospel of Jesus Christ that will energize and galvanize the life of this congregation. We are seeking someone who can lead our excellent staff and devoted community as we move forward to fulfill the work of the Kingdom of God.

PART I: WHO WE ARE

Name and Location

CONGREGATION	First Lutheran Church of Blair	10031
CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION	NAME	CONG ID
Blair, NE, 68008	US	
CITY, STATE , ZIP	COUNTRY	
Nebraska Synod (4A)	Congregation - Organized	1884
SYNOD	TYPE OF MINISTRY SITE	YEAR ORGANIZED
Small town (under 10,000)		
SIZE OF COMMUNITY		

Contact Information

Ministry Site (preferred contact information)

2146 Wright Street	Blair, NE, 68008	US
ADDRESS LINE 1	CITY, STATE, ZIP	COUNTRY
office@firstlutheranblair.org	(402) 426-4073	(402) 426-4599
E-MAIL	PHONE	FAX
https://firstlutheranblair.org/		
WEB SITE		

Chairperson of Congregation or Head of the Organization

Jim Peterson			
NAME			
2146 Wright Street	Blair, NE, 68008	US	
ADDRESS LINE 1	CITY, STATE, ZIP	COUNTRY	
(402) 426-4073			
DAY PHONE	EVENING PHONE	CELL PHONE	FAX



E-MAIL

Chairperson of Call or Search Committee

NAME

ADDRESS LINE 1

ADDRESS LINE 2

CITY, STATE, ZIP

US

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

Spanish

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

Race/Ethnicity (In the Congregation)

Caucasian (95%)

Latino/Hispanic (5% or less)

African American/Black (5% or less)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Race/Ethnicity (Surrounding Community)

Caucasian (95%)

Latino/Hispanic (5% or less)

African American/Black (5% or less)

Multi-racial (5% or less)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Gender comparison

48%

52%

MALE

FEMALE

Age distribution

30%

15%

20%

20%

15%

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

Number of Paid Staff

1

0

3

2

2

0

Ministers of Word and Sacrament (PASTORS)

Ministers of Word and Service (DEACONS)

OTHER LAY PROFESSIONALS

SECRETARIAL SUPPORT

CUSTODIAL SUPPORT

OTHER

Congregational Information



251 - 400	51 - 75	Single site	
Ave Weekly Worship Attendance	Ave Attendance in Christian Education	Parish Type	
Distance members live from church facilities:			
0%	0%	0%	0%
1/2 mile or less	1/2 - 1 mile	1 - 3 miles	More than 3 miles
Community Type			
<input checked="" type="checkbox"/> Suburban	<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 checked="" type="checkbox"/> Retirement	

Budget of the Congregation/ Organization

2022

\$513,000

TOTAL BUDGET FOR THE LAST FISCAL YEAR

\$14,000

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

LAST FISCAL YEAR

\$247,500

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

\$1,119,264

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.

First Lutheran Church is located in Blair, Nebraska, a community of 8,000 people, located on the Missouri River and twenty miles north of Omaha, Nebraska. Including the surrounding farmland and acreages in the 68008 Zip Code, the population is 12,285.

The community is considered a part of the Omaha metropolitan area and is connected to Omaha by a number of highways, including a four-lane state highway. Blair is served by a mainline of the Union Pacific Railroad, has river port facilities for barge traffic, and an executive airport midway between Blair and Omaha. Eppley Airfield in Omaha is 25 miles from the community and is served by five national/international airlines.

Blair's public school system has long been recognized as a Nebraska leader in providing quality education. Students have historically outperformed state and federal competition in accredited performance batteries. The community is large enough to allow the school to offer a full range of educational services and yet small enough to avoid many of the challenges facing its urban neighbors. 55% of area residents are high school graduates, 25% are college graduates, and 6% have graduate or professional degrees.

Blair is served by Memorial Community Hospital, a part of the CHI Health System, and the Blair Clinic. The community's proximity to Omaha provides the additional health resources of the University of Nebraska Medical Center and the Methodist Health System.

The City of Blair has over 150 acres of parks as well as a bike path and walking trail system. Three of the parks – Steyer, Black Elk-Neihardt, and Rhoades – together with the grounds of Arbor Park School and the former Dana College campus form the Blair Community Arboretum, an affiliate of the Nebraska Statewide Arboretum. Only Arbor Lodge in Nebraska City has more tree species than the Blair Arboretum. The Blair Swimming Pool in Steyer Park provides an outdoor swimming pool. Blair's YMCA offers an all-year-round indoor pool and a full range of exercise



opportunities.

Trends:

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

When Dana College closed in 2010, Blair residents were concerned that its economy would be affected. However, since the 1990s, given its proximity to Omaha and excellent available transportation, industry has located in Blair. Led by Cargill, which located a major corn milling facility in Blair in 1995, other complementing industries have located in Blair's industrial park. Among them is Novozymes, a subsidiary of Novo Nordisk – a Danish company, that in 2021 began a \$300 million expansion of its facility. Most recently, in 2022, Dollar General opened an 800,000 square-foot distribution center and is seeking to employ over 400 workers.

These developments contribute to a solid economic base. The median annual income of Blair residents is \$63,067, ranging from almost 1200 households earning over \$100,000 with 2,200 households earning less than \$60,000. Due to a number of factors described above, housing in Blair has historically been priced higher than in surrounding communities. Recently, there has been an increase in new house construction. The median home value is \$163,600, which is slightly higher than average compared to surrounding communities. Entry-level home prices range from \$250,00 to \$300,000. Rental homes range from \$500 to \$1,000 monthly. Earnings and housing costs contribute to diverse conditions for members of First Lutheran Church's congregation.

Over the years, a significant number of Dana College students remained in Blair following graduation and became members of FLC. So too did many of the college's faculty. The closure of Dana College in 2010 has closed one avenue of church membership. However, with the growth of industry surrounding the Cargill Corn Milling facility, the opening of the Dollar General Distribution Center, and an increase in new home construction, opportunities for community and congregation growth are possible.

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.

First Lutheran Church (FLC) has been a prominent institution in Blair since it was founded in 1884 when Danish immigrant pastors, believing that they could better serve Danish immigrants, formed the Danish Lutheran Church Association. That year Trinity Seminary was founded in Blair to prepare young men for the ministry. Academy classes were soon added, resulting in Dana College, a senior college of the ELCA until it closed for financial reasons in 2010. In 1896, the Danish Lutheran Church Association joined with the Danish Lutheran Church in North America to form the United Danish Evangelical Lutheran Church. Blair served as the headquarters for this church body and was home to its seminary and publishing house until 1960 when the UELC joined with other Lutheran synods to form the American Lutheran Church and later in 1988 to form the Evangelical Lutheran Church in America.

Until the mid-20th century, FLC's congregation was characterized by both its homogeneity, as well as diversity. The homogeneity was and continues to be reflected in the predominantly white membership. Diversity was historically reflected in the congregation's three different communities: townspeople (businesses owned and operated by Danish immigrant families who were members of FLC) plus those who worked in the UDELIC church offices, the significant rural farming population, and finally students and faculty associated with Dana College and Trinity Seminary.

A different diversity issue affected the congregation in 2010 when a number of families left the congregation over the issue of homosexuality and church service. This group formed the nucleus in founding Christ Lutheran Church (which now is housed on the former Dana College campus). This newly formed congregation became a member of the Lutheran Congregations in Mission for Christ synod. Its departure affected attendance and giving at FLC.

Today the congregation continues to be predominantly white, and a wide divergence in income marks the diversity of the congregation.

Programs:

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

FLC strives to serve its members and neighbors in whatever way it can so that they are provided for and loved. The congregation holds four worship services each week – each service is a different type of worship in order to meet the varied needs of our congregation and guests. The Saturday evening (5:00 p.m.) service is a brief setting of the liturgy, the Sunday 8:15 service is a full liturgical worship, and the Sunday 10:15 is a contemporary service. During the school year, a Wednesday evening "Worship Lab" is held in conjunction with LIFE Night which is popular for families with children. There are adult Bible study groups, band and choir opportunities, hospitality groups, and many other opportunities for fellowship and service within the church.



Established in 2001, LIFE Night is the heart of FLC's vibrant youth program. Classes are open to all PreK through 5th graders each week, August – April and students participate in Bible lessons, music, art, and service projects each week. Confirmation students are in 6th – 8th grade experience Bible and Lutheran Catechism lessons, service opportunities, guest speakers from the area, and social/fun events. High school students are welcome to attend 9th to 12th grade Youth Group which includes service opportunities, guest speakers from the area, homework nights, and mission trips. Because of the rise of weekend sports programs for children, Wednesday evening LIFE Night has replaced traditional Sunday School. Families with children can enjoy a light meal, participate in "Worship Lab," and be assured that their children receive basic Christian education.

Another ongoing program at FLC is the Mid-Week Meal Program that was begun on March 18, 2020 in response to the Pandemic Shutdown. Since that date, volunteers and staff have prepared meals that those experiencing food insecurity can either pick up at the church or have delivered to them. Though many recipients are not members of FLC, the congregation believes this is an important way FLC can assist those in need. Since March 2020, staff and volunteers have prepared and delivered over 200 meals weekly, missing only three times due to inclement weather. The Mid-Week Meal program is not part of FLC's annual budget but is funded by donations and grants.

(see additional material in commentary section)

Goals:

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

Please see the Energy section below.

Energy:

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

While FLC has created no document stating its goals since 2000, there is energy and optimism as the congregation has emerged from the COVID-19 pandemic. FLC's staff has played a seminal role in leading and inspiring these feelings with the support of FLC's Church Council. There is also excitement for working with new pastoral leadership to explore new opportunities.

Foremost in inspiring energy and optimism is the retirement of FLC's debt incurred when the congregation added the Life Center which almost doubled the size of the building in 2005. The hopes of retiring this debt more quickly were affected by the departure of members and the founding of Christ Lutheran Church in 2010. As of this writing the debt is at \$200,000 with \$50,000 presently held in reserve for future payments. The hope is to retire the debt this year but certainly by 2024. While retiring the debt inspires hopes of redirecting benevolence to other ministries and needs, the congregation recognizes that there is maintenance in other areas of the physical plant that will need attention.

Children's and Youth Ministry is another area of excitement and energy. Staff leadership has resulted in a dynamic and engaging educational program centered around families. As described above, LIFE Night has continued to grow. What has been most gratifying is its growth has included the involvement of parents. In its early years, parents tended to drop their children off and not remain at the church. With the institution of a light meal, Worship Lab, and Bible study, more parents are participating in this endeavor.

Another area of continuing energy is the development of worship opportunities. As described above, FLC offers four different worship services. Additionally, all services are broadcast live on FLC's Facebook page. FLC recognizes that this online access to worship will continue to be valued and is planning to improve broadcasts with a better camera system. Some have expressed concern that with so many worship opportunities, the congregation will lose its sense of "oneness." Staff, however, have been innovative in creating opportunities, especially on major festival days, that bring the entire congregation together, engendering a sense of unity.

(see additional material in Commentary)

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?

First Lutheran Church has a long history of partnerships with various service organizations throughout the local community, the country, and the world. These include the Oaks Indian Mission in Oaks, OK, established by a Trinity Seminary student, Niels Laurits Nielsen in 1892, and Bread for the World, which was founded by Dana College graduate, Art Simon, in 1982.

Local partnerships include sponsoring volunteers for Joseph's Coat/Washington County Food Pantry, Washington County Recycling Center, Good Shepherd Home, and The Bridge (a domestic assault facility in Blair). FLC also hosts a Boy Scout and Cub Scout troop and local Blood Mobile drives. During the pandemic, FLC partnered with Memorial



Community Hospital and the local health authority to host COVID vaccination clinics in its Fellowship Hall.

Additional partnerships include Lutheran Family Services (both locally and nationally), Open Door Mission in Omaha, ELCA World Hunger, and our sister parish in Lekura, Tanzania, and others.

First Lutheran is an active partner in the Washington County Ministerial Association, an ecumenical group that provides shared worship opportunities and emergency assistance for local residents and 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We tend to be informal and spontaneous.
We have clearly defined goals and plans for our future.	<input 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 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 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 type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Our facilities are only used for our activities.
We train people to minister outside our walls.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We train people to minister inside our walls.
We focus on ideas and beliefs.	<input type="checkbox"/>	<input 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 type="checkbox"/>	<input checked="" 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 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?

The purpose of First Lutheran Church is to proclaim the Good News of God in Jesus Christ through word and deed, in preaching, teaching, and administering the sacraments of the church, by caring for the sick and supporting the grieving members of the congregation and spreading that love and grace to the larger community as a welcome, open, and inclusive people who serve our neighbors and provide a vibrant presence of faith, hope and love in the world.

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?

1. First Lutheran Church is blessed with a talented, dynamic, and dedicated staff who provide an amazing level of support in administration, worship, children and youth ministry, and visitation. The staff has demonstrated their capacity to lead this ministry by themselves in challenging times, creating and maintaining successful programming, including a rich and diverse worship life and an active and meaningful ministry to children and youth.
2. The congregation of First Lutheran Church is supportive, generous, and open to the possibilities of the future. There is a tremendous desire to serve the church and the community, as evidenced by programs like the Wednesday night community meal. The congregation is acutely aware of the challenges facing the church at this time but is eager for the work ahead and excited to be led into the future.
3. First Lutheran Church has a spacious facility that meets our diverse needs. The congregation is open to sharing this space with the community in many ways. The current debt on the most recent additions will be retired in 2024.

Obstacles - The results of a Quick Check, given to congregation members in April that measures perceptions of our vitality and sustainability, indicate the common perception that we are struggling /declining in both areas. Our attendance is steady and we are able to meet our financial budget. There has been a slow decline over the past decade, but it is evident in gatherings that we are ready and eager to come alive again. We are eager to have an enthusiastic leader to help renew us.

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?

1. To proclaim the Gospel of Jesus Christ that we might grow in faith and be more Christ-like in our daily life and in service to our community.
2. To reach out and serve the community around us, continuing and expanding current ministries and creating new opportunities to show love to our neighbors and be more welcoming, inclusive, and diverse.
3. To nurture and strengthen the life of this congregation through uplifting worship, fellowship, visitation and member care, and increased participation by members, including our children and youth.

References

Synod Bishop

Reverend Scott Johnson

Nebraska Synod

scott@nebraskasynod.org

NAME

SYNOD

E-MAIL

(402) 896-5311

DAY PHONE

EVENING PHONE

CELL

FAX



Top Five Ministry Tasks

The five most critical tasks required in this position.

- | | | |
|--|---|---|
| <input checked="" type="checkbox"/> Administration | <input checked="" type="checkbox"/> Building a Sense of Community | <input type="checkbox"/> Campus / Young Adult Ministry |
| <input type="checkbox"/> Chaplaincy | <input type="checkbox"/> Children's Ministry | <input type="checkbox"/> Christian Education |
| <input type="checkbox"/> Communications/ Media | <input type="checkbox"/> Community Organizing | <input type="checkbox"/> Conflict Management |
| <input type="checkbox"/> Counseling/ Social Work | <input type="checkbox"/> Early Childhood Administration | <input type="checkbox"/> Ecumenical Work |
| <input type="checkbox"/> Evangelism/ Mission | <input type="checkbox"/> Financial Management | <input type="checkbox"/> Global Service |
| <input type="checkbox"/> Innovation / Creativity | <input type="checkbox"/> Interim Ministry | <input type="checkbox"/> Interpret Theology |
| <input type="checkbox"/> Inter-personal Climate | <input type="checkbox"/> Ministry in Crisis | <input type="checkbox"/> Ministry in Daily Life |
| <input type="checkbox"/> Ministry with Seniors | <input type="checkbox"/> Multicultural Ministry | <input 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 checked="" 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 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.	Yes
Provide care and nurture.	
Yes Be active in visitation of members and non-members.	
Be effective in working with children.	
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
Yes Be an effective communicator.	
Be an effective teacher.	Yes
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 ELCA.	
	Understand and interpret the mission of the Church from a global perspective.	
	Deal effectively with conflict.	Yes
	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. Be attentive to Worship services. Bring messages that are meaningful and apply to daily life.**
- B. Build relationships with existing staff. Provide guidance and support. Share leadership with staff and work as a team.**
- C. Be present and engaged in church activities, meetings, and gatherings.**
- D. Shepherd the congregation and share in visitation duties.**
- E. Embody a spirituality of Grace and reflect it into the life of the congregation and the community.**

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. Trust and encourage the staff to continue with worship planning and support**
- B. Weekly staff meetings will continue. Personnel Committee will be accessible for team building.**
- C. Allow flexibility in the pastor's schedule to accommodate family and personal time/responsibility.**
- D. Visitation pastor (Rod Hansen) will provide guidance and introductions for pastor.**
- E. Listen and be open-minded and welcoming of healing and growth**

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

AUTO / TRAVEL REIMBURSEMENT

Yes

PROFESSIONAL EXPENSES ACCOUNT

No

FIRST CALL THEOLOGICAL EDUCATION

Yes

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.

(continued from Part II, Programs)

FLC's Social Concerns Committee does an excellent job of highlighting all the ways members can serve God outside our church walls throughout the year, including letters to government officials regarding hunger through Bread for the World, participation in Habitat for Humanity projects, support for battered women, support for Indian children, food and supply drives for refugee resettlement programs, outerwear gathering for the homeless, food drives for our local food pantry, and more.

(continued from Part II, Energy)

Finally, FLC through its endowed Christian Growth Fund, overseen by elected members from the congregation, has provided generous support locally, nationally and globally. Support ranges from scholarships for young members going on to college to projects advocated by the congregation's various committees. The real excitement and energy, however, is manifested by the continued individual giving and volunteering by members in support of the many needs that are brought to the congregation's attention.



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).

The existing Strategic Task Force, which had already done some surveying and review of the congregation's ministry, was asked to lead the process to develop and draft the MSP. Additional members were added to the team as well as representation from the Church Council. Five meetings at a variety of times were held to gather congregational responses and online response tools were made available. Attendees were also asked to complete a Quick Check survey. Narrative data was analyzed by computer application/analytics for common themes. The MSP team worked over the course of three months to collate the responses and integrate the data for the profile.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's board: **6/8/2023**

CALL PROCESS ADMINISTRATOR

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

Reverend Greg Berger

NAME

TITLE

greg@nebraskasynod.org

OFFICE PHONE

E-MAIL

Reference's Recommendation

Terry Dutton

tdutton@washingtoncountybank.com

NAME

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(402) 426-2111

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