

MINISTRY SITE PROFILE

# Spring Garden Lutheran Church

Cannon Falls, MN

Completed:



**Evangelical Lutheran Church in America**  
God's work. Our hands.

*The Ministry Site Profile (MSP) is intended for use by congregations and church-related organizations that are seeking to call a rostered minister of the Evangelical Lutheran Church in America, or a First Call candidate for rostered ministry. Congregations must complete the entire MSP. Church-related organizations may, with the concurrence of the synod bishop, complete only the required sections (Part I, III and IV). Once complete, this form is submitted electronically to your synod bishop for review and posting to the "Current Openings" listing on the ELCA website ([www.ELCA.org/call](http://www.ELCA.org/call)).*

## Summary Description

The Mission Statement for Spring Garden Lutheran Church is "Building a Rural Family in Christ." Our congregation has spent the past 165 years making these words a reality. We have been blessed with the opportunity to work with exceptional pastoral leadership in the past who have helped our congregation maintain this goal, and we look forward to continuing that relationship with a new pastor who shares our mission.

## PART I: WHO WE ARE

### Name and Location

#### CONGREGATION

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

**Cannon Falls, MN, 55009**

CITY, STATE , ZIP

**Southeastern Minnesota Synod (3I)**

SYNOD

**Rural**

SIZE OF COMMUNITY

**Spring Garden Lutheran Church**

NAME

**US**

COUNTRY

**Congregation - Organized**

TYPE OF MINISTRY SITE

**02929**

CONG ID

**1858**

YEAR ORGANIZED

### Contact Information

#### Ministry Site (preferred contact information)

**10239 County 1 Blvd**

ADDRESS LINE 1

**P.O. Box 237**

ADDRESS LINE 2

**Cannon Falls, MN, 55009**

CITY, STATE, ZIP

**US**

COUNTRY

**springgardenchurch@frontiernet.net**

E-MAIL

**spring-garden.org**

WEB SITE

**(507) 263-5532**

PHONE

FAX

#### Chairperson of Congregation or Head of the Organization

**Scott Safe, President**

NAME

**c/o Spring Garden Lutheran Church**

ADDRESS LINE 1

**10239 County 1 Blvd**

ADDRESS LINE 2

**Cannon Falls, MN, 55009**

CITY, STATE, ZIP

**US**

COUNTRY

**(651) 380-8797**

DAY PHONE

EVENING PHONE

CELL PHONE

FAX



scott@vsgmi.com

E-MAIL

Chairperson of Call or Search Committee

TBD

NAME

c/o Spring Garden Lutheran Church

10239 County 1 Blvd

Cannon Falls, MN, 55009

US

ADDRESS LINE 1

ADDRESS LINE 2

CITY, STATE, ZIP

COUNTRY

(507) 263-5532

DAY PHONE

EVENING PHONE

CELL PHONE

FAX

springgardenchurch@frontiernet.net

E-MAIL

## Demographics

### Language Spoken

In the congregation/ organization

English

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

In the surrounding community

English

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

### Race/Ethnicity (In the Congregation)

Caucasian (95%)

Latino/Hispanic (5% or less)

Asian/Pacific Islander (5% or less)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

### Race/Ethnicity (Surrounding Community)

Caucasian (95%)

Asian/Pacific Islander (5% or less)

Other (5% or less)

American Indian/Alaska Native (5% or less)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

### Gender comparison

48%

52%

### Age distribution

20%

15%

20%

25%

20%

MALE

FEMALE

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

### Number of Paid Staff

1

0

0

1

1

1

Ministers of Word and Sacrament (PASTORS)

Ministers of Word and Service (DEACONS)

OTHER LAY PROFESSIONALS

SECRETARIAL SUPPORT

CUSTODIAL SUPPORT

OTHER



### Congregational Information

51 - 150

26 - 50

Single site

AVE WEEKLY WORSHIP ATTENDANCE

AVE ATTENDANCE IN CHRISTIAN EDUCATION

PARISH TYPE

### Distance members live from church facilities:

0%

15%

10%

75%

### Community Type

1/2 - 1 MILE

1 - 3 MILES

MORE THAN 3 MILES

☐ Suburban

☐ College or University

☒ Farming

☐ Inner City

☐ Mining/logging

☐ Ranching

☐ Industrial

☐ Resort

☐ Retirement

### Budget of the Congregation/ Organization

2022

\$269,689

TOTAL BUDGET FOR THE LAST FISCAL YEAR

\$16,500

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

LAST FISCAL YEAR

\$0

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

\$407,938

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 within the rolling hills of Southeastern Minnesota, our community is primarily of Scandinavian and German descent. In the past, agriculture was the primary area of employment. However, due to farm consolidation, the area economy has diversified and many people now commute to the large neighboring cities.

Spring Garden is a rural congregation located in Leon Township, which is located in Goodhue County, Minnesota. As of 2020 Census, the total population of Leon Township was 956, and the median household income is \$88,500.00. The nearest towns are Cannon Falls (population 4,220), Goodhue (population 1,250), and Wanamingo (population 1,113).

The lifestyle in the Cannon Falls area has much to offer. For the outdoor enthusiasts we have the Cannon River, the Cannon Valley Trail, Lake Byllesby, and Welch Village Ski & Snowboard Area nearby. For shopping the area offers antique shops, boutique shops, and others. For eating and entertainment, there is the Cannon River Winery, Tilion Taproom, CannonBelles Coffee & Ice Cream, Nick's Diner, and many other excellent bar/restaurant establishments.

Our church is also located along the Highway 52 corridor, which provides quick and convenient access to Rochester and the Twin Cities Metropolitan area. Rochester is the home of the world-renowned Mayo Clinic which, in addition to offering unparalleled medical care, also offers well-paying employment within a reasonable commuting distance.

The twin cities of Minneapolis and Saint Paul offer an international airport, all major sports leagues, the Minnesota Orchestra, the Ordway, and the Guthrie Theater.

A short twenty minute ride to the west is Northfield, Minnesota, home to two renowned colleges, St. Olaf College and Carleton College.



### Trends:

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

As with many communities, the COVID-19 outbreak has had a major effect on our congregation. Fortunately, our congregation was able to quickly respond to the situation with unity and purpose. It was a stressful period, but our congregation prevailed. Unfortunately, a few members of our congregation have “gotten out of the habit” of coming to church and we would like to see them return.

Another issue we no doubt share with many congregations is that our church attendance has decreased and our membership continues to age. There appear to be many causes for this. For example, people frequently move away due to marriage or career, breaking that familial bond with their church. In addition, commitments during the week, whether professional or personal, wear families out. Also, the increasing importance of sports leagues, and the fact that many tournaments and games are now scheduled on Sundays, competes with church services for families' attentions. Finally, and most troubling, congregations are dealing with the increasing secularization of American society.

Also, our congregation has been placed in the unfamiliar situation of needing new pastoral leadership. Our previous pastoral team had been with us for twenty-five years. Their departure has necessitated a re-examination of who we are and what we need for pastoral leadership. While we appreciate their service and we will miss our prior pastors, we are excited about the new directions our new leadership will take us. This excitement was demonstrated by the large number of members who participated in the Purpose and Guiding Principles Retreat at the beginning of this transition process and the continued participation by the congregation in responding to the transition team surveys.

### 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.

As with our congregation, the surrounding community is continuing to age and we are seeing a decline in school-age families. This trend may be temporary, but it may cause stress in the workforce as older residents begin to retire. Also, our community will need to find resources to care for older residents. Our congregation has recognized this need and hired a parish nurse to help care for these members of our community.

In addition, our community needs to take measures to ensure that housing prices in the area remain affordable. While housing prices everywhere have risen considerably in the past few years, the corridor along Highway 52 has been especially hard-hit by these prices. The convenience of the highway and the rural environment makes homes in this area especially attractive. The surrounding communities are taking measures to provide affordable housing.

Third, the Covid-19 pandemic has created a major challenge to the community. In addition to the financial and health burden caused by the pandemic, the community strongly disagreed on the appropriate response to the pandemic. This was especially contentious when it came to the issue of how to educate our community's children during the pandemic. This, along with other issues related to the politicization of education, has been a major source of stress for the community. However, the core of the community remains strong and is dedicated to the success of the school and community. The same is true of our congregation.

### Programs:

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

We have worship services every Sunday morning at 10:00 a.m. We use the ELW hymnal and our services are typically a combination of traditional and contemporary music. During the summer we frequently hold services outdoors.

During the school year Sunday School is held from 8:45 to 9:45 a.m. for kindergarten through fifth grade. Confirmation classes are held on Wednesday evenings for grades 6-9. During the summer our congregation joins with a neighboring church to hold Vacation Bible School.

We have a history of supporting our youth. In addition to the educational opportunities identified above, our youth take a trip every summer which follows a three-year cycle, alternating between a service trip, a wilderness experience, and the National Youth Gathering. This year, our youth are planning a service trip to the Great Smoky Mountains organized through YouthWorks.

We are a member congregation with Good Earth Village, in Spring Valley, Minnesota. We provide financial assistance and we send delegates to the Good Earth Village annual meeting. We also provide scholarships to campers who cannot afford to go on their own.

We also offer several scholarships to help our graduates pay for their post-secondary education.



Until her recent retirement, our congregation had a parish nurse who counseled parishioners about their health concerns and other healthcare needs; visited patients in hospitals and care facilities; and provided other assistance to church members.

Locally, our congregation participates in the Community Church Interaction Council program, the Cannon Falls Food Shelf, and Habitat for Humanity.

Every year our congregation celebrates the traditional Swedish holiday of Midsommar in late June. This event includes outdoor worship, games, music, traditional foods, and a tractor parade which draws one hundred or more tractors from the surrounding area.

In addition, for the past several years Spring Garden has participated in the National Night Out event by providing food, games, and place for members of the community to gather and socialize.

Our congregation also supports adult social activities like a book club, quilting groups, and an annual women's retreat at Good Earth Village.

Our congregation regularly organizes a mission trip to Guatemala to provide medical care and other assistance to an impoverished community there. Our next trip is presently scheduled for January 2024.

**Goals:**

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

**Maintain a strong youth position, music ministry, emphasis on our elderly, multi-generational programs, and be open to new ideas.**

**Energy:**

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

**Our congregation is excited to embrace change, and we are eager with anticipation of what our new pastor will be able to offer 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?

**Our congregation regularly supports the ELCA and the local synods through financial support and by sending delegates to participate in the annual Southeastern Minnesota Synod Assembly and the annual Cannon River Conference Assembly. We also send delegates to the ELCA Churchwide Assembly.**

**In addition, our congregation collaborates with Urland Lutheran Church to offer Vacation Bible School every summer and our congregation participates in "round robin" pulpit sharing for weekly Lenten services.**

**Through the Southeastern Minnesota Synod, we also support the Central Diocese of the Evangelical Lutheran Church in Tanzania and the Kiomboi Lutheran Bible Institute, and we support the missionary work of Bethany and Steven Friberg in Tanzania.**



## 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 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 checked="" type="checkbox"/>	<input 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 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 type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We train people to minister inside our walls.
We focus on ideas and beliefs.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We focus on skills and action.

### OUR THEOLOGICAL PERSPECTIVE

We are obviously Lutheran in identify and practice.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We are less obvious about our Lutheran heritage.
We participate in synod and ELCA activities.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We are not very active in the synod and ELCA.
We focus on Biblical studies and doctrine.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We focus on contemporary issues and topics.



## Purpose, Giftedness and Mission

### **Purpose**

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

Spring Garden Lutheran Church is called to spread God's Word through words and actions. We Minister to the needs of the parish and engage in many activities outside of the congregation sharing our gifts of time, talent, and treasure. Our people have a strong sense of community while also recognizing the value of mission trips, support of the synod and the greater ELCA, and volunteerism in the surrounding community.

### **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?

The congregation's top assets are its financial support of the ministry of the church, the teamwork that our congregation exhibits and the genuine caring for others in evidence. The largest obstacle to the mission is the lowered attendance/participation at Spring Garden post-pandemic.

While preserving its traditional, old-fashioned beauty, our church building is well-maintained, and we are constantly updating it to ensure that it continues to meet the needs of our congregation. We have added dedicated classrooms and a spacious pastor's office with sufficient room for private counseling. We have modernized our bathrooms, we have installed an elevator to provide increased access to our facility, and most of our building is air-conditioned. We also gutted and thoroughly modernized our kitchen.

We are also dedicated to our music ministry. Even though not all of us are blessed with musical talent we all appreciate the importance of music to our ministry. We have a choir, which we have supported with new choir robes, a dedicated rehearsal space, and a music director, and we encourage members to share their musical gifts with us. Also, in addition to our traditional pipe organ, we have also been gifted with a full set of handbells for a bell choir.

Our congregation also has the benefit of being blessed with no debt, and we have no immediate need to incur any new debt. In addition, we have a substantial mission endowment fund, which in addition to capital improvements for the church, also accepts applications for scholarships or grants, outreach to the community, and missions of the ELCA.

### **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?

The Church's Mission Statement is "Building a Rural Family in Christ." We must focus on three terms in the statement: "Building," growing the foundation we have established; "Family," creating a welcoming and accepting environment with unconditional love wherever we are; and "In Christ," maintaining our focus on the Gospel and the command to love God and our neighbors.

## References

### **Synod Bishop**

**Rev. Regina Hassanally**                      **Southeastern Minnesota Synod**                      **office@semnsynod.org**

NAME                      SYNOD                      E-MAIL

**(507) 280-9457**

DAY PHONE                      EVENING PHONE                      CELL                      FAX

### **Inside Congregation or organization**

**Stan Lundell**                      **Current Congregation Secretary, Spring Garden**                      **stanlundell@gmail.com**



NAME	ORGANIZATION AND TITLE	E-MAIL	
		(651) 764-1623	
DAY PHONE	EVENING PHONE	CELL	FAX

**Outside Congregation or organization**

**Brad Anderson**      **Goodhue County Commissioner, Dist 2**      **bradandersoncf@outlook.com**

NAME	ORGANIZATION AND TITLE	E-MAIL	
		(541) 308-7809	
DAY PHONE	EVENING PHONE	CELL	FAX

**An ELCA rostered minister**

**Pastor Phil Ruud**      **Interim Assoc. Pastor, Bethel Lutheran Church, Northfield, MN**      **ruud@frontiernet.net**

NAME	ORGANIZATION AND TITLE	E-MAIL	
		(507) 298-0048	
DAY PHONE	EVENING PHONE	CELL	FAX

**Anyone else who knows your setting well**

**Scott Safe**      **Current Congregational President, Spring Garden**      **scott@vsgmi.com**

NAME	SYNOD	E-MAIL	
		(651) 380-8797	
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

**Solo Pastor**

POSITION TYPE:

**Master's Degree (seminary or graduate school)**

MINIMUM DEGREE REQUIRED:

**Full time call**

FULL TIME/PART TIME:

**Language Proficiencies**

**English/Fluent**

PRIMARY LANGUAGE (PROFICIENCY)

SECOND LANGUAGE (PROFICIENCY)

THIRD LANGUAGE (PROFICIENCY)

**Experience:**

- ☐ 0-3 years      ☒ 4-9 years      ☒ 10 -15 years      ☐ 16- 20 years      ☐ 21 + years

### Top Five Ministry Tasks

*The five most critical tasks required in this position.*





- |  |   |  |
|--|---|--|
| <input type="checkbox"/> Administration                          | <input 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 checked="" type="checkbox"/> Music / Worship / Arts |
| <input type="checkbox"/> Outdoor/ Camping Ministry               | <input type="checkbox"/> Parish Nurse / Health                    | <input type="checkbox"/> Participant in the Larger Church  |
| <input checked="" type="checkbox"/> Pastoral Care and Visitation | <input checked="" type="checkbox"/> Preaching / Worship           | <input type="checkbox"/> Public Policy / Advocacy          |
| <input type="checkbox"/> Recruit and Equip Leaders               | <input type="checkbox"/> Self Care / Family Life                  | <input type="checkbox"/> Small Group Ministry              |
| <input type="checkbox"/> Social Ministry                         | <input type="checkbox"/> Spiritual Formation / Direction          | <input type="checkbox"/> Stewardship                       |
| <input type="checkbox"/> Strategic Mission Planning              | <input type="checkbox"/> Teaching                                 | <input type="checkbox"/> Volunteer Coordination            |
| <input checked="" type="checkbox"/> Youth and Family Ministry    |   |  |

### Gifts for Ministry

*The five gifts essential in this position, and the five that are very helpful in this position.*

Top Priority		Very Helpful
<b>Yes</b>	Help people develop their spiritual life.	
	Help people understand and act upon issues of social justice.	
<b>Yes</b>	Provide care and nurture.	
	Be active in visitation of members and non-members.	<b>Yes</b>
	Be effective in working with children.	<b>Yes</b>
	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.	
<b>Yes</b>	Be an effective communicator.	
	Be an effective teacher.	
	Encourage support of the Church's wider mission.	
	Work regularly in the development of stewardship growth.	
	Be active in ecumenical relationships.	
<b>Yes</b>	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.	
	Bring joy and good humor to relationships.	<b>Yes</b>
<b>Yes</b>	Be able to share leadership and work in a team.	
	Be creative and innovative about his or her tasks.	<b>Yes</b>
	Be able to use technology and media.	
	Appreciate cultural diversity in language and customs.	
	Have talents in the areas of music, arts and writing.	<b>Yes</b>

### **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 an effective communicator through meaningful sermons and at meetings.**
- B. **Show interest in working with the youth and with the Faith Formation Board.**
- C. **Create enthusiasm among young parents to see value in participating in church activities.**
- D. **Build a relationship with the council and the administrative staff.**
- E. **Care for those in need of pastoral assistance, i.e., baptisms, weddings, hospitalized, end of life, funerals, etc.**

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. **Pray for our pastor and our congregation.**
- B. **Share in the ministry of Spring Garden through committees, volunteering, and active participation in events.**
- C. **Be welcoming and support new members.**
- D. **Be open to new approaches to strengthen the ministry at Spring Garden and beyond.**
- E. **Provide adequate facilities and other financial assistance necessary to support our ministry.**

### **Compensation**

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

### **Benefits**

<b>Yes</b>	<b>Yes</b>	<b>4 weeks</b>
PENSION	MEDICAL	VACATION WEEKS
<b>No</b>	<b>Yes</b>	
SABBATICAL POLICY	PARENTAL LEAVE POLICY	
<b>Yes</b>		
ARE BACKGROUND CHECKS REQUIRED		



### Professional Expenses

<b>Yes</b>	<b>Yes</b>
AUTO / TRAVEL REIMBURSEMENT	PROFESSIONAL EXPENSES ACCOUNT
<b>Yes</b>	<b>Yes</b>
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	<b>Yes</b>
Printed history of the congregation or organization	<b>Yes</b>
Strategic Plan: Goals and Objectives	<b>No</b>
Budget	<b>Yes</b>
Annual Report	<b>Yes</b>
Position description: Duties and Responsibilities	<b>No</b>
Communications Piece (publicity, newsletter, etc.)	<b>Yes</b>

## **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.

**Our congregation is very enthusiastic about the imminent arrival of our new pastor. As stated elsewhere in this MSP, members of our congregation met for several hours on a Saturday shortly after the beginning of the new year, to consider our congregation's purpose and guiding principles regarding where we want to go with our new pastor. Using the information gathered from this well-attended event, our transition team developed the following purpose statement and guiding principles:**

#### **Purpose Statement:**

**To respectfully build and strengthen our church family while allowing the Holy Spirit to guide us to a new pastor who will equip and empower Spring Garden for the future to spread the Good News of Christ in our community and the world.**

#### **Guiding Principles:**

**Listen:** Listen to the Holy Spirit and the people of our congregation to guide us through the process.  
**Steadfastness:** Be confident in our faith and the future.  
**Patience:** Take time to identify what is important.  
**Outreach:** Be welcoming to all and reach out beyond our church.  
**Vision:** To acknowledge the past, but look to the future, understanding that all things change.

**For a better idea of who we are, please visit our website at [spring-garden.org](http://spring-garden.org) and our Facebook page at <https://www.facebook.com/profile.php?id=100064596255191>**



## 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).

After our transition team was appointed, the process was kicked off by holding a Purpose and Guiding Principles Retreat which was attended by over twenty members of the congregation. This was followed by six weeks of presentations made by the transition team during our weekly church services. During these presentations, surveys were given to the congregation and the results of the previous surveys were discussed. Each survey received between 73-88 responses. This MSP was prepared by the transition team using the results of these surveys and from other resources obtained from the community.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's 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.

**Reverend Barb Streed**

NAME

**(507) 280-9457**

OFFICE PHONE

**Assistant to the Bishop**

TITLE

**streed@semnsynod.org**

E-MAIL

### Reference's Recommendation

**Pastor Phil Ruud**

NAME

DAY PHONE

**(507) 298-0048**

CELL

**ruud@frontiernet.net**

E-MAIL

EVENING PHONE

FAX