

MINISTRY SITE PROFILE
Good Shepherd Lutheran Church

Bismarck, ND

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 an ordained or lay rostered minister of the Evangelical Lutheran Church in America, or a First Call candidate for rostered ministry. Congregations must complete the entire MSP. Church-related organizations may, with the concurrence of the synod bishop, complete only the required sections (Part I, III and IV). Once complete, this form is submitted electronically to your synod bishop for review and posting to the "Current Openings" listing on the ELCA website (www.ELCA.org/call).

Summary Description

The Associate Pastor of Congregational Life & Pastoral Care will provide leadership, coordination, training and support that encourages congregation members to actively participate in our life together. To coordinate and lead the pastoral care ministries of the congregation and to provide a ministry of presence in worship, education, social, and community settings.

PART I: WHO WE ARE

Name and Location

CONGREGATION	Good Shepherd Lutheran Church	12576
CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION	NAME	CONG ID
Bismarck, ND, 58501	US	
CITY, STATE , ZIP	COUNTRY	
Western North Dakota Synod (3A)	Congregation - Organized	1960
SYNOD	TYPE OF MINISTRY SITE	YEAR ORGANIZED
Medium city (50,000 - 249,999)		
SIZE OF COMMUNITY		

Contact Information

Ministry Site (preferred contact information)

106 Osage Ave	Bismarck, ND, 58501	US	
ADDRESS LINE 1	ADDRESS LINE 2	CITY, STATE, ZIP	COUNTRY
goodshepherd@goodshepherdbismarck.com	goodshepherdbismarck.com	(701) 255-1001	(701) 255-3644
E-MAIL	WEB SITE	PHONE	FAX

Chairperson of Congregation or Head of the Organization

Royce Schultze

2009 N. 5th Street	Bismarck, ND, 58501	US	
ADDRESS LINE 1	ADDRESS LINE 2	CITY, STATE, ZIP	COUNTRY
(701) 222-3636	(701) 222-0644	(701) 400-2794	
DAY PHONE	EVENING PHONE	CELL PHONE	FAX



rolls61@yahoo.com

E-MAIL

Chairperson of Call or Search Committee

Brian Jespersion

NAME

2611 Domino Dr

ADDRESS LINE 1

(701) 224-1558

DAY PHONE

drj@jespersonortho.com

E-MAIL

ADDRESS LINE 2

(701) 223-7311

EVENING PHONE

Bismarck, ND, 58503

CITY, STATE, ZIP

(701) 220-0402

CELL PHONE

US

COUNTRY

FAX

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 (90%)

**Native American / Alaskan
Native (5%)**

Other (5%)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Closer percentages are 88.1% caucasian, 4.0 American Indian, 1.8% African American, .9% Asian, 2.4% Hispanic, 2.1% biracial

Race/ Ethnicity (Surrounding Community)

Caucasian (90%)

**Native American / Alaskan
Native (5%)**

Other (5%)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Closer percentages are 90% caucasian, 5.4% American Indian, 1.2% African American, 1% Asian, 1.4% Hispanic, 1.8% biracial

Gender comparison

48%

52%

MALE

FEMALE

Age distribution

25%

20%

20%

20%

15%

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

Number of Paid Staff

3

0

9

1

2

0

CLERGY

LAY ROSTERED

OTHER LAY PROFESSIONALS

SECRETARIAL SUPPORT

CUSTODIAL SUPPORT

OTHER

Congregational Information

700+

101+

Single site



AVE WEEKLY WORSHIP ATTENDANCE	AVE ATTENDANCE IN CHRISTIAN EDUCATION	PARISH TYPE	
20%	20%	50%	10%
1/2 MILE OR LESS	1/2 - 1 MILE	1 - 3 MILES	MORE THAN 3 MILES

Distance members live from church facilities:

Community Type

- | | | |
|--|---|--|
| <input type="checkbox"/> Bedroom community | <input checked="" type="checkbox"/> College or University | <input checked="" type="checkbox"/> Farming |
| <input type="checkbox"/> Inner City | <input checked="" type="checkbox"/> Mining/logging | <input checked="" type="checkbox"/> Ranching |
| <input type="checkbox"/> Industrial | <input type="checkbox"/> Resort | <input checked="" type="checkbox"/> Retirement |

Budget of the Congregation/ Organization

2017

\$1,460,000

TOTAL BUDGET FOR THE LAST FISCAL YEAR

\$96,646

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

LAST FISCAL YEAR

\$481,079

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

\$1,477,590

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.

GSLC is in an established, centrally located neighborhood in Bismarck, ND.

At present, the City of Bismarck population is estimated to exceed 71,000 and growing steadily. The Metropolitan Statistical Area estimated population of 2020 is 99,678, which includes Bismarck, Mandan and surrounding areas.

The largest employers in the area are the federal, state (Bismarck is the capital), county, and city governmental offices, two regional medical facilities, educational institutions, energy related industries, and the financial center for much of the state.

Trends:

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

The congregation is currently stable in numbers, but GSLC is actively looking for opportunities to grow from within the current congregation, including more participation, engagement, and stewardship.

The congregation has increased its involvement in, relationship with, and support for the work and ministry of the ELCA.

The congregation is learning how to tell the story of what God is doing in and through us. Our communication with our members and with the community now involves the stories and pictures at the heart of the congregation.

Context:



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

The most significant challenge to the Bismarck area is keeping up with the population and city growth. The growth is affecting public infrastructure, schools, and community services. There is low unemployment, but affordable housing is in short supply. In the midst of this rapid growth, homelessness is on the rise and the demand for social services is increasing.

A growth in diversity, while small in numbers, is an increasing issue for an area that was relatively homogeneous until recently. Keeping up with needs and opportunities for people of other backgrounds is sometimes a struggle.

In addition, the area has an increasing number of school age children. Three new elementary schools and one high school were built within the past few years and currently, all three middle schools and two high schools are undergoing expansion projects.

Programs:

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

Good Shepherd offers six weekly worship services, with four somewhat different styles of worship. Church School (Age 3 through 5th grade) has 400+ children; Confirmation in 6th, 7th, and 8th grades has approximately 200 young people. Our Senior High Ministry involves the National Youth Gathering, mission trips, a Monday night small gathering, and a number assisting in Church School. In the congregation, there is a sizable noon Bible Study, many small groups focusing on support issues, WELCA and circles, and occasional classes on varied topics. Ministries include Stephen Ministry, Grief Support, and senior events. Good Shepherd and its members are involved in many community activities including CROP WALK, Habitat for Humanity abroad, and Meals on Wheels. We also provide space for forty groups such as AA, Boy Scouts, and "Angel Babies."

Goals:

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

GSLC recently went through a strategic planning process in 2015, which included a new vision, mission, core values and focus areas. The GSLC Strategic Plan was adopted in January 2016 at the Annual Meeting.

GSLC's Mission is to share the Shepherd's love with all of God's Children.

Core Values

Called by our Savior Jesus the Christ, Good Shepherd Lutheran Church is a Lutheran congregation of the Evangelical Lutheran Church in America (ELCA) that is ...

- ...welcoming & accepting
- ...a worshipping community of God's children
- ...founded in adult and youth ministry and education
- ...committed to serve others

Strategic Areas of Ministry Foci

- Engaging the Faithful
- Forming Faith
- Holistic Stewardship
- Outreach to Community

Energy:

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

There is a great deal to be excited about at Good Shepherd. We have two very dedicated pastors, a wonderful, cohesive staff, and well-run programs and services. Our music programs, youth faith formation, adult faith formation, and family events are strong and growing. We are seeing an increased cooperation with other churches, particularly ELCA churches in the area. We have a renewed and growing relationship with Camp of the Cross. We are also seeing an increase in stewardship, both giving of time and gifts, as well as traditional benevolence.

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?

GSLC is the largest church in our synod, and we are called to serve the greater church. As such, we share significant portions of our benevolent giving with the Western North Dakota Synod and Camp of the Cross. Besides our monetary support, a member of the pastoral staff is deeply involved with the worship aspects of the ELCA and



the synod. We open our facilities to the synod council, the GIFTS program, and other educational opportunities.

Benevolent giving has been an integral part of Good Shepherd's faithfulness, including partnership with other local and regional agencies, including The Banquet, Ruth Meiers, Ministry on the Margins, and the Backpack Program. Internationally, GSLC continues to support a missionary in Madagascar, as well as support our sister church in El Salvador.



Ministry Site Characteristics

AS A COMMUNITY

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

OUR LEADERSHIP STYLE

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

OUR PROGRAMMING

Our facilities are often used by community groups.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Our facilities are only used for our activities.
We train people to minister outside our walls.	<input 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 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 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?

Good Shepherd Lutheran Church's mission is to share the Shepherd's love with all of God's Children.

Core Values

Called by our Savior Jesus the Christ, Good Shepherd Lutheran Church is a Lutheran congregation of the Evangelical Lutheran Church in America (ELCA) that is ...

- ...welcoming & accepting
- ...a worshipping community of God's children
- ...founded in adult and youth ministry and education
- ...committed to serve others

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?

GSLC has a very strong membership base to grow from. There is so much opportunity to grow the stewardship within our congregation as well as encouraging and developing stronger involvement from both new and long-time members. The pastors and staff are a strong united unit focused and energized by serving the church and its surrounding communities; be it local, regional or global.

1. The presence of God among us.
2. A large, strong, and diverse membership with a history of faithfulness and generosity that seeks to be used by God for God's purposes in the world; as well as an openness to others and the future.
3. There is strong leadership, a talented staff, and generous people.

Some of GSLC's obstacles are our greatest opportunities. We have so many different ministries within GSLC that it's sometimes hard to get the word out and communicate what's happening within our congregation. There is a generational transition that needs to be made, specifically in our WELCA and Circle groups. Member's lives are so busy that it's sometimes a struggle to help them make time for church activities. In a church of our size, it is easy for members to hide in the masses and we need to find more ways to reach these children of God.

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. The pastoral team will work together closely to care for and lead the congregation forward in mission and ministry to serve all of God's children in love.
2. GSLC will develop and implement effective pastoral care programs and plans that will serve across all generations of the congregation.
3. GSLC will dive more deeply into adult faith formation through teaching opportunities and bible studies.

References

Synodical Bishop

Mark Narum	Western North Dakota Synod	bishopnarum@wdsynod.org
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NAME	SYNOD	E-MAIL
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(701) 223-5312

DAY PHONE	EVENING PHONE	CELL	FAX
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Inside Congregation or organization

Kathy Torske	Past Council President	ktorske@weareamerican.com
NAME	ORGANIZATION AND TITLE	E-MAIL
		(701) 226-6285
DAY PHONE	EVENING PHONE	CELL
		FAX

Outside Congregation or organization

Sister Kathleen Atkinson	Ministry on the Margins	MinistryOnTheMargins@gmail.com
NAME	ORGANIZATION AND TITLE	E-MAIL
(701) 223-6315		(701) 223-6315
DAY PHONE	EVENING PHONE	CELL
		FAX

Member of the ELCA Clergy roster

Jon Larson	Faith Lutheran Church, Bismarck - Senior Pastor	jon.bisfaith@gmail.com
NAME	ORGANIZATION AND TITLE	E-MAIL
(701) 223-2236		(701) 516-2680
DAY PHONE	EVENING PHONE	CELL
		FAX

Anyone else who knows your setting well

Robert Eastgate	Eastgate Funeral Service	rcgate@yahoo.com
NAME	SYNOD	E-MAIL
(701) 223-7322		(701) 400-8690
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		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

Associate / Assistant 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 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 checked="" 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 checked="" 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.	
	Provide care and nurture.	Yes
	Be active in visitation of members and non-members.	Yes
	Be effective in working with children.	
	Build a sense of community among the people with whom he/she works.	Yes
	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.	
	Organize people for community action.	Yes
Yes	Be skilled in planning and leading programs.	



	Have a strong commitment and loyalty to the Lutheran Church.	
	Understand and interpret the mission of the Church from a global perspective.	
	Deal effectively with conflict.	
	Bring joy and good humor to relationships.	
Yes	Be able to share leadership and work in a team.	
	Be creative and innovative about his or her tasks.	Yes
	Be able to use technology and media.	
	Appreciate cultural diversity in language and customs.	
	Have talents in the areas of music, arts and writing.	

Mutual Expectations

Please list the five primary areas of activity or focus that you wish your newly-called rostered leader to give special attention to during the first year of his or her ministry at this congregation or organization:

- A. Coordinate and lead the pastoral care ministries of the congregation**
- B. Provide a ministry of presence in worship, education, social and community settings**
- C. Encourage congregational members to participate in our Christian life together**
- D. Be a visible pastoral presence in the Bismarck-Mandan community**
- E. Have a strong, contagious passion for all people of God and a growing personal relationship with God**

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

- A. A willing and energized congregation ready to do God's work**
- B. Adequate compensation and resources**
- C. Strong and united staff and Church Council**
- D. Thriving and supportive congregation**
- E. Provide encouragement and uphold the Pastor with prayers and support.**

Compensation

No	Yes
PARSONAGE	SOCIAL SECURITY TAX OFFSET
\$65,000 - \$70,000	
MAXIMUM AMOUNT AVAILABLE FOR DEFINED COMPENSATION	

Benefits

Yes	Yes	4 weeks
PENSION	MEDICAL	VACATION WEEKS
Yes	Yes	
SABBATICAL POLICY	PARENTAL LEAVE POLICY	
Yes		



ARE BACKGROUND CHECKS REQUIRED

Professional Expenses

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

Comments:

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

Will provide assistance in finding housing and provide housing allowance.
Professional Expense is limited to books.
Continuing Education funds of \$1,500 per year.
Cell phone allowance of \$45 per month.
Car allowance of \$1,500 per year.

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.

Good Shepherd Lutheran Church welcomes you to join our faith journey where we share life in its entirety. We believe all people are created in the image of God and through Christ; we are offered God's love, grace, and forgiveness. We accept all people regardless of human condition or circumstance. To you, we extend a special welcome as brothers and sisters in Christ.

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).

In this process, a previous MSP was modified with numbers updated and writing significantly changed. Input was sought through round-table discussions among the Call Committee and the two resident pastors. The document has been approved by the Call Committee and the Church Council.



Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's board: **10/16/2012**

CALL PROCESS ADMINISTRATOR

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

Rev. Mark Narum

NAME

(701) 223-5312

OFFICE PHONE

Bishop

TITLE

bishopnarum@wdsynod.org

E-MAIL

Reference's Recommendation

Bishop Mark Narum

NAME

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bishopnarum@wdsynod.org

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