

Summary of the Ministry Site Profile:

This is a condensed version of a 16 page document that has been created by the call committee and approved by the church council on April 26. It begins with a shortened description of the position and we intentionally are putting that first in this summary.

Bethany Summary Description of a Senior Pastor:

*** Bethany is seeking an experienced senior pastor. A successful leader will appreciate a variety of theological perspectives; be knowledgeable about a program church; be energized by a ministry that is focused on a region vs. a specific community. Experience in recruiting and training leaders as well as creating a caring community is helpful. ***

If you (Bethany members) have suggestions of candidates that you believe will be a good fit within our church please contact the chair of the call committee: Carol Hakala (carolhakala@gmail.com) or lutheranbethany21@gmail.com or call any of the call committee members with names and contact information of potential candidates. This will be forwarded to the Synod office and they will contact the nominees to see if they are interested and if they meet the skills and experiences.

The Ministry Site Profile Summary:

This lengthy report is now submitted to the Synod office where it will become the key document in seeking our next senior pastor for Bethany Lutheran Church. What follows is a summary of (or abstract) of the Ministry Site Profile. It will provide you with the highlights of the document. The call committee has learned so much about this congregation through the preparation of it – and the entire church should be proud of the church that we are and that we want to become.

The profile provides a comprehensive description of our community, our church, and our congregation. It consists of 5 main sections: Who We Are; Our Vision for Mission; Leadership Needs; Commentary; and Completion of the Profile (description of the process used to gather information and approve the document.) This document tries to represent an accurate picture of our congregation, and is used by prospective candidates in learning about Bethany and the leader that we need as a Senior Pastor.

Most of the information included in the Ministry Site Profile was taken directly from the Transition Task Force Report and the Congregational Assessment Tool. Thank you to those of you that responded to the Congregational Assessment Survey in August of 2020. And thanks to the many others that provided input to the Transition Task Force.

The first section, Who We Are, is basic facts about the community and the congregation. (Demographic information)

The second section, Our Vision for Mission, describes the community that surrounds us. It also addresses recent changes that we have faced in the church (the calling of an Associate Pastor in 2017 and the current opening, the recent vote to become a Reconciling in Christ congregation, and the increased use of technology.) It also asks for a description of programs offered at Bethany and here we highlight our Music Program, the robust and excellent children and youth ministry programs, the opportunities offered to members for our spiritual growth, and outreach programs in a very general way. We are asked for our goals (Growing Young; Growing Faith; and Christ-centered Community). Priorities that the Transition Team identified through the Congregational Survey are listed here and

include: attracting new members, especially younger members; providing additional learning opportunities to become more welcoming and reach out to people who are broken by life experiences; development of better communications internally, and offering opportunities to serve a wider community. Within this section we describe how Bethany connects to the ELCA. We describe gifts of the congregation (Youth and Children's Ministry, Music, a clearly stated Mission and Vision, the many ways that Bethany connects with community through serving others, and Bethany's adaptability.) We also identify some of the challenges that we are facing (a decline in membership and attendance; the challenge of finding balance between growing young and innovation while also remaining true to traditions that have served us in the past; and the transition back to in person worship and finding ways to engage our members throughout the pandemic or finding a "new normal").

The Third Section, Leadership Needs, identifies ministry tasks, gifts or skills, and mutual expectations of a Senior Pastor. We are a wonderfully busy church and we cannot expect that our Senior Pastor do it all, however we believe that the successful pastor will need to find ways to engage others to carry out the ministries. The successful Senior Pastor will have management (administration) responsibilities, pastoral care and visitation responsibilities, preaching and worship responsibilities, will be expected to recruit and equip leaders, and will be able to assist in strategic mission planning. A gift that is assumed will be good inter-personal relationship skills accompanied by helping people to develop their spiritual life, actively visiting members and non-members, helping others develop their leadership abilities and skills for ministry, support the larger church in its mission, be effective in working with youth, and be able to use technology and media.

The call committee will be looking for a person that can inspire us to connect with God's Word through good preaching, someone who can lead the congregation through this time when we are changing, engage people empathetically when they are experiencing times of need, be able to cast a vision and lead the church toward its vision, and have supervisory or management skills.

The fourth section, Commentary, goes into depth with regard to how Bethany carries out its mission statement of "We welcome All, We Grow in Faith, and We Go to Share God's Love and Grace". Under each of those components we have identified the work that we do and the programs that help us to live out that mission. This is a very lengthy description for someone to really get to know us and the activities that all of us are dedicated to.

The final section, Completion of the Profile, provides information about the process for gathering information, formulating responses, and officially adopting the Ministry Site Profile. We describe the Congregational Assessment Tool, the Transition Task Force, the congregational communications, the call committee's completion and submission of the Ministry Site Profile and the approval of that profile by the Church Council.

If you have additional questions please call or contact any of the call committee members. You may also find additional announcements and updates on the Bethany website.

(<https://www.bethanyricelake.org/resources/call-committee/>). If you would like to review a copy of the document in its entirety one will be available at the church office for you – please contact the office.

Please continue your prayers for our church while it is in transition and for the Senior Pastor out there that will answer the call to be our next Senior Pastor.