

MINISTRY SITE PROFILE
First Lutheran Church

Lincoln, 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

A vibrant and dynamic congregation of 1187 members, First Lutheran Church seeks a flexible, creative and energetic Lead Pastor, a person with compassion and vision who will lead us in our service to the world. Our called leader may be of any racial or ethnic background, any physical ability, or sexual orientation. As a Welcoming Congregation, we strive to live our faith Sunday to Saturday. We welcome all because God welcomes all.

PART I: WHO WE ARE

Name and Location

CONGREGATION

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

Lincoln, NE, 68506

CITY, STATE , ZIP

Nebraska Synod (4A)

SYNOD

Large city (250,000 or more)

SIZE OF COMMUNITY

First Lutheran Church

NAME

US

COUNTRY

Congregation - Organized

TYPE OF MINISTRY SITE

03271

CONG ID

1870

YEAR ORGANIZED

Contact Information

Ministry Site (preferred contact information)

1551 S. 70th Street

ADDRESS LINE 1

ADDRESS LINE 2

Lincoln, NE, 68506

CITY, STATE, ZIP

US

COUNTRY

jkbailey47@gmail.com

E-MAIL

https://flclincoln.org

WEB SITE

(402) 488-0919

PHONE

(402) 488-2859

FAX

Chairperson of Congregation or Head of the Organization

Michael McDannel

NAME

3300 J St.

Lincoln, NE, 68510

US



| | | | |
|----------------|----------------|------------------|---------|
| ADDRESS LINE 1 | ADDRESS LINE 2 | CITY, STATE, ZIP | COUNTRY |
|----------------|----------------|------------------|---------|

(402) 429-9073

| | | | |
|-----------|---------------|------------|-----|
| DAY PHONE | EVENING PHONE | CELL PHONE | FAX |
|-----------|---------------|------------|-----|

michael.mcdannel@gmail.com

E-MAIL

Chairperson of Call or Search Committee

Steve Eicher

NAME

| | | | |
|----------------------|--|---------------------------|-----------|
| 8601 Echo Ct. | | Lincoln, NE, 68520 | US |
|----------------------|--|---------------------------|-----------|

| | | | |
|----------------|----------------|------------------|---------|
| ADDRESS LINE 1 | ADDRESS LINE 2 | CITY, STATE, ZIP | COUNTRY |
|----------------|----------------|------------------|---------|

(402) 484-6240

(402) 304-2566

| | | | |
|-----------|---------------|------------|-----|
| DAY PHONE | EVENING PHONE | CELL PHONE | FAX |
|-----------|---------------|------------|-----|

eichersteve@gmail.com

E-MAIL

Demographics

Language Spoken

| | | | |
|--|------------------|--------------------------------|----------------|
| In the congregation/ organization | English | Nuer (Sudanese Dialect) | Spanish |
| | PRIMARY LANGUAGE | SECOND LANGUAGE | THIRD LANGUAGE |
| In the surrounding community | English | Spanish | |
| | PRIMARY LANGUAGE | SECOND LANGUAGE | THIRD LANGUAGE |

Race/Ethnicity (In the Congregation)

| | | | |
|------------------------|------------------------------------|-----------------------------|------------------------------|
| Caucasian (90%) | African American/Black (5%) | Latino/Hispanic (5%) | African National (5%) |
| LARGEST | SECOND | THIRD | FOURTH |

COMMENTS OR EXPLANATION

We also have 5% or less Asian in our membership

Race/Ethnicity (Surrounding Community)

| | | | |
|------------------------|------------------------------|------------------------------------|------------------------------------|
| Caucasian (85%) | Latino/Hispanic (10%) | African American/Black (5%) | Asian/Pacific Islander (5%) |
| LARGEST | SECOND | THIRD | FOURTH |

COMMENTS OR EXPLANATION

Census Bureau QuickFacts 2019 Estimate

Gender comparison

| | | | | | | |
|------------|------------|---------------------|------------|------------|------------|------------|
| 46% | 54% | 20% | 15% | 15% | 20% | 30% |
| MALE | FEMALE | 19 YEARS OR YOUNGER | 20 - 34 | 35 - 49 | 50 - 65 | OVER 65 |

Age distribution

Number of Paid Staff



| | | | | | |
|---|---|-------------------------|---------------------|-------------------|----------|
| 2 | 0 | 4 | 1 | 1 | 6 |
| Ministers of Word and Sacrament (PASTORS) | Ministers of Word and Service (DEACONS) | OTHER LAY PROFESSIONALS | SECRETARIAL SUPPORT | CUSTODIAL SUPPORT | OTHER |

Congregational Information

| | | |
|-------------------------------|---------------------------------------|--------------------|
| 251 - 400 | 76 - 100 | Single site |
| AVE WEEKLY WORSHIP ATTENDANCE | AVE ATTENDANCE IN CHRISTIAN EDUCATION | PARISH TYPE |

Distance members live from church facilities:

| | | | |
|-----------|------------|------------|------------|
| 5% | 25% | 35% | 35% |
|-----------|------------|------------|------------|

| | | | |
|--|---|--|--------------------------|
| Community Type | 1/2 - 1 MILE | 1 - 3 MILES | MORE THAN 3 MILES |
| <input checked="" type="checkbox"/> Suburban | <input checked="" type="checkbox"/> College or University | <input 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

2019

\$973,315

TOTAL BUDGET FOR THE LAST FISCAL YEAR

\$121,027

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

LAST FISCAL YEAR

\$1,663,000

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

\$898,072

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.

State capital and home to the University of Nebraska, Nebraska Wesleyan University and Union College, Lincoln is a bustling city experiencing growth on virtually every corner. The population of almost 300,000 is highly educated; median household income is just over \$60K; median age is 33. From 2009-2018 Lincoln's nonwhite population has increased 56% while the white alone population has increased 5%. Lincoln is welcoming of refugee populations (over 40 countries represented). The city is a safe, family-friendly community: home ownership is at more than 60%, public schools are excellent (86.5% graduation rate in 2018 with 64.8% of students attending college in the state. In all grades 3-8 Lincoln Public School students exceed the state mean on standardized tests). Great healthcare is available. Unemployment is among the lowest in the nation. Lincoln's strength is a diverse economy including government, education, health, financial, manufacturing, and vibrant start-up/technology sector. Entrepreneurship is encouraged. Lincoln regularly appears in national rankings. Huffington Post recently named Lincoln #2 nationally for Highest Quality of Life. Downtown offers a remodeled and growing Children's Zoo, entertainment and sports events at the Pinnacle Bank Arena, the Lied Center for Performing Arts, and the Railyard entertainment and dining district. 135 miles of trails and 125 parks help make Lincoln a highly desirable place to reside. Cost of living is 9.7% below national average and median home price is \$138K.

Trends:

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



Welcoming Statement, Attendance, Staff: With its new Welcoming Statement, adopted in 2015, FLC committed itself to embracing diversity and making its facility more accessible. While attendance and membership are down just slightly over 5 years, the percentage of members attending weekly worship remains high in comparison to national trends. FLC has had several staff changes in 2020. The senior pastor, associate pastor, and deacon all accepted new challenges after successful ministries here. The timing of their departures was a coincidence, The relationship with these three former leaders remains very positive, and FLC has accepted this as an opportunity to be creative in further growing our ministries.

New Building Project, Giving: Adoption of the new Welcoming Statement led the congregation to undertake an aggressive building campaign to update and expand its facilities. The project has been well funded through capital campaign efforts and was completed in April, 2020. Despite this added financial burden, FLC has continued funding and maintaining strong commitments to the synod, ELCA and local ministries. During the pandemic giving levels have remained steady, providing optimism about the financial future of the church.

Social Justice, Immigrant Support: FLC ministries and leaders are actively engaged in working for social justice, supporting service organizations such as Nebraska Appleseed, Crop Walk, Fair Trade, and the AAMPARO program serving migrant children. FLC assists refugee resettlement programs through support of Lutheran Family Services and refugee family sponsorship. Since 2014, FLC has provided a home for a community of immigrants worshipping in the Nuer language.

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.

.Not everyone is prospering in Lincoln. Most households still have not regained pre-Great Recession incomes, and concentrations of extreme poverty and poor health exist within the city, while Lincoln's most affluent households are thriving.*

.The high percentage of children with both parents in the workforce signals the need for high quality childcare, but costs can be prohibitive for those most in need of this service.*

.The current pandemic challenges all faith communities, including FLC, to find new ways to share its message and ministry with members and the community, and to assist our neighbors dealing with loss of employment, food insecurity, and loss of healthcare and housing.

*See "Lincoln Vital Signs": <https://www.lincolnvital signs.org/>

Programs:

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

FLC's 50+ programs are resourced and facilitated through lay leaders, staff, committees, and boards. Our worship is enhanced by a variety of musical groups, including numerous choirs and instrumental ensembles. Youth programs regularly engage in annual mission trips. Fellowship groups exist for all ages and interests, from youth groups to the "Sort of Middle Aged", volleyball team to the Men's Action Network. FLC supports global service initiatives, including Fair Trade products and immigrant support, and local programs such as Matt Talbot Kitchen and Meals on Wheels. Our concern for the environment is reflected in our recently formed Creation Care ministry. Rich educational opportunities include Bible studies and a variety of Sunday morning classes. FLC is host site for a preschool run by Dimensions Educational Programs. The preschool serves the community and includes a certified Nature Explore outdoor classroom. Caring ministries are very important to our congregation and include a strong Stephen Ministers program.

Goals:

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

FLC's long-term goals include upholding Lutheran theological teaching and liturgical, Eucharistic worship; growing as a welcoming community; maintaining and expanding our ministries of compassion, caring, and hospitality; continuing to strengthen our children's and youth ministries, and reaching out to the community and the world to share of the abundance God has given us. We have just completed a renovation of our facility to increase accessibility for differently-abled individuals and their families, helping to make our facility more welcoming to all. We intend to continue similar 'renovations' to our hearts and practices to ensure we welcome all in our community. Though the pandemic has temporarily limited the use of our facility, FLC remains committed to actively engaging with those around us and listening to the Spirit to discover opportunities to welcome remotely.

Energy:

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

We are excitedly preparing for when we can safely reopen our newly remodeled facility, use of which has been limited due to COVID-19, and resume and expand in-person ministry to the congregation and community. FLC has historically served as a hub for numerous community organizations, and we are eager to welcome the community



back into our building. We've recently began a partnership with Dimensions Educational Programs, and are thrilled to have a preschool back on the premises. We look forward to growing that relationship in the coming years. While the pandemic has been a hardship in many ways, through it we have expanded our use of digital ministry. Initially we offered weekly prerecorded videos of our worship services; most recently we have moved to live-streaming them from the sanctuary. All services are recorded and available for on-demand worship. FLC is committed to making this ministry a permanent and vibrant voice of our church as it offers choices and flexibility for all worshippers. Our congregation has remained actively engaged during the pandemic, continuing to meet virtually for committees and Bible studies, adult learning, as well as serving in person throughout the community. We've recently observed our 150th anniversary, and while we are thankful for our long history, we're extremely excited about what's next.

Partnership:

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

We consider ourselves a church of the Church. For years FLC has been a leader in supporting ELCA benevolence. Our members assume leadership positions within the Nebraska Synod: two serve on the Synod Council, and many serve on Synod committees.

FLC is an ECLA Teaching Parish, and over the past fifteen years have had ten interns spend a year in training with us. We host Nebraska Synod events, including the Nebraska Synod Women of the ELCA Convention, cluster gatherings and other events. FLC is engaged in mission with local ELCA congregations, sharing, for example, the Lutheran Food Pantry (also with Missouri Synod congregations). Our congregation supports the ELCA's initiative, God's Work Our Hands; last year about 200 members participated. FLC is an active participant in local ecumenical outreach. We are one of the founding congregations of the Faith Coalition of Lancaster County, an interfaith dialogue group. We worship together with a local Episcopal congregation at Thanksgiving. FLC hosted the CROP walk in 2018 and 2019 and will complete our third year of hosting this year with a virtual walk.



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 checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | We have no stated goals or plans. |
| We are racially and economically diverse. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | We are demographically homogeneous. |

OUR LEADERSHIP STYLE

| | | | | | |
|--|-------------------------------------|--------------------------|-------------------------------------|--------------------------|--|
| We welcome ideas that are provoking and challenging. | <input checked="" type="checkbox"/> | <input 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 checked="" type="checkbox"/> | <input 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 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 checked="" type="checkbox"/> | <input 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 type="checkbox"/> | <input checked="" 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?

FLC is a congregation of people committed to growing in faith through discipleship. Faith formation is valued. We acknowledge the importance of life-long learning, and provide strong, age-appropriate education opportunities. We have a long history of care and intentionality in our worship practice and music ministry. From this foundation we experience a deepening awareness of God's presence in our lives, and are strengthened and enriched to go forth into the world to serve. Word and sacrament are vital. We live the Word as part of our everyday life, having a true sense of both reverence and joy in communion and baptism. Hospitality, fellowship and small group ministries provide a wide array of opportunities to support the call to reach out to members – and beyond. Our goal is to provide guests with a positive and welcoming experience, so that they want to return and get connected. We understand following Jesus means feeding the hungry, caring for the sick, teaching the children, sharing the Good News, and welcoming the stranger. Throughout its history our congregation has remained committed to drawing on the riches of our heritage – meaningful worship, content-rich learning, warm hospitality and caring service to others – to adapt to the possibilities and needs of each new generation.

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?

First Lutheran enjoys a rich 150-year history that shapes our congregational identity. Our strong liturgical worship is enhanced by a talented and diverse music ministry, and people of all ages serve as worship leaders. We developed a life-long learning program in the past two years that encourages learning opportunities for all ages. We are served by a dedicated and gifted staff. Our well educated and passionate faith community is committed to serving the congregation and the community as lay leaders, musicians, teachers and caregivers.

The congregation shares its abundance of blessings. We welcome new ideas, embrace challenge, and are resourceful in coming forward with gifts when they are needed. We have a growing diversity among our membership, and we encourage all to be a part of fellowship and service ministries. Our faith in Jesus Christ is strong, and our efforts are dedicated to accomplishing God's mission through everyone at First Lutheran. The biggest obstacle we are experiencing currently is how to continue the work of the church during the pandemic. This includes worshipping as a community, education for youth and adults, service projects and administrative functions of the church. The congregation is creative in considering new ways to operate and continue the mission of the church.

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?



(402) 896-3884

(402) 699-0635

DAY PHONE

EVENING PHONE

CELL

FAX

Anyone else who knows your setting well

Dara Troutman

Vice-President, Nebraska Synod Council

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NAME

SYNOD

E-MAIL

(402) 420-5679

DAY PHONE

EVENING PHONE

CELL

FAX

PART III: LEADERSHIP NEEDS

The Leader we Seek

Roster Type:

- Minister of Word and Sacrament Minister of Word and Service In Candidacy/First Call

Senior Pastor / Head of Staff

Master's Degree (seminary or graduate school)

Full time call

POSITION TYPE:

MINIMUM DEGREE REQUIRED:

FULL TIME/PART TIME:

Language Proficiencies

English/Fluent

PRIMARY LANGUAGE (PROFICIENCY)

SECOND LANGUAGE (PROFICIENCY)

THIRD LANGUAGE (PROFICIENCY)

Experience:

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

Top Five Ministry Tasks

The five most critical tasks required in this position.

- | | | |
|--|---|---|
| <input 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 checked="" type="checkbox"/> Interpret Theology |
| <input type="checkbox"/> Inter-personal Climate | <input type="checkbox"/> Ministry in Crisis | <input type="checkbox"/> Ministry in Daily Life |
| <input type="checkbox"/> Ministry with Seniors | <input type="checkbox"/> Multicultural Ministry | <input type="checkbox"/> Music / Worship / Arts |
| <input type="checkbox"/> Outdoor/ Camping Ministry | <input type="checkbox"/> Parish Nurse / Health | <input type="checkbox"/> Participant in the Larger Church |
| <input checked="" type="checkbox"/> Pastoral Care and Visitation | <input checked="" type="checkbox"/> Preaching / Worship | <input type="checkbox"/> Public Policy / Advocacy |



- | | | |
|---|--|---|
| <input type="checkbox"/> Recruit and Equip Leaders | <input type="checkbox"/> Self Care / Family Life | <input type="checkbox"/> Small Group Ministry |
| <input type="checkbox"/> Social Ministry | <input type="checkbox"/> Spiritual Formation / Direction | <input type="checkbox"/> Stewardship |
| <input type="checkbox"/> Strategic Mission Planning | <input type="checkbox"/> Teaching | <input type="checkbox"/> Volunteer Coordination |
| <input 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. | Yes |
| 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 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. Develop better programming for youth and family ministry to increase participation.**



- B. Guide us as we continue to struggle with and participate in issues relating to social justice and current events.**
- C. Get to know us as a congregation and as individuals and present new ideas without abandoning our traditional worship.**
- D. Demonstrate administrative/leadership skills. Be mindful of the budget, pay down debt, set goals, have a strategic plan, and develop effective staff.**
- E. Worship, preach, and teach to support our Vision and Welcoming Statements.**

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. Be welcoming and supportive, welcome the pastor and family into close relationships, get to know pastor, family and their gifts**
- B. Participate in the life of the church by volunteering time and talents to support the church, leadership, committees, and worship.**
- C. Pray for the new pastor, staff, their families and for God's grace and guidance.**
- D. Be open and supportive to change, new ideas and ways of doing things.**
- E. Continue financial support.**

Compensation

| | |
|---|----------------------------|
| No | Yes |
| PARSONAGE | SOCIAL SECURITY TAX OFFSET |
| Synod Guidelines | |
| 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 | Yes |
| AUTO / TRAVEL REIMBURSEMENT | PROFESSIONAL EXPENSES ACCOUNT |
| No | Yes |
| FIRST CALL THEOLOGICAL EDUCATION | CONTINUING EDUCATION |



Comments:

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

Pension: 12% of salary/housing allowance/social security tax offset.

Medical: FLC pays 100% of employee insurance cost and currently 60% of spouse/children cost.

Sabbatical Policy: 3 months every five years.

Parental Leave Policy: After 6 months employment, 4 consecutive paid weeks for maternity, paternity, or adoption leave.

Auto/Travel Reimbursement: Reimbursed for actual mileage at the IRS rate.

Professional Expense Account: \$300/year.

Continuing Education: \$1,000 year; unspent funds are carried forward for future years.

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.

First Lutheran Church is a vibrant congregation, strongly rooted in its Lutheran identity and history, and at the same time mission-driven and forward-looking in its engagement in the world. Founded by Swedish immigrants in 1870, just three years after the State of Nebraska was created, FLC is now an English language ELCA congregation which also supplies a home for a community of immigrants worshipping in the Nuer language. Throughout its history FLC has remained committed to drawing on the riches of its heritage—meaningful worship, content-rich lifelong learning, warm hospitality and caring service to others – at the same time adapting to the possibilities and needs of every new generation.

WORSHIP: FLC is a community gathered to worship God as revealed in Jesus Christ, and to be fed weekly with Word and sacrament. We embrace our traditional, Lutheran liturgy, and love discovering it anew with contemporary elements. In addition to celebrating all major church festivals, we also have an annual Memorial Day Service in the courtyard with the columbarium. Our beautiful sanctuary was recently remodeled to allow for better accessibility for both worshippers and choirs. Our vibrant music ministry supports choirs for all ages, a bell choir, Orff instruments, and brass, string and jazz ensembles. All are encouraged to share their musical gifts.

LEARNING: We invite the baptized of all ages into a lifelong discipline of learning and faith formation. We like to emphasize “learning by doing”: our Faith Trek curriculum exemplifies this with its rotational workshop approach to Bible story lessons. Our Outdoor Classroom serves not only Dimensions' preschool, but also Faith Trek and Vacation Bible School. Weekly learning opportunities are available for middle and high school students. Youth in 7th and 8th grade participate in our confirmation program leading to the Affirmation of Baptism milestone that takes place in October for our 9th grade youth. Weekly opportunities for adult learners include Bible studies, reading groups and lectures on theological, historical, social or scientific topics.

COMMUNITY AND FELLOWSHIP: FLC strives to be a welcoming, inclusive community that invites everyone who enters its doors to join us in worship and fellowship. Our building was recently remodeled to ensure it is a welcoming facility for everyone, including differently-abled individuals and their families. The new portico allows people to be dropped off at the main door. ADA compliant restrooms were added, as were facilities for daycare and preschool. The latter have been leased to Dimensions Education Programs, ensuring that our building is used throughout the week, and providing much needed services to families in the area. A major renovation of the kitchen increased its size and improves functionality for hosting events at the church. Fellowship at FLC begins with greeting each other during worship and in the sharing of the peace. Some forms of fellowship have had to be restricted because of the current pandemic, but normally after Sunday worship we mingle in the Commons over coffee and donut holes. We organize monthly fellowship, including the annual picnic, Thanksgiving dinner, chili contest, baseball game or tailgating. FLC offers fellowship groups and activities for every age, including groups for the youth, for men (Saturday with the Guys, Men's Action Network) and for women (WELCA Circles). We host a monthly jazz concert with lunch for the community; of the 200 in attendance about 90% are non-members. In the midst of the pandemic we continue to offer support groups for those who are grieving, going through divorce or struggling with life-threatening illness. The Casserole Caravan delivers hot meals to families during times of stress. A COVID Call Team makes monthly calls to check on the well-being of all members.

SERVICE: We are committed at FLC to serving all people, following the example of Jesus. The list of our service and caring ministries is long: Kicks for Kids, Meals on Wheels, Backpack Program for Lincoln Public Schools, quilting, prayer shawls, support for local food and shelter agencies, sale of Fair Trade products, CROP Walk, Transportation Ministry, Stephen Ministry, Spiritual Direction and many more. Our children and youth are also involved in regular service activities, and the congregation supports a middle school mission trip and an annual week-long AWOL (A Work of Love) senior high mission trip.

As you can see, FLC is a dynamic and vibrant community, and we are seeking this kind of individual to join us in our mission to live in Christ from Sunday to Saturday. You will be joining a well-functioning team of gifted, dedicated staff members who enjoy working together and fostering creativity through teamwork. We look forward to partnering with the new Lead Pastor and the Spirit to discern future staffing patterns that will further the mission to which Christ is calling us. You will be supported by a committed, talented congregation whose members willingly lead and serve with their time and talents in FLC's broad array of ministries. We are looking for a pastor who is flexible, creative, and an energetic team player with a range of excellent pastoral skills; a good theologian and teacher who embraces liturgical worship; a leader to strengthen programming for youth and family ministry; a minister who is welcoming and willing to love and care for the people here; and a person of vision and compassion who will lead us in our service to the world. We are seeking the pastor God has already called to work with us – and we look forward to welcoming her or him into our community!

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 First Lutheran Church Council members accepted the responsibility of drafting the MSP. Its fifteen lay members were divided into four teams. In order to gather the data required for the MSP, the first team surveyed the congregation with an electronic Survey Monkey and, where appropriate, had paper survey questions mailed to church members. 151 survey responses were received (from a total of 1187 baptized members). The first team also tabulated and shared the survey responses with the three other MSP Church Council teams. Those teams provided the written responses to the MSP inquiries using the survey responses and/or other information. Members of the congregation were given the opportunity to comment on the MSP and it was adopted by the Church Council.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's board: **10/13/2020**

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. Megan Morrow

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TITLE

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Reference's Recommendation

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