

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](http://www.ELCA.org/call)).

**Summary Description**

A vibrant and dynamic congregation of approximately 1,000 members, First Lutheran Church seeks a flexible and energetic Associate Pastor to be a team member with our Lead Pastor (the first woman in 150 years) and others. We welcome all because God welcomes all and that commitment applies without any reservations to this call. The Associate Pastor should have an enthusiasm and suitable experience for working with all ages, including families with children and youth.

**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 South 70th Street**

ADDRESS LINE 1

ADDRESS LINE 2

**Lincoln, NE, 68506**

CITY, STATE, ZIP

**US**

COUNTRY

**pastorerin@flclincoln.org**

E-MAIL

**https://flclincoln.org/ (402) 488-0919**

WEB SITE

PHONE

FAX

**Chairperson of Congregation or Head of the Organization**

**Fred Ohles**

NAME

**2253 Stone Creek Loop N**

ADDRESS LINE 1

ADDRESS LINE 2

**Lincoln, NE, 68516**

CITY, STATE, ZIP

**US**

COUNTRY

**(402) 314-5559**

DAY PHONE

EVENING PHONE

CELL PHONE

FAX



**fred.ohles@gmail.com**

E-MAIL

**Chairperson of Call or Search Committee**

**Dawn Brock**

NAME

**7840 Viburnum Dr.**

**Lincoln, NE, 68516**

**US**

ADDRESS LINE 1

ADDRESS LINE 2

CITY, STATE, ZIP

COUNTRY

**(402) 999-0265**

**(919) 324-5990**

DAY PHONE

EVENING PHONE

CELL PHONE

FAX

**dawnbrock1006@gmail.com**

E-MAIL

**Demographics**

**Language Spoken**

**In the congregation/ organization**

**English**

**Nuer (Sudanese Dialect)**

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% or less)**

**Latino/Hispanic (5% or less)**

**African National (5% or less)**

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

**Race/Ethnicity (Surrounding Community)**

**Caucasian (80%)**

**Latino/Hispanic (10%)**

**African American/Black (5% or less)**

**Asian/Pacific Islander (5% or less)**

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

**U.S. Census Bureau QuickFacts: Lincoln, Nebraska**

**Gender comparison**

**50%**

**50%**

**Age distribution**

**20%**

**15%**

**15%**

**20%**

**30%**

MALE

FEMALE

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

**Number of Paid Staff**

**2**

**0**

**2**

**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**

151 - 250	51 - 75	Single site	
AVE WEEKLY WORSHIP ATTENDANCE	AVE ATTENDANCE IN CHRISTIAN EDUCATION	PARISH TYPE	
<b>Distance members live from church facilities:</b>			
5%	25%	35%	35%
<b>Community Type</b>	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**

**2021**

<b>\$896,879</b>	<b>\$1,321,916</b>
TOTAL BUDGET FOR THE LAST FISCAL YEAR	TOTAL DEBT OF THE CONGREGATION/ ORGANIZATION AT THE END OF THE LAST FISCAL YEAR
<b>\$97,844</b>	<b>\$1,346,510</b>
MISSION SUPPORT TO THE ELCA/ SYNOD FOR THE LAST FISCAL YEAR	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.

Lincoln is a growing, thriving city of almost 300,000 and the state capital of Nebraska. It is becoming more racially and ethnically diverse (the white/non-Hispanic population has dropped from 85% to 79% of the overall population over the past decade) and Lincoln has welcomed refugees from over 40 countries. It has an active and educated workforce, with unemployment at just 1.9% (currently the lowest in the nation) and over half of adults with post-secondary degrees. Lincoln has a large student population at the University of Nebraska-Lincoln, as well as Nebraska Wesleyan University, Union College, and Southeast Community College. Public schools are excellent, and Lincolniters passed a \$290 million bond in 2019 to build and improve schools throughout the city.

Part of the "Silicon Prairie," Lincoln has a strong startup/tech sector, but boasts a diverse economy that includes government, education, health, financial, and manufacturing. Cost of living is well below the national average, and residents enjoy a lively performing arts scene, youth and family activities, robust parks and trails, and a vibrant downtown and entertainment district. Excellent healthcare is available and the city experiences less crime than other similarly-sized communities. The median age of residents is 34, and median household income is \$64,000. Home values have risen significantly; the current median home price is \$260,000. US News & World Report named Lincoln the 28th best place to live in the U.S.

**Trends:**

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

With its Welcoming Statement, adopted in 2015, First Lutheran Church (FLC) committed itself to embracing diversity and opening our doors to all. This led us to launch our "Called to Welcome Building Project," designed to update our facility and improve accessibility. The project was well funded through capital campaign efforts (plus a mortgage) and was completed in April 2020.



However, the pandemic prevented us from gathering in person in our freshly renovated building, and between March and October, 2020, we experienced major staff changes when our senior pastor, associate pastor, and deacon all moved to new positions after successful ministries at FLC. This has led to a prolonged period of transition, made especially challenging due to the pandemic.

FLC has been blessed with outstanding transitional clergy, who have served with skill and kindness the past two years, guiding us in our response to COVID and through the call process for a lead pastor. With joy we welcomed Rev. Erin Heidelberger as lead pastor in August 2021. We have returned to in-person worship in the beautifully renovated sanctuary, while continuing with the livestreaming we initiated during the pandemic. In-person attendance is slowly returning to pre-pandemic levels, and FLC's financial position has remained strong, despite recent uncertainties and changes.

The congregation has had to learn new ways of being a community the past two years. Celebrating our postponed "150th (+ 2)" anniversary this spring, we were reminded of FLC's long history of walking through change, trusting in God's unchanging faithfulness.

#### 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.

**1. Refugee Resettlement:** Nebraska has one of the highest refugee populations per capita in the country. The largest community of Nuer (South Sudanese) in the U.S. resides in Omaha and Lincoln is home to the largest community of Yazidis in the U.S. Since August 2021, over 1200 Afghans have resettled in Nebraska. Outreach to refugee communities is an important part of FLC's work. Since 2014 the church has provided a home for a community of South Sudanese Christians, who worship weekly in the church in their native Nuer language. FLC also sponsors two Afghan families who recently arrived in Lincoln.

**2. Poverty in Lincoln:** While much of Lincoln is thriving, significant income, health, and educational disparities persist. In 2019, 40% of Lincoln Public School students qualified for free lunch. FLC regularly supports programs addressing these issues and continues to reflect on how to serve those in need in our community.

**3. Pandemic:** The past two years of COVID have thrust a multitude of challenges upon people throughout the world and FLC is no exception. We have responded creatively, determined to maintain community under new and different circumstances. We have been made aware of our fragility, and see the need to reach out with care to all those who are marginalized and who need a home. The long-term repercussions of the pandemic are still unknown; it is evident that mental health challenges, particularly among our children and youth, will be a persisting concern.

#### 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. Children, youth, and adult educational opportunities include a variety of Sunday morning options and weekday Bible studies and discussion groups. Youth groups extend and receive God's love by partaking in an annual mission trip. Fellowship groups tend to center around age-appropriate activities and inner-generational interests, from senior lunches, to volleyball teams, to a 7:00 a.m. Zoom discussion group for men. Caring ministries are very important in FLC and include a strong Stephen Ministers program. FLC supports local, regional, and international global service initiatives such as Fair Trade products and immigrant support, and local programs such as feeding the hungry or lonely through Matt Talbot Kitchen and Meals on Wheels. Our concern for the environment is reflected in our ongoing Creation Care ministry. FLC is currently seeking a childcare program to utilize recently updated indoor classrooms and a certified Nature Explore outdoor classroom for community service. Increasingly we are using technology such as Zoom to extend programs to homes and facilities, and we are live streaming worship services to meet needs of place-bound or distant members and community friends.

#### 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.

#### Energy:



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

**We have been served by either one or two transitional pastors for over two years now, in addition to dealing with the challenges of the pandemic. The congregation is somewhat weary of this limbo, and is greatly looking forward to a more settled staffing situation through the call of an Associate Pastor to join Lead Pastor Erin Heidelberger.**

**We are delighted about our newly remodeled building, which allows FLC to be more welcoming as well as beautiful, and are thrilled to be able to use our church the way we intended before the pandemic. We recently celebrated our 152 year anniversary (our planned 150 year was postponed due to the pandemic) with pride regarding the past, and eagerness for new exciting programs for the future.**

**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?

**“From everyone who has been given much, much will be demanded; and from the one who has been entrusted with much, much more will be asked.” (Luke 12:48)**

**FLC accepts great responsibility for all of the blessings God has bestowed upon us. We have a long history of providing generous support to the ELCA and the Nebraska Synod, and have maintained these strong commitments despite the additional expenses of our recent building project and the financial uncertainties of the pandemic.**

**We are a teaching congregation, and over the past 20 years have had ten interns training with us; another will be joining us this fall. This past year two of our members served in leadership positions within the Nebraska Synod. One of our own was ordained as a minister of Word and Sacrament in 2021.**

**FLC puts a priority on social ministry, and provides regular, budgeted support to Lutheran and church-related social agencies, in addition to supporting numerous local agencies that address poverty and food insecurity in our community, including the fall CROP Walk, Lincoln Public Schools backpack program, and collecting items for the Foster Care Closet of Nebraska. In 2022, FLC partnered with Lutheran Family Services to sponsor three Afghan refugee families and provide behavioral health services via TeleHealth. FLC raised nearly \$5500 this spring (which was matched) for the Ukrainian Assistance Fund Drive, which was forwarded to Lutheran World Relief.**



**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 checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input 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 lifelong 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. We strive 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 history of more than 150 years 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 recently developed a lifelong learning program 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 FLC. We are continuing to adapt to life with Covid, adjusting our worship, education, service, and administrative functions to keep our congregation safe and engaged.

### **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

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

**Anyone else who knows your setting well**

<b>Dara Troutman</b>	<b>Nebraska Synod Council</b>	<b>dtroutman@gmail.com</b>
----------------------	-------------------------------	----------------------------

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

**Associate / Assistant Pastor**

**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 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 checked="" 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 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 checked="" 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.	<b>Yes</b>
Be active in visitation of members and non-members.	
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.	<b>Yes</b>
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.	<b>Yes</b>
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.	
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. Build community within FLC by becoming a core member of the staff team and getting to know church members.**



- B. Share God’s word through preaching, worship and liturgy, teaching, and Bible study.**
- C. Provide leadership and new ideas for children, youth, and family ministry.**
- D. Support social ministry, community service, and caring ministries.**
- E. Work with others to create a spirit of growth and welcome to First Lutheran, notably for families with children and diverse people.**

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. Welcome the Associate Pastor into the Lincoln and FLC communities with invitations to share meals and conversation.**
- B. Support the Associate Pastor with prayers, participation, and a willingness to help.**
- C. Be open to the Associate Pastor’s new ideas and receive them with positivity, encouragement, kindness, and love.**
- D. Share open, honest, and respectful communication and feedback.**
- E. Be realistic and patient without overwhelming the Associate Pastor with expectations.**

**Compensation**

<b>No</b>	<b>Yes</b>
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>Yes</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.



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 “Service of Remembrance” on Memorial Day celebrating the lives of those inurned in the columbarium. Our beautiful sanctuary was recently remodeled to allow for better accessibility for worshippers, worship assistants, choirs, and other musicians. 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. Our Faith Trek program teaches preschool through 5th grade students about God's love through Bible stories, music, and activities. Our renovated Outdoor Classroom serves all youth programs, including Faith Trek, preschool programs, Vacation Bible School, and other groups. 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. Once a month we offer an intergenerational activity during the Sunday school hour to foster relationships among all ages.**

**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. We have been intentional about extending a welcome to members of the LGBTQ community; same-gender couples and couples of transgender identities may be married at FLC. 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 church is currently seeking a tenant for the education facilities to ensure that our building is used throughout the week and better serves the surrounding community and families in the area. A major renovation of the kitchen increased its size and improved functionality for hosting events at the church. Fellowship at FLC begins with greeting each other during worship and in the sharing of the peace. 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 youth, men (Saturday with the Guys, Men’s Action Network), and women (WELCA Circles). We host a monthly jazz concert with lunch for the community; of the 200 in attendance about 90% are non-members. We 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.

**SERVICE:** We are committed 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. The Associate Pastor will serve on a pastoral team sharing in the ministry of Word and Sacrament. We are looking for a pastor who is a flexible, creative, energetic team player with a range of excellent pastoral skills: a good theologian and teacher who embraces liturgical worship; a pastor who can creatively and gracefully collaborate and minister to and with the full range of people in the congregation and community; and a person of vision and compassion who will lead us in service to the world. The Associate Pastor will expand innovative outreach to families while working alongside ministries to older generations and be willing to work with the Lead Pastor to guide us in new directions and uncharted, post-pandemic waters.

**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 Council assigned a team of five FLC members, including one Council member, the task of writing this MSP. The MSP Team met over about two months to update and revise the existing MSP from the call for the Lead Pastor position in 2021. Feedback was collected from the congregation at large via an online and/or paper survey and in-person conversations with church and community members. The Council reviewed and approved a draft of this MSP and it was then shared on FLC's website for review by the congregation at large. Final approval was given by the Council at a special meeting on September 6, 2022.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's **9/6/2022** 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.

**Megan Morrow**

NAME

**(402) 580-7222**

OFFICE PHONE

**Assistant to the Bishop**

TITLE

**megan@nebraskasynod.org**

E-MAIL



**Reference's Recommendation**

**Ruth Hultgren Henneman**

NAME

**ruthnelda@icloud.com**

E-MAIL

**(402) 620-5038**

DAY PHONE

EVENING PHONE

CELL

FAX