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).

MINISTRY SITE PROFILE
Christ the King Lutheran Church
Mankato, MN
Completed: 03/11/2020

Summary Description
Located in Mankato, MN, Christ the King Lutheran Church is a caring community committed to empower all people to know Christ and to make Christ known. We seek to call a Senior Pastor who will thrive in leading a team ministry, focus on innovative ways for the congregation to grow faith in and outside the walls of the church, and preach the Word of God in a way that will help us grow and apply God's teachings in our lives and community.

PART I: WHO WE ARE

Name and Location

CONGREGATION

Christ the King Lutheran Church

Mankato, MN, 56001

Southeastern Minnesota Synod (3I)

Medium city (50,000 - 249,999)

Contact Information

Ministry Site (preferred contact information)

222 Pfau Street

ctk@hickorytech.net

ctkmankato.org

Mankato, MN, 56001

US

(507) 345-5056

(507) 345-6115

E-MAIL

WEB SITE

PHONE

FAX

Chairperson of Congregation or Head of the Organization

Shannon SInning

109 Olympic Court

Mankato, MN, 56001

US

(507) 382-4555

(507) 382-4555

DAY PHONE

EVENING PHONE

CELL PHONE

FAX
Demographics

Language Spoken

<table>
<thead>
<tr>
<th>In the congregation/ organization</th>
<th>English</th>
</tr>
</thead>
<tbody>
<tr>
<td>In the surrounding community</td>
<td>English</td>
</tr>
</tbody>
</table>

Race/ Ethnicity (In the Congregation)

<table>
<thead>
<tr>
<th>Caucasian (90%)</th>
<th>African American/Black (5%)</th>
<th>Other (5%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>LARGEST</td>
<td>SECOND</td>
<td>THIRD</td>
</tr>
</tbody>
</table>

COMMENTS OR EXPLANATION

Race/ Ethnicity (Surrounding Community)

<table>
<thead>
<tr>
<th>Caucasian (85%)</th>
<th>African American/Black (5%)</th>
<th>Latino/Hispanic (5%)</th>
<th>Other (5%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>LARGEST</td>
<td>SECOND</td>
<td>THIRD</td>
<td>FOURTH</td>
</tr>
</tbody>
</table>

COMMENTS OR EXPLANATION

Gender comparison

<table>
<thead>
<tr>
<th>Gender comparison</th>
<th>Age distribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>48%</td>
<td>30%</td>
</tr>
<tr>
<td>52%</td>
<td>20%</td>
</tr>
<tr>
<td>MALE</td>
<td>19 YEARS OR YOUNGER</td>
</tr>
<tr>
<td>FEMALE</td>
<td>20 - 34</td>
</tr>
</tbody>
</table>

Number of Paid Staff

<table>
<thead>
<tr>
<th>number of paid staff</th>
<th>number of positions</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>CLERGY</td>
</tr>
<tr>
<td>1</td>
<td>LAY ROSTERED</td>
</tr>
<tr>
<td>3</td>
<td>OTHER LAY PROFESSIONALS</td>
</tr>
<tr>
<td>2</td>
<td>SECRETARIAL SUPPORT</td>
</tr>
<tr>
<td>2</td>
<td>CUSTODIAL SUPPORT</td>
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</table>

Congregational Information

<table>
<thead>
<tr>
<th>Congregational Information</th>
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</thead>
<tbody>
<tr>
<td>401 - 700</td>
</tr>
<tr>
<td>101+</td>
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</tbody>
</table>

Single site
### 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.

The Greater Mankato region includes Blue Earth and Nicollet counties (Mankato-North Mankato MSA), as well as several adjacent smaller communities. Greater Mankato’s accessible location makes it easy for people to travel to, whether it be for business or pleasure. Each day 250,000 people live, go to school, work in or visit Greater Mankato, and well over a million people reside within 60 miles of the market’s economic center.

Mankato is a haven for outdoor enthusiasts with abundant recreation activities and wellness events, including 50+ miles of paved bike trails, more than 60 parks and two large rivers and endless lakes to enjoy water activities. It’s also just the right combination of small town feel and thriving regional center. Mankato is a hub for arts, entertainment, shopping, and nightlife.

Mankato has an excellent public school system, that is ranked in the top 17% nationally, serving over 8,500 students K-12, as well as private/charter options and a state recognized community education and recreation program.

Mankato has a rather evenly split age demographic with the majority of the residents between the ages of 15-74. The largest age group is between 15-24 due to the 5 institutions of higher learning.

Mankato is predominantly a caucasian community (85%). The other ethnic demographics include; Black/African American (4.8%), Hispanic (4.1%), Other (5%).

Greater Mankato is a multifaceted geographic hub for Manufacturing (extensive supply chain with a particularly strong presence in Metal Manufacturing & Fabrication, Power Generation Manufacturing, Electronic Manufacturing Services, Renewable Energy, Printing and Warehouse Distribution), Agribusiness (much activity for agriculture related business, as well as producers who travel many miles to do business in Greater Mankato), Health Care (Mayo...
Programs

CTK is committed to mission outreach by creating a congregation-wide culture that promotes mission outreach internally, community-wide, and globally. We participate in Pridefest as well as strive to support LGBTQIA+ people. We work with many charities including VINE Faith in Action, Partners for Affordable Housing, Connections Emergency Homeless Shelter, Crossroads, Green Lake Bible Camp, Global Missions, Lutheran Social Services, The REACH for teens, Emergency Community Help Organization (ECHO) food shelf, Open Door Clinic, Feeding our Communities Partners/Backpack Food Program, Committee Against Domestic Abuse, Inc (CADA) House, Food for Friends, and Habitat Humanity among others.

Trends:

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

Youth: Christ the King has a history of being a congregation that welcomes, uplifts, and equips children, youth, and families. Our Deacon Billie Jo Wicks oversees faith-formation with a focus on these groups and our confirmation program, while our Director of Children’s Ministries Wendy Paulson provides direction for our preschool and elementary programming. Senior High youth education is structured to be a shared ministry by the Deacon and Associate Pastor Tim Bowman, with Deacon focusing on faith-formation activities such mission trips while Associate Pastor oversees the regular small-group ministry aspect. As is true in many churches, many of our families lose engagement after Affirmation of Baptism; this is an area that needs continued attention and growth. To increase long-term youth engagement, Christ the King has been focusing on building relationships with current confirmands, making some tweaks to our confirmation program, and providing dynamic engagement opportunities for students in grades 7-12. We continue to look for ways to work through this challenge.

Senior: With approximately 20% of Christ the King’s membership being 65 years of age or older, there are a number of members who are either home-bound or living in one of the many retirement or assisted living facilities in the immediate area. Pastor of Senior Ministry John Petersen oversees the Visitation Ministry Team, which serves through weekly hospital visits, devotional programs at area care facilities, in-home visits with Holy Communion, and other needs as they arise. Other aspects of this ministry include programming at the church and occasional bus trips to area attractions for active and mobile seniors in the congregation. The Pastor of Senior Ministry serves as a member of the pastoral staff and reports directly to the Senior Pastor of the congregation.

Music: Deliberate hiring choices were made to support the creation of CTK as a music destination church. In-service music is intentionally provided to meet the needs of both traditional services and contemporary services. Special services such as the Advent Recital Series of featured musicians, children’s services and musicals, hymnfest, cantatas and much more have created opportunities for the greater community to enjoy and worship at CTK. Streaming and taping of services are also in place to further provide access to CTK members and guests. Our most recent cantata can be viewed at: https://youtu.be/kIG8F2UgjRE

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.

Talent Recruitment/Retention: The Greater Mankato economy has a workforce shortage. A task force of 13 key business and community leaders developed a plan for our community to take coordinated actions that will not only fill normal job vacancies but also meet needs that are projected with future growth of our regional economy. In addition, Greater Mankato Growth (the chamber of commerce organization) has hired a Talent Resources Liaison who is fostering the change process and strategic planning needed to address these needs.

Diversity: Southern Minnesota is becoming increasingly diverse. Blue Earth County has gone from 8% to 11% people of color since 2009. Projections show the trend is expected to continue in the Mankato area and statewide by 2035. As the change is becoming more pronounced, the Greater Mankato Diversity Council is working to make sure our communities position themselves as inclusive and welcoming, as well as provide diversity education as a catalyst for social and economic success.

Downtown Core: Mankato is continually working to build connectivity and livability in its downtown district over the last several years, with much success! Currently, the 5th building that is 5 stories or taller is being built, and many businesses that were located in other areas of the community have moved back to the downtown area. These changes in the district have led to many new businesses moving into the area, leading to an influx in new retail shopping, arts, music, and community events.

Programs:

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

CTK is committed to mission outreach by creating a congregation-wide culture that promotes mission outreach internally, community-wide, and globally. We participate in Pridefest as well as strive to support LGBTQIA+ people. We work with many charities including VINE Faith in Action, Partners for Affordable Housing, Connections Emergency Homeless Shelter, Crossroads, Green Lake Bible Camp, Global Missions, Lutheran Social Services, The REACH for teens, Emergency Community Help Organization (ECHO) food shelf, Open Door Clinic, Feeding our Communities Partners/Backpack Food Program, Committee Against Domestic Abuse, Inc (CADA) House, Food for Friends, and Habitat Humanity among others.
We directly support our mission partner Karen L. Anderson in Chile. On Wednesdays, we provide a free weekly meal at CTK to the community and several times a year we serve dinner at the local Salvation Army and Campus Ministry. We provide a space for Weavers (cancer support group), Mankato Children's Chorus, Girls on the Run, American Red Cross, and many others. We also charter a Boy Scout group. Our youth participate in mission trips along with a Community Vacation Bible School. We also encourage outside participation in our semi-annual children's Musicals.

We also have several small groups that include Drama Team, Altar Guild, Hand-Bell Choir, Worship choir, Quilters, Library Committee, summer Softball Teams, Yarnworks and many more.

Goals:

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

Christ the King is due to complete a new strategic plan; that process was intentionally put on hold in order to engage the new senior pastor in the conversation and utilize their leadership. Through preparation for this call process, the congregation has indicated the following areas need consideration in an upcoming strategic plan:
- Caring for community youth (MyPlace, after school programs, preschool programs) and childcare (routine daycare, emergency daycare/drop-off services)
- Homelessness and poverty, food insecurity and hunger in our community
- Diversity and inclusivity (including exploring becoming a Reconciling in Christ congregation, providing to support to people of color, immigrants, and others who are marginalized)
- Engagement and human connection within the congregation (community, coffee shop, participation, interfaith connection)

Energy:

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

We are excited about growing discipleship and connecting members of our congregation, which is large and offers four worship services a week. Because of this, we often feel like four smaller congregations rather than one community. We are working on creating stronger volunteer engagement, growing our fellowship activities, and increasing attendance at special music services. We also invest resources in and are looking for ways to continue to connect members within their peer groups (youth, new parents, families, post-retirement, seniors, etc.)

Associate Pastor Timothy Bowman has been with us since the end of July 2019. Pastor Tim's call includes many expectations and responsibilities in addition to preaching and worship leadership. Chief among these are building connections between congregation members, working with our 5 Covenant Commissions (Executive commission, Justice & Peace commission, Proclaim commission, Servant commission, Word & Sacrament commission), and confirmation students' education. This is Pastor Tim's first call, so Christ the King is excited about his new perspectives, energy, and gifts.

The Justice and Peace Commission is energized and seeking to engage the congregation about issues related to social justice. The Commission is focused on: Being good stewards of God's creation by recycling, composting, and responsibly using the Earth's resources; extending human kindness and embracing diversity in all its forms; and ensuring we are attentive to and acting on the needs in our community. Christ the King is ready to have meaningful conversations about what acceptance and inclusiveness means to our congregation specifically regarding the ELCA as a sanctuary denomination; sexual & gender identity; and socioeconomic & racial discrimination.

Most of all, Christ the King welcomes all people to come, worship, and be a part of our faith community – as they are and as God made them.

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?

Christ the King provides financial support to our larger church and sends representatives to the annual synod assembly meetings. Our congregation is looking forward to our new pastor giving new guidance and leadership in engaging in the Southeast Synod's programs and priorities.
## Ministry Site Characteristics

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<tbody>
<tr>
<td>We tend to be formal and programmatic.</td>
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<tr>
<td>We have clearly defined goals and plans for our future.</td>
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<tr>
<td>We are racially and economically diverse.</td>
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<tr>
<td>We welcome ideas that are provoking and challenging.</td>
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<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>We rely on our leaders for direction.</td>
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<td>☐</td>
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<tr>
<td>We have learned how to use conflict constructively.</td>
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<td>☒</td>
<td>☐</td>
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<tr>
<td>Our facilities are often used by community groups.</td>
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<tr>
<td>We train people to minister outside our walls.</td>
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<tr>
<td>We focus on ideas and beliefs.</td>
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<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>We are obviously Lutheran in identify and practice.</td>
<td>☐</td>
<td>☒</td>
<td>☐</td>
<td>☐</td>
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<tr>
<td>We participate in synod and ELCA activities.</td>
<td>☐</td>
<td>☐</td>
<td>☒</td>
<td>☐</td>
</tr>
<tr>
<td>We focus on Biblical studies and doctrine.</td>
<td>☐</td>
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### OUR LEADERSHIP STYLE

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<tbody>
<tr>
<td>We prefer ideas that are tried and true.</td>
<td>☐</td>
<td>☒</td>
<td>☐</td>
</tr>
<tr>
<td>We rely on group decision-making.</td>
<td>☐</td>
<td>☐</td>
<td>☒</td>
</tr>
<tr>
<td>We tend to perceive conflict as something destructive.</td>
<td>☐</td>
<td>☒</td>
<td>☐</td>
</tr>
</tbody>
</table>

### OUR PROGRAMMING

<p>| | | | |</p>
<table>
<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td>Our facilities are only used for our activities.</td>
<td>☐</td>
<td>☐</td>
<td>☒</td>
</tr>
<tr>
<td>We train people to minister inside our walls.</td>
<td>☐</td>
<td>☒</td>
<td>☐</td>
</tr>
<tr>
<td>We focus on skills and action.</td>
<td>☐</td>
<td>☒</td>
<td>☐</td>
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</table>

### OUR THEOLOGICAL PERSPECTIVE

<p>| | | | |</p>
<table>
<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td>We are less obvious about our Lutheran heritage.</td>
<td>☐</td>
<td>☒</td>
<td>☐</td>
</tr>
<tr>
<td>We are not very active in the synod and ELCA.</td>
<td>☐</td>
<td>☒</td>
<td>☐</td>
</tr>
<tr>
<td>We focus on contemporary issues and topics.</td>
<td>☐</td>
<td>☒</td>
<td>☐</td>
</tr>
</tbody>
</table>
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?

CTK Mission Statement: Christ the King Lutheran Church is a caring community committed to empower all people to know Christ and to make Christ known.
To fulfill this mission, each of us is called:
- To live among God’s faithful people
- To hear the Word of God and share in the Lord’s Supper
- To proclaim the good news of God in Christ through word and deed
- To serve all people, following the example of Jesus, and
- To strive for God’s justice and peace in all the world

CTK Statement of Purpose: The church is a people created by God in Christ, empowered by the Holy Spirit, called and sent to bear witness to God’s creative, redeeming, and sanctifying activity in the world.

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?

STRENGTHS:
- From contemporary worship band to traditional choir and hand bells, our congregation enjoys and shares immense musical talent.
- Christ the King is a welcoming and inclusive environment for anyone to come worship and enjoy fellowship. In May, the stewardship committee will be conducting a “Consecrating Sunday” where all members will be asked “what is God asking me to do”.
- Facility: has recently benefited from updates to HVAC and other systems to reduce our environmental impact. It is also a building that is large enough and flexible enough to allow us to welcome many organizations within our community to use the space.

CHALLENGES:
- We’ve had a large turnover in staff in recent 2-3 years due to pastors taking new calls and lay staff transitioning away from CTK.
- The needs of our church and Christians nationwide are changing. We need to think “outside the box” and redefine what it means to “be church” for busy families and individuals in creative new ways.
- We need to closely examine our declining membership and worship attendance in a growing community. After many years of balancing our budget, we have had two years of deficits.

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?

Engage in meaningful conversations and action regarding what acceptance and inclusiveness means to our congregation specifically regarding the ELCA as a sanctuary denomination; sexual & gender identity; and socioeconomic & racial discrimination.

Further members’ spiritual growth and encourage our beliefs to be reflected in our daily lives as a means to spreading the Word.

Bridge the gap among members who attend different services through deeper engagement connections, attendance, and volunteerism demonstrating CTK’s shared purpose.

References

Synodical Bishop
Regina Hassanally Southeastern Minnesota Synod hassanally@semnsynod.org

3/12/2020 1:01:14 PM
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

Language Proficiencies

- English/Fluent
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.

- Administration
- Chaplaincy
- Communications/Media
- Counseling/Social Work
- Evangelism/Mission
- Innovation/Creativity
- Inter-personal Climate
- Ministry with Seniors
- Outdoor/Camping Ministry
- Pastoral Care and Visitation
- Recruit and Equip Leaders
- Social Ministry
- Strategic Mission Planning
- Youth and Family Ministry
- Building a Sense of Community
- Children’s Ministry
- Community Organizing
- Early Childhood Administration
- Financial Management
- Interim Ministry
- Ministry in Crisis
- Multicultural Ministry
- Parish Nurse/Health
- Preaching/Worship
- Self Care/Family Life
- Spiritual Formation/Direction
- Teaching

Gifts for Ministry

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

<table>
<thead>
<tr>
<th>Top Priority</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>Help people develop their spiritual life.</td>
</tr>
<tr>
<td>Yes</td>
<td>Help people understand and act upon issues of social justice. Yes</td>
</tr>
<tr>
<td>Yes</td>
<td>Provide care and nurture.</td>
</tr>
<tr>
<td>Yes</td>
<td>Be active in visitation of members and non-members.</td>
</tr>
<tr>
<td>Yes</td>
<td>Be effective in working with children.</td>
</tr>
<tr>
<td>Yes</td>
<td>Build a sense of community among the people with whom he/she works.</td>
</tr>
<tr>
<td>Yes</td>
<td>Help others develop their leadership abilities and skills for ministry. Yes</td>
</tr>
<tr>
<td>Yes</td>
<td>Be an effective administrator.</td>
</tr>
<tr>
<td>Yes</td>
<td>Be an effective communicator.</td>
</tr>
<tr>
<td>Yes</td>
<td>Be an effective teacher.</td>
</tr>
<tr>
<td>Yes</td>
<td>Encourage support of the Church’s wider mission.</td>
</tr>
<tr>
<td>Yes</td>
<td>Work regularly in the development of stewardship growth.</td>
</tr>
</tbody>
</table>
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 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.
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.

Yes

**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.** Build relationships with congregation, staff, and community.

**B.** Provide leadership to staff who have walked through a lot of organizational change and turnover in recent years.

**C.** Effective administration, including financial management, stewardship, and guide the formation of a strategic plan.

**D.** Think and act creatively about engaging our congregation and community in innovative ways.

**E.** Find ways and develop practices of positive self-care and family-care.

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.** Congregation members will be encouraged to wear name tags during the first 6 months when in the building for services or other activities and will be encouraged to introduce themselves to the new pastor. CTK will host a welcoming reception with the pastor’s installation as well.

**B.** CTK staff, council, and congregants will help the new pastor understand the history and changes to our church to give context in order to move into the future in a healthy way.

**C.** Associate Pastor, Deacon, elected council, staff, and personnel committee will provide support to help with the transition into the Administrative tasks.

**D.** Commissions and congregation are ready to have meaningful conversations about what the future of CTK and what we need to do to serve the changing needs of Christians.

**E.** Self-care will be encouraged and supported through conversations about what the new pastor and CTK staff need in order to stay healthy, then follow-through.

**Compensation**

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<tbody>
<tr>
<td>PARSONAGE</td>
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Synod Guidelines
MAXIMUM AMOUNT AVAILABLE FOR DEFINED COMPENSATION

**Benefits**

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<td>MEDICAL</td>
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<tr>
<td>VACATION WEEKS</td>
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<td>SABBATICAL POLICY</td>
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<tr>
<td>PARENTAL LEAVE POLICY</td>
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**Professional Expenses**

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<tr>
<td>AUTO / TRAVEL REIMBURSEMENT</td>
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<td>PROFESSIONAL EXPENSES ACCOUNT</td>
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<tr>
<td>FIRST CALL THEOLOGICAL EDUCATION</td>
<td>Yes</td>
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<tr>
<td>CONTINUING EDUCATION</td>
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**Comments:**

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

Salary will commensurate based on experience with benefits negotiable based on existing personnel policies.

**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 No
- 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.

Dear Senior Pastor Candidates,

Christ the King Lutheran Church is a congregation prepared to move forward with its mission of being a caring community to empower all people to know Christ and make Christ known.

The congregation at Christ the King, together with Associate Pastor Tim, Deacon Billie Jo, Pastor John, Pastor Emeritus Donohue Sarff and staff are eager to join with our new senior pastor to build on our congregational strengths. Associate Pastor Timothy Bowman has been with us since the end of July, 2019. Pastor Tim’s call includes many expectations and responsibilities in addition to preaching and worship leadership. Chief among these are building connections between CTK members, working with our 5 Covenant Commissions and education of our confirmation students. All of Pastor Tim’s expectations and responsibilities are to help our members to live out CTK’s mission statement.

We look forward to our new senior pastor’s leadership in guiding us in our new long-range strategic plan. We believe our church is in a position to take advantage of opportunities as they arise to grow our mission as well as purposefully and strategically develop areas of growth. We look forward to calling a new leader to join CTK’s team in these efforts.

Our congregational membership numbers are strong. We look to the leadership of our new senior pastor to reenergize the members to become more actively engaged in church and ministry efforts. We are looking forward to a strong preacher who will announce the good news of the gospel in such a way that when faced with the challenges and complexities of today’s world we can face them with confidence that comes from knowing a powerful and loving God.

We have identified several areas of focus for our new Senior Pastor. We seek to call someone who plays a dynamic leadership role in each of these specific areas of ministry.

- Administration/Business: financial management; all forms of stewardship
- Administration/Staff: cohesion; growth; engagement; continuity
- Preaching/Worship: strong theological base from the Lutheran perspective
- Health & Well-being of Congregation and Staff: being nurturing and caring
- Social Justice and Ecumenical Relationships

We are hopeful that our new senior pastor will be involved in and supportive of the existing ministries of music, education, seniors, youth & families.

Mankato/North Mankato, MN is a wonderful community. We are ranked 17th in the nation for “Small Cities for Business.” Mankato is home to five colleges/universities, with a strong economy, low unemployment, and a highly rated K-12 school district. For a great overview of what Mankato is like as a community, please check out moremankato.com.

You can learn more about our congregation as you consider your role in our call process. We invite you to view:

- CTK Website: http://www.ctkmankato.org/
  **View recent worship services on the website.**
- CTK on Facebook: http://www.facebook.com/CTKChurchMankato/
  **You can view recent worship services via the Facebook page, too.**
- CTK Newsletter: http://www.ctkmankato.org/publications

We look forward to meeting a candidate who is a good fit for our congregation’s mission and potential. We pray for all who participate in this call process in any way: you, as you review the MSP, all candidates, synod staff, our current lay and pastoral leaders, our members, and ourselves on the call committee.

Peace to you,
Christ the King Senior Pastor Call Committee, March 2020
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).

Our congregation elected a call committee of seven people plus two alternates who represent a wide sampling of our congregation (diverse in age, gender, preferred worship service, areas of church involvement, etc.) CTK held a meeting wherein congregation members were invited to participate in a survey and conversation regarding the needs and desires for our church and the new Senior Pastor. With this member input, the Call Committee worked collaboratively and diligently to represent our congregation as accurately as possible. With the Council’s approval and by vote, the elected Call Committee adopted this Ministry Site Profile.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization’s board:

3/5/2020

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.

<table>
<thead>
<tr>
<th>Pastor Matt Larson</th>
<th>Assistant to the Bishop</th>
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<tbody>
<tr>
<td>NAME</td>
<td>TITLE</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:mlarson@semnsynod.org">mlarson@semnsynod.org</a></td>
</tr>
<tr>
<td>OFFICE PHONE</td>
<td>E-MAIL</td>
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Reference’s Recommendation

<table>
<thead>
<tr>
<th>Pastor Trish Reedstrom</th>
<th><a href="mailto:PastorTrish@hickorytech.net">PastorTrish@hickorytech.net</a></th>
</tr>
</thead>
<tbody>
<tr>
<td>NAME</td>
<td>E-MAIL</td>
</tr>
<tr>
<td>(507) 387-5537</td>
<td>EVENING PHONE</td>
</tr>
<tr>
<td>DAY PHONE</td>
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