

## MINISTRY SITE PROFILE

# St Paul Lutheran & St Matthew Lutheran (1969)

Nevada & Butler, MO

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

The yoked congregations, St. Paul and St. Matthew in Nevada and Butler, Missouri, 33 miles apart, average 45 in combined attendance. Both are active as God's hands locally and have education programs. The pastor often assists St. Paul's independent pre-school. The pastor is required to preach at 8:30 and 11:00 on Sunday mornings and spend appropriate time at each church on visitation and community involvement.

## PART I: WHO WE ARE

### Name and Location

**MULTIPLE POINT PARISH**

**St Paul Lutheran & St Matthew Lutheran (1969)**

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

NAME

CONG ID

**Nevada & Butler, MO,**

**US**

CITY, STATE, ZIP

COUNTRY

**Central States Synod (4B)**

**Congregation - Multiple Point**

**1955**

SYNOD

TYPE OF MINISTRY SITE

YEAR ORGANIZED

**Small town (under 10,000)**

SIZE OF COMMUNITY

### Contact Information

**Ministry Site (preferred contact information)**

**15156 E Ponyhill Rd.**

**Nevada, MO, 64772**

**US**

ADDRESS LINE 1

ADDRESS LINE 2

CITY, STATE, ZIP

COUNTRY

**stpaulnevadamo@gmail.com**

**www.stpaulnevadam  
o.org (417) 667-7209**

E-MAIL

WEB SITE

PHONE

FAX

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

**Connie Anderson**

NAME

**505 S Prewitt Lane**

**Nevada, MO, 64772**

**US**

ADDRESS LINE 1

ADDRESS LINE 2

CITY, STATE, ZIP

COUNTRY



**(417) 549-0669**

DAY PHONE

**conniea1967@sbcglobal.net**

E-MAIL

**Chairperson of Call or Search Committee**

**Dyke Kiel**

NAME

**825 W Pitcher Street**

ADDRESS LINE 1

**(417) 448-7378**

DAY PHONE

**kieldb@hotmail.com**

E-MAIL

EVENING PHONE

**(417) 549-0669**

CELL PHONE

FAX

**Nevada, MO, 67772**

CITY, STATE, ZIP

**(417) 448-7378**

CELL PHONE

**US**

COUNTRY

FAX

## Demographics

### Language Spoken

In the congregation/ organization

**English**

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

In the surrounding community

**English**

**Spanish**

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

### Race/Ethnicity (In the Congregation)

**Caucasian (0%)**

**African American/Black  
(0%)**

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

**Above figures are for St. Paul Lutheran.**

**St. Matthew Lutheran is:**

**Largest: Caucasian, 100%**

**Gender comparison, Age Distribution and Distance Members Live from Church Facilities below reflect an average of both congregations.**

### Race/Ethnicity (Surrounding Community)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

**Above figures are for Nevada.**

**Butler is:**

**Largest: Caucasian, 94.5%**

**Second: African American/Black, 2.7%**

**Third: Hispanic, 2.3%**

**Gender comparison**

**Age distribution**

**44%**

**56%**

**15%**

**5%**

**15%**

**30%**

**35%**



MALE	FEMALE	19 YEARS OR YOUNGER	20 - 34	35 - 49	50 - 65	OVER 65
------	--------	---------------------	---------	---------	---------	---------

#### Number of Paid Staff

<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>
Ministers of Word and Sacrament (PASTORS)	Ministers of Word and Service (DEACONS)	OTHER LAY PROFESSIONALS	SECRETARIAL SUPPORT	CUSTODIAL SUPPORT	OTHER

#### Congregational Information

<b>1 - 50</b>	<b>0 - 25</b>	<b>Two-point parish</b>
---------------	---------------	-------------------------

AVE WEEKLY WORSHIP ATTENDANCE	AVE ATTENDANCE IN CHRISTIAN EDUCATION	PARISH TYPE
-------------------------------	---------------------------------------	-------------

#### Distance members live from church facilities:

<b>0%</b>	<b>10%</b>	<b>20%</b>	<b>60%</b>
-----------	------------	------------	------------

#### Community Type

1/2 MILE OR LESS	1/2 - 1 MILE	1 - 3 MILES	MORE THAN 3 MILES
------------------	--------------	-------------	-------------------

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

#### Budget of the Congregation/ Organization

**\$161,840**

TOTAL BUDGET FOR THE LAST FISCAL YEAR

**\$9,623**

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

**2020**

LAST FISCAL YEAR

**\$3,275**

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

**\$148,064**

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.

The two-point parish includes churches in Butler and Nevada, rural communities in Missouri. St. Paul Lutheran in Nevada is the seat of Vernon County (population 20,563). Crops and livestock farms are major employers, as are the schools (including a small women's college), a regional medical center, a pediatric behavioral health center, and a commercial graphics division of 3M. The county's economic development website touts Nevada as "Small Town Living, Big City Access" offering the safety, friendliness, and outdoor activities of a rural area within easy driving distance from shopping and entertainment amenities of larger cities (Joplin to the south and Kansas City to the north). Vernon County has 11 conservation areas throughout the county with spots designated for camping, hunting, fishing, bird watching, canoeing/floating, horseback riding, and hiking. Butler, with a population of 4219, is the county seat of Bates County. This area is rural and primarily agricultural. Butler enjoys a swimming/water park facility, 9-hole golf course, public tennis courts, walking trails and parks with barbecue shelters. Other special features include the Bates County Historical Society and Museum, Annual County Fair, Butler Public Library-Heinlein



Room & Genealogy Room, soccer complex/organized sports, a hospital with outpatient services and a city lake close by for fishing and picnics. Butler is only 60 miles south of the Kansas City Metro area. There is also a municipal airport just north of town. Butler's largest employers include the Bates County Memorial Hospital, Osage Valley Electric Cooperative, Walmart and Butler school district.

#### Trends:

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

- 1) **Loss of members:** The popularity of non-denominational churches in Nevada has attracted many members of St. Paul Lutheran (especially those with children). The congregation has lost active members to job relocation or retirement, and to unexpected deaths. The size of St. Matthew's congregation is small but stays consistent—when we lose people, we are blessed with new members.
- 2) **Interruptions in the work of the church:** Our pastor of 8 years left two weeks prior to COVID-19 restrictions shutting our doors for two months at St. Matthew and four months at St. Paul. St. Paul's building also experienced a flood that required more than \$250,000 in repair costs.
- 3) **Both congregations, although limited by budget, prioritize mission-focused activities within their respective communities.** These are detailed in the Programs section below.

#### 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) **The decline in the number of adults in the U.S. who identify with traditional Protestantism is affecting attendance/membership at traditional churches like St. Paul and St. Matthew Lutheran in their respective communities.**
- 2) **The COVID-19 pandemic impacted the way both churches reach out to one another as well as groups within the community. St. Paul Lutheran improved its online presence and has continued to record the pastor's weekly sermon for online viewers. Vital community outreach programs in both communities were stopped or modified, especially those that benefit the elderly and school-aged children.**
- 3) **The Carpenter's Cup is a fairly new Christian business in Butler that leads many community outreach programs that St. Matthew Lutheran helps support.**

#### Programs:

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

St. Paul's mission programs include providing and serving meals to patrons of the community soup kitchen/food pantry; helping the Osage Prairie YMCA with its weekly USDA food giveaway (once every two months), and providing a noon meal for programming at a local women's shelter. Our adult choir and Growing In Faith Together (GIFT) inter-generational meal and Bible study are also on pause due to COVID-19. Adult Sunday school meets before worship each Sunday during the school year. Online service is available on the church's Facebook page. A Christian preschool is available for children of members and non-members. A prayer breakfast occurs weekly (and met virtually during the height of the pandemic). Community fundraisers are held as needed to benefit member families during times of crisis. The church holds semiannual area-wide rummage sales to raise funds for programming. Thrivent members maximize matching funds to applicable St. Paul activities.

St. Matthew ministries include: Prom Dress Sale helping young ladies purchase and sale gently used dresses for prom or other dances, weddings, and events; Spaghetti Supper Fundraiser which funds our Foster Family Appreciation dinner; Community Fish Fry with service at Rec Lake; God's Work, Our Hands project at Kansas City's Gathering Table; Advent Supper filled with food and music for family, friends, and community; Bake sale and train ride fundraiser at the Huckster's Day Fall Festival; Provide monthly meal to children at the after school Butler Youth Center during school; Contribute to summer pool passes for community youth.

#### Goals:

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

Both St. Paul Lutheran and St. Matthew Lutheran want to continue ministries listed in Programs above, but are receptive to exploring fresh ideas to accomplish these ministries or discover better ways to serve our congregations and our communities with guidance from a new pastor. Each church realizes that setting goals and developing strategic plans will help provide direction and focus for their futures.



**Energy:**

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

**Being in our church settings is important to both congregations. We realized during the pandemic how we need to be able to meet with our brothers and sisters in Christ. St. Paul and St. Matthew look forward to continuing to share a pastor and finding ways we can grow the partnership for the benefit of both congregations and their respective communities.**

**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?

**Both congregations contribute a consistent percentage of their monthly offering collections to the Central States Synod. A member of St. Paul Lutheran was elected to the Churchwide Assembly in August 2022.**



## Ministry Site Characteristics

### AS A COMMUNITY

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

### OUR LEADERSHIP STYLE

We welcome ideas that are provoking and challenging.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We prefer ideas that are tried and true.
We rely on our leaders for direction.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	We rely on group decision-making.
We have learned how to use conflict constructively.	<input type="checkbox"/>	<input checked="" 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 type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Our facilities are only used for our activities.
We train people to minister outside our walls.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We train people to minister inside our walls.
We focus on ideas and beliefs.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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 type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We focus on contemporary issues and topics.



## Purpose, Giftedness and Mission

### **Purpose**

How does this congregation or organization understand its reason for being in the light of God's call to mission and service? Who are you? Why are you here?

St. Paul Lutheran is a growing community of faith called, committed, and sent to Make Christ Known at all times through words and actions throughout the world. St. Paul recognizes that our church is a place where God is worshipped, yet worship is not confined to those walls. Our Sunday service leans toward the traditional with use of settings and hymns from "Evangelical Lutheran Worship," weekly communion, and sermons based on the Gospel. As we receive the word of God, we share God's love and grace by serving our church family, the broader community and supporting the ELCA.

St. Matthew Lutheran is a liturgically traditional congregation, conservative in that we support protecting religious freedom, free speech, the sanctity of life and family. We are dedicated to walk alongside each other and accept where each person is and encourage them to where they are supposed to be in Christ.

### **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?

St. Paul's congregation is dedicated to one another and to serving the community. Having been blessed with a spacious and beautiful building, we welcome community activity. Our doors are open to all. Our congregation is firmly rooted in Christian beliefs. Our greatest asset is our love for God, which is used to express love for one another and service to our community. The active members of the congregation are willing to step up and lead in whatever area is needed. The shared commitment of Christ being the greatest message. Our challenge is trying to fulfill these expectations while dealing with a dwindling membership, an aging congregation and lack of children's programs to attract younger families.

St. Matthew's congregation is small but mighty and known as helpers in our community. Our prayer list is filled with requests for and from people in our community. It's through our connections in the community that we hear of needs and provide physical, financial, and/or spiritual support. Larger churches in Butler do not do the ministries we do. We take care of each other too. We love and care for each other as a family and, at times, squabble as a family, but that is a rare thing because we always come back to Love. Loving like Jesus loved us.

### **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?

The top three mission priorities of St. Paul Lutheran are 1) spreading the Christian message through Gospel-focused worship that inspires members and guests to lead Christ-like lives; 2) serving the congregation and our community by encouraging members to share their spiritual gifts within the church and throughout the community to the glory of God; and 3) being wise stewards of the resources God provides.

The top three mission priorities of St. Matthew Lutheran are 1) to love like Jesus loves us; 2) to grow in our walk with Christ; and 3) to build relationships that meet people where they are and encourage them where they need to be in Christ.

## References

### **Synod Bishop**

Rev. Susan Candea

Central States Synod

scandea@css-elca.org

NAME

SYNOD

E-MAIL

(913) 948-9701

(913) 290-9111



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

**Inside Congregation or organization**

<b>Mr. Duane Lentz</b>	<b>Member of St. Matthew; lay minister</b>	<b>lentsduane@gmail.com</b>
NAME	ORGANIZATION AND TITLE	E-MAIL
		<b>(816) 535-7481</b>

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

**Outside Congregation or organization**

<b>Mrs. Martha Deines</b>	<b>Friend of both churches (mother of Pr. Chris Deines)</b>	<b>deinesmartha@gmail.com</b>
NAME	ORGANIZATION AND TITLE	E-MAIL
		<b>(316) 214-4414</b>

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

**An ELCA rostered minister**

<b>Rev. Chris Deines</b>	<b>Pastor, Bethany Lutheran Church</b>	<b>christopherdeines@gmail.com</b>
NAME	ORGANIZATION AND TITLE	E-MAIL
<b>(785) 227-2167</b>		<b>(417) 321-4873</b>
		<b>(785) 227-2167</b>

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

**Anyone else who knows your setting well**

<b>Mrs. Nancy Mitchell, PMA</b>		<b>nancypma@gmail.com</b>
NAME	SYNOD	E-MAIL
		<b>(913) 219-6780</b>

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

**Solo Pastor**

POSITION TYPE:

**Master's Degree (seminary or graduate school)**

MINIMUM DEGREE REQUIRED:

**Either full or part time**

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 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 checked="" type="checkbox"/> Ecumenical Work       |
| <input checked="" type="checkbox"/> Evangelism/ Mission          | <input type="checkbox"/> Financial Management                       | <input type="checkbox"/> Global Service                   |
| <input type="checkbox"/> Innovation / Creativity                 | <input type="checkbox"/> Interim Ministry                           | <input type="checkbox"/> Interpret Theology               |
| <input type="checkbox"/> Inter-personal Climate                  | <input type="checkbox"/> Ministry in Crisis                         | <input type="checkbox"/> Ministry in Daily Life           |
| <input type="checkbox"/> Ministry with Seniors                   | <input type="checkbox"/> Multicultural Ministry                     | <input type="checkbox"/> Music / Worship / Arts           |
| <input type="checkbox"/> Outdoor/ Camping Ministry               | <input type="checkbox"/> Parish Nurse / Health                      | <input type="checkbox"/> Participant in the Larger Church |
| <input checked="" type="checkbox"/> Pastoral Care and Visitation | <input checked="" type="checkbox"/> Preaching / Worship             | <input type="checkbox"/> Public Policy / Advocacy         |
| <input type="checkbox"/> Recruit and Equip Leaders               | <input type="checkbox"/> Self Care / Family Life                    | <input type="checkbox"/> Small Group Ministry             |
| <input type="checkbox"/> Social Ministry                         | <input checked="" 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.	
	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.	Yes
	Be an effective administrator.	
Yes	Be an effective communicator.	
	Be an effective teacher.	
	Encourage support of the Church's wider mission.	
	Work regularly in the development of stewardship growth.	
	Be active in ecumenical relationships.	
	Be effective in working with youth.	



	Organize people for community action.	
	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.	<b>Yes</b>
	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.	<b>Yes</b>
	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. **At St. Paul Lutheran, the preaching/worship focus will be on leading worship and special services, such as Advent, Lent and ecumenical shared services as planned by the Worship and Music Committee.**

**At St. Matthew Lutheran, the focus will be to grow the pastor's preaching and spiritual guidance skills.**

- B. **At St. Paul Lutheran, Spiritual Formation/Direction: Work with congregation to establish religious education programs for adults and youth (G.I.F.T., Bible studies, Confirmation classes, Bible stories for children, etc.).**

**At St. Matthew Lutheran, the focus will be on developing Sunday school lesson plans based on weekly gospel/readings.**

- C. **At St. Paul Lutheran, the Pastoral Care and Visitation focus will be to become acquainted with congregation members and families by visiting them. Encourage inactive members to reconnect with the church.**

**At St. Matthew Lutheran, the focus will be to help develop outreach programs.**

- D. **At St. Paul Lutheran, the focus for building a sense of community: Become active in Ministerial Alliance (organization for church leaders in the community) and participate in joint activities, including Lent and Advent services. Learn about community programs.**

**At St. Matthew Lutheran, the focus is to be involved with the Butler Ministerial Alliance.**

- E. **At St. Paul Lutheran, the focus for evangelism/mission will be on assisting with existing service activities within the community and recommending new ways to serve as Christ's hands and feet to others.**

**At St. Matthew Lutheran, the focus will be to maintain standing with the community Moulton Trust Fund.**

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. **At St. Paul Lutheran, there is a leadership structure in place to help plan and implement the work of the church, including a very active Worship and Music Committee that is always available.**

**At St. Matthew Lutheran, we will work with the other churches to support activities coordinated by the Butler Ministerial Alliance.**



- B. At St. Paul Lutheran, the congregation contributes by providing meals and support for ecumenical services**

**At St. Matthew Lutheran, we will be there to ask questions, to listen, and respond to God's will.**

- C. At St. Paul Lutheran, the congregation will introduce new pastor to members and families and tell pastor about community events; introduce pastor to community members outside of the congregation**

**At St. Matthew Lutheran, we will commit to Sunday school meeting again after service.**

- D. At St. Paul Lutheran, members of the congregation are very hands-on with education programs and other activities once plans are made; church leadership structure supports the planning**

**At St. Matthew Lutheran, we don't expect our future pastor to do everything for us. We need leadership and inspiration to guide us where we need to be.**

- E. At St. Paul Lutheran, members could invite inactive members to attend service to meet a new pastor and plan social gatherings for introductions**

**At St. Matthew Lutheran, we will share past activities, what went well, what didn't, brainstorm potential activities, plan ahead.**

### **Compensation**

<b>No</b>	<b>Yes</b>
PARSONAGE	SOCIAL SECURITY TAX OFFSET
\$50,000 - \$55,000	
MAXIMUM AMOUNT AVAILABLE FOR DEFINED COMPENSATION	

### **Benefits**

<b>Yes</b>	<b>Yes</b>	<b>4 weeks</b>
PENSION	MEDICAL	VACATION WEEKS
<b>No</b>	<b>No</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.

### 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	No
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.

**The congregations of St. Paul (Nevada) and St. Matthew (Butler) are proud of where we have been and, more importantly, where we can go. We unite with each other and with the Lutheran church to live out our faith. We show our faith through acts of service in our church, our families and our community. We are looking for a pastor who will bring the two churches closer for the betterment of our congregations and our communities, and help us grow in our faith and dedication to Christ.**

## **PART V: COMPLETION OF PROFILE**

### **Discernment Process and Adoption**

Please describe the process used to gather information, formulate responses, and officially adopt this Ministry Site Profile. (Approximately 100 words maximum).

**Before the call process, St. Paul participated in an ELCA Congregational Project with 38 participants, a good starting point for our self-evaluation.**

**St. Paul had an informal congregational meeting to ask a number of questions of the congregation and to allow others to bring up questions for discussion.**

**Once the Transition Team was formed, two questionnaires and two Survey Monkeys were distributed.**

**The Call Committee distributed another questionnaire for additional information.**

**Both St. Matthews and St. Paul will share their Ministry Site Profiles with their respective church councils for approval and their congregations to inform them of the MSP content.**

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

**Rev. Dave Whetter**

**Bishop's Associate, Central States  
Synod**

NAME

TITLE



**(913) 948-9701**

OFFICE PHONE

**dwhetter@csselca.org**

E-MAIL

**Reference's Recommendation**

**Mrs. Nancy Mitchell, PMA**

NAME

**nancypma@gmail.com**

E-MAIL

DAY PHONE

EVENING PHONE

CELL

FAX