



Evangelical Lutheran Church in America

Congregational Mission Profile

Revisions from 5/6/2007 meeting

Date: 05/06/2007

Part I - CONGREGATION INFORMATION

1. Congregation

Congregation

ID Number: 11877

Congregation

Name: Atonement Lutheran Church

Address: 1980 Silver Lake Road

City: New Brighton

State: MN

Zip Code: 55112

Church Phone: (651) 633-2240

e-mail: LTCrossroads@juno.com

Fax Number: (651) 633-9604

Synod: St. Paul

2. Congregation Council Chairperson

Name: Bruce Jahnke

Address: 951 23rd Avenue Northwest

City: New Brighton

State: MN

Zip Code: 55112

Home Phone: (651) 633-5441

e-mail: Jankeb@comcast.net

Work Phone: N/A

e-mail: N/A

Preferred Contact Phone Number:

Home Work

Preferred Contact e-mail address:

Home Work

3. Call Committee Chairperson

Name: Co-Chairs: Scott Carlson & Bryan Kleen

Address: Scott's Address (1672 Sioux Boulevard) / Bryan's Address (2240 Erin Court)

City: New Brighton

State: MN

Zip Code: 55112

Scott's Phone: (651) 633-1512

e-mail: Scarlsons5@aol.com

Bryan's Phone: (651) 770-5100

e-mail: kleen5100@msn.com

Preferred Contact Phone Number: Home Work

Preferred Contact e-mail address: Home Work

Congregation Name:

4. List three events or developments that are important from the history of your congregation. Please indicate the dates. If you have a short, concise congregational history, please attach it.

(For example: significant anniversaries, building programs, merger, worship service added, ministries, musical groups and choirs formed, staff or pastoral positions added or revamped, lengthy pastorates, pastoral interns, intentional interims, restructuring of Congregational Council or board, mission development, house mission church, relationship with Lutheran agency or organization, organ purchase.)

A new sanctuary was added in 1992. A contemporary worship service was added in 1999. In 2001, the Church council reduced the number of members and a new kitchen was added. We revised the church mission in 2003. We consolidated two services (traditional & contemporary) into one single service each Sunday in 2006.

5. There are historical or internal issues in any congregation about which a candidate should be aware.

Please describe:

a. The length of time your three previous pastors served and their reasons for leaving.

*Rev. Lauren Vance

Length of Time: 5 years 5 months 12/6/81 – 5/87

Reason for Leaving: Wife took a job in Indianapolis, IN as a doctor part of an education grant agreement.

*Rev. Gary Johnson

Length of Time: 6 years 5/31/87 – 5/93

Reason for Leaving: Wanted a Sr. Pastor position in a bigger congregation. Was called to a Lutheran church in Newport, MN.

*Rev. Kisten Thompson

Length of Time: 10 years 10 months 4/10/94- 2/05

Reason for Leaving: Was looking to take a new path in pastoral career, had a different vision for the church than the congregation.

*Rev. Tim Thompson

Length of Time: 12 years 4 months 4/10/94 – 8/06

Reason for Leaving: Was looking to take a new path in pastoral career, had a different vision for the church than the congregation.

b. The most significant conflict in your congregation in the last 20 years and what the congregation has learned from that conflict.

The most significant conflict seems to involve the congregation not embracing the Pastor's vision for the church. For example, in 1999, there were issues amongst the congregation regarding traditional vs. contemporary worship services. When the new mission statement was developed in 2003, many members had difficulty coming to a compromise regarding how the church mission should be stated.

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6. Review the congregation's current ELCA Congregational Trend Report and Demographic Zip Code

Report. This report is available on the Internet at www.elca.org/re, or by calling the ELCA Department for Research and Evaluation at 1-800-638-3522, ext. 2990. Comment here on any surprises or especially significant trends. Please attach a copy of the report to this profile.

(Please attach the most up-to-date membership and attendance information available.)

The Congregation Trend Report is attached to the back of this report.

7. Congregation constitution was last updated:

January 2006

(Comment on reason for update.)

The Constitution & bylaws were made in May 2001 to change structure of Church Council and Committees. These changes reduced the number of Council members and empowered the committees to select their own chairs and programs. The Bylaws were updated in January 2006 to clarify the procedure for calling special Church Council Meetings.

8. Most members live within what distance of the church building?

a. Estimate, to the nearest whole number, the percentage of congregational members who live within the following distances of the church building:

1/2 mile from church: 25 % 1/2 - 1 mile from church: 16 %

1-3 miles from church: 31 % more than 3 miles from church: 28 %

b. Estimate, to the nearest whole number, the percentage of congregation members who use the following modes of transportation to come to church:

walk or take public transportation: 1 % drive personal vehicles: 99 %

Part II - MINISTRY PRACTICES AND STRUCTURE

9. Describe the congregation's present program and practices in worship (time, type, style, frequency of communion), education (adult, youth, confirmation), evangelism (calls and guests), and special ministry (CROP Walk, after-school tutors, etc.).

(Comment on how ministries are organized - by committees [ad hoc or standing], task forces or as special projects.)

Communion is celebrated every Sunday. We have consolidated our traditional and contemporary services into one service. Various groups exist that develop members of all ages including Sunday school, Confirmation for young adults, youth programs, Circle groups, and adult Bible studies.

10. Describe the service ministries of the congregation, its community involvement and ecumenical partnerships.

(For example: food pantry sponsor or contributor, build shelter for low-income residents in the community, house counseling office, addiction-related groups or other organizations.)

Atonement is involved in many things both inside and outside the community. A few examples include:

- *CEAP
- *Food Shelf
- *Meals on Wheels
- *Alexandra House
- *Faith Community Church (another church who uses Atonement's sanctuary)
- *State Hospital – Cakes for Anoka
- *Feed my Starving Children
- *Lutheran World Relief
- *Sharing & Caring Hands

11. Describe the congregation's present staffing. Please include volunteers responsible for parish printed communications, supervising education programs, building maintenance or other regular tasks.

(For paid staff: note whether part-time or full-time; whether members of the congregation; relationship to members, if any; and length of service.)

Paid Staff:

- Interim Pastor – Rebecca Thurman (70% Full-time)
- Office Manager – Nancy Jahnke (75% Full-time)
- Worship Director – Dwight Williams (Part-time)
- Accompanist – Diane Lightbody (Part-time)
- Treasurer – Royce King (Stipend)
- Cleaning Services – Cindy Skalicky

* A complete list of Atonement's Staffing including "Volunteer Staff" is attached to the back of this report.

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12. Construction date of church building:

1961

Date of last renovation:

2001

Is any building program projected?

Yes No

If yes, when?:

N/A

Please describe existing building issues which may need to be addressed and the current extent of handicapped accessibility. Also use this space to describe the condition of any church property, its insured value and any outstanding debt on it.

The first gathering of the Atonement Lutheran congregation occurred on September 10th, 1961. Atonement members met at Sunnyside Elementary School for the next few months, as construction was completed on a new building. We began meeting in the new building in December 1961, with a formal dedication in May of 1962. In 1973, corresponding with the opening of King's Kids Preschool and increasing membership, Atonement began work on a new Education addition. Growth continued over the next several years, and a long-range renovation project was launched in 1983. In 1988, the reception area was completed. In 1992, after meeting in what is now the Fellowship hall for thirty years, the present sanctuary was dedicated. We also began using new office and nursery spaces. Several years later, in 2001, Atonement expanded again, this time adding a choir room and kitchen. Currently no new construction is planned.

13. Briefly describe the congregation's stewardship practices. What process is used for determining annual income projections? What is your current commitment (percentage of offerings) to ministry beyond the congregation (synod, churchwide, other ministries)?

(For example: describe how stewardship is encouraged; pledge Sundays; how offerings are allocated.)

In order to project annual contributions, a stewardship drive is held each fall where all members are asked to pledge for the coming year. For those members that pledge, the pledged amounts are used. For those members that do not pledge, current year's giving is used as an estimate for next year. Also, unidentified "loose" offering for the current year is used as an estimate for next year. These amounts make up the projected contributions. In addition to contributions, receipts are estimated for facility sharing (amounts received for facility usage by non-members, etc.). Contributions to ministry beyond the congregation is planned at 5% of contributions for 2007, half of which, or 2.5% (equal to one half of the total 5% of contributions) is planned specifically for the Synod. In addition, there are contributions specifically designated by members for outside ministries (CEAP, for example). Members are encouraged to contribute primarily to the General Fund, which is used to fund the annual budgeted items. In addition, members can contribute to specific committees, functions or projects within the congregation or outside by so designating on their contribution envelopes. These designated funds are carefully accounted for to ensure they are used as intended. Quarterly contribution statements are sent out to members reflecting actual vs. pledged amounts. Also, year-to-date contributions compared to budget are published weekly in the bulletin.

14. Please attach a current spending plan for the congregation. Additionally, briefly describe savings, endowments, or investments and how these funds are to be used.

(Comment on how use of financial resources reflects the congregation's mission.)

A copy of the approved 2007 budget is attached to the back of this report. The current building fund savings is approximately \$34,000, to be used for capital improvements. The current Atonement Foundation Fund savings is approximately \$12,000. Earnings of this fund are to be used for things other than operating expenses, at the direction of the Foundation Committee. Memorial Funds of approximately \$4,000; some of which are for specific designated purposes, and some are undesignated and used as directed by Church Council.

15. Describe synod and churchwide activities in which members have participated.

(For example: synod or churchwide assemblies, synod or churchwide council, synod committees, global mission events, Women of the ELCA, stewardship or evangelism seminars, seminary events and youth gathering or youth leadership training.)

In regards to Stewardship, members of our church have completed LifeKeys, a seminar aimed at identifying personal gifts and how we can use those talents to both enrich the congregation and spread the Word of God outside the church walls. Atonement has made stewardship a primary focus. Balancing the budget has been a challenge, however, we have participated in Bible studies on the issue, and a few Atonians have issued matching incentives to increase giving and improve the overall financial picture. Relationships are central to the life of Atonement. As a group we recently began the Healthy Congregations seminars, in hopes of identifying our strengths as we move forward through this time of change. In 1999, Atonement began sharing the church space with Faith Community Church. This is a relationship that is evolving. We operate separately, but have come together in the recent past to host a Unity Conference. Occasionally, we come together for services. Atonement gives to the community and larger world in a variety of ways. We have many who volunteer with Feed My Starving Children, packaging meals for the less fortunate. We support the Community Emergency Assistance Project, Meals on Wheels, and many other organizations. One of the larger year-to-year projects we embrace is the making of quilts and layettes to be distributed by Lutheran World Relief.

16. How does this congregation, as an integral piece of the Evangelical Lutheran Church in America, see itself as a partner with the synod and the churchwide organization?

(For example, how has the congregation become involved in synod and churchwide activities and why? What does it mean to be a congregation of the Evangelical Lutheran Church in America? If there is no involvement, as best you are able, explain why that might be so.)

Atonement participates in the Synod Assembly through pastoral and member participation. In addition, we assist the synod through financial assistance. In return, the synod provides many things including guidance to locate a new pastor.

Part III - MISSION IN THE COMMUNITY

17. Describe the larger community in which the church building is located and list the sources of your information.

(For example: gender percentages, race, marital status, median age and income; types of employment; quality of education, cost and types of housing, tax rate and recreational activities.)

The Mayor of New Brighton, Steve Larson, provided the Atonement Call Committee with demographic information from the 2000 census. This information is attached to the back of this document.

18. Describe three distinct attributes of the community the congregation serves.

(For example: urban, suburban, small town or rural; growing, stable or declining economy; racially diverse or not; quality of education opportunities; single or two-income families; many single or elderly people.)

The communities that surround Atonement consist of stable, suburban neighborhoods. The schools provide children and young adults with a top-notch education. There are many senior and assisted living communities located throughout the community.

19. List four primary businesses or industries in the community.

(For example: note source of tax base and local economy, primary employers; note whether people commute to other locations for employment.)

Donatelle opened as a privately owned tool design and fabrication business in New Brighton in 1967. Over the past 40 years they have evolved into a custom plastic and machine manufacturer who molds and assembles products that are shipped all over the globe.

Dalco established in its headquarters in New Brighton in 1959. Since then they have become the largest distributor of janitorial products, supplies, and equipment in the upper Midwest.

Hypro's reputation for quality spray pumps began in 1947 in New Brighton. Nearly 60 years later, Hypro pumps remain in high demand throughout the world.

Trend Enterprises has been promoting education from New Brighton since 1968. Their developmental learning products can be found in schools (K-12!), hospitals, nursing homes, classrooms for English as a Second Language, and churches.

20. What trends in the community should be addressed by the congregation in the next five years?

(For example: impact of population shifts, domestic violence, day care, youth services or recreation, homelessness, new construction, inflated housing prices or decline of housing stock.)

The congregation should focus on addressing community needs such as providing more services for youth, helping a growing elderly population, and helping a growing ethnically diverse population.

21. What opportunities for ecumenical cooperation have you found in your community?

(For example: cooperative worship, youth events, food pantry, women's shelter or homeless shelter.)

With eleven other Christian churches in New Brighton—including another Lutheran church—Atonement has ample opportunity to partner with other like-minded organizations. There are also 5 elementary, 3 middle, and 2 senior high schools in the area who can always use volunteers. Atonement currently works with the local food shelf and pledges to the Community Emergency Assistance Program (CEAP). New Brighton has an active park board that organizes programs throughout the summer. The Mayor of New Brighton, Steve Larson, came and spoke with Atonement recently and was very happy to offer cooperation and support for any community events that we would like to plan. Several senior care centers, where Atonement can serve, are located just down the street from our church. Faith Community Church is a predominantly African Church that operates in the same building as Atonement. We work with a world hunger relief organization called "Feed My Starving Children" in Brooklyn Park. We send people to the Alexandra House to spend time with children who have been in abusive situations. We also have a very new industrial kitchen that is also being used by a Christian Caterer.

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Part IV - WHERE IS GOD LEADING US?

22. In the past five years, has the congregation conducted a process to review its ministry and goals?

Yes No **If yes, briefly outline the process used to develop these.**

(For example: Who led and participated? How was input sought? Were open meetings held and how many? Were decisions made by committees or a task force?)

From about 2001 to early 2004, Atonement's co-pastors and Church Council led the congregation in a vision discernment process. The Council used as its guide materials from Easum and Bandy. The components included articulating a mission, a vision statement, core values, and bedrock beliefs. The Council held at least two or three big group meetings during this period to gather congregational input. There were also other meetings and invitations for the congregation to participate in the process. Throughout the process, the Council endeavored to solicit input, but congregational response was limited in the last months. As a result, congregational buy-in was mixed. At the January, 2004 congregational meeting, the majority of voting members affirmed the vision statement. But there were at least a few members who never bought into the process or the end results.

23. What is the current vision or mission statement of the congregation?

(Comment on whether this mission statement accurately reflects the current understanding of the mission of the congregation or if it may need to be reevaluated.)

The mission is: Make disciples, grow disciples. The current vision statement is:

We will GO to people in need, not waiting for them to come. Delivering invitations to new life in Jesus. Delivering God's love, by sharing our blessings and using our gifts.

The congregation also has articulated values and bedrock beliefs. Based on a congregational survey this past winter, with about 30 respondents, people were evenly split as to whether the congregation should revisit the mission statement and core values. Those who said "Yes" did so on the grounds that it would be a good exercise to do again and others said they didn't think the current mission statement and core values reflected the will of the congregation. Those survey respondents who said "No" contended that the church has already spent enough time on this with some asserting the mission statement is really an updated way of talking about the Great Commission.

24. During the next one to three years, what are the top three mission priorities for the congregation which, if accomplished, hold the most promise for the continued development of your ministry?

(For example: outreach; service to the community; building program; adding staff or pastors; restructuring of committees or boards; stewardship or evangelism programs.)

1. Increasing Membership – bringing in new members to the congregation, specifically young adults who can carry on the tradition.
2. Managing Finances – maintaining the financial health of the congregation.
3. Congregational Unity – uniting members together, achieving compromise between traditional and contemporary forms of worship.

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25. What is your congregation excited about?

(For example: list events or activities that generate interest and participation.)

1. Supporting one another in times of need.
2. Utilizing the talents of each member of the congregation.
3. Maintaining a caring and friendly atmosphere to preserve the close-knit community within the church.

Part V - THE LEADER WE SEEK

26. Position title: Pastor of Atonement Lutheran Church

27. Please list the expectations for this position.

1. Preacher – someone who effectively communicates the word of the Lord.
2. Youth Teacher – a developer of faith through confirmation and children’s ministry.
3. Worship Leader – a person who prepares and coordinates the worship service.
4. Spiritual Discipline – someone who leads by living a spiritual life.
5. Mentor – a person who can recruit & equip leaders within the church.
6. Evangelist – someone capable of reaching out to everyone with the good news about Jesus.
7. Counselor – someone to direct persons in need.
8. Visitation – a person ready and willing to call on church members.
9. Sharing Leadership – someone who will support teamwork among church members.
10. Community Work – someone to show the congregation how to get more involved in the community and help those who are in need.

Based on prior surveys and conversations, the Atonement Congregation Leadership and the Call Committee see four items as being of primary importance for the next 1-2 years. These four items are located on the checklist, which can be found on the next two pages (Question #28).

1. Evangelism – Reaching out with the good news about Jesus.
2. Inter-personal Climate – Exhibit and inspire a spirit of community.
3. Planner – Engage in visioning, long-range planning, and goal setting.
4. Transformational Redevelopment – Understand / Embrace the need to change and reach out in a new community context.

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28. **Ministry Priorities and Skills.** Please rate the following based upon your priorities and the perceived necessary skills for the leader you seek: (5 is the highest)

Priority 1 - 5 (5 is high)	Skill 1 - 5 (5 is high)	Ministry Area	Description	Four areas of most essential need
5	5	Worship Leadership	Place high value on carefully planned and well-conducted worship services.	<input type="checkbox"/>
2	4	Social Ministry	Enable persons to become aware of community needs and participate in action and advocacy.	<input type="checkbox"/>
5	4	Children's Ministry	Teach and relate to preschool and elementary age children.	<input type="checkbox"/>
5	4	Ministry to Youth and Young Adults	Teach, work and relate well with high school youth and young adults.	<input type="checkbox"/>
5	4	Teaching Adults	Teach and lead adults in faith development.	<input type="checkbox"/>
4	3	Administration	Provide oversight of the organization and work of staff, committees, etc.	<input type="checkbox"/>
3	3	Community Work	Motivate persons to cooperate in community activities.	<input type="checkbox"/>
1	2	Ecumenical Work	Stimulate cooperation in local inter-church and inter-faith programs.	<input type="checkbox"/>
1	2	Stewardship	Inspire and motivate persons in developing and using individual and group resources in the service of the church.	<input type="checkbox"/>
4	4	Evangelism	Reach out with the Good News of Jesus the Christ.	<input checked="" type="checkbox"/>
4	3	Visitation	Support and nurture persons by visiting with them in settings other than church functions.	<input type="checkbox"/>
5	5	Preaching	Hear both law and gospel as it applies to the lives of people.	<input type="checkbox"/>
4	4	Ministering in Crisis	Support persons in the midst of crisis.	<input type="checkbox"/>
4	4	Counseling	Assist persons facing problems or decisions.	<input type="checkbox"/>
1	2	Participant in the Larger Church	Provide leadership to programs of the ELCA through the synod and church-wide organizations as well as other affiliated institutions.	<input type="checkbox"/>

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Priority 1 - 5 (5 is high)	Skill 1 - 5 (5 is high)	Ministry Area	Description	Four areas of most essential need
1	1	Financial Management	Work with accounts, figures and budgets.	<input type="checkbox"/>
3	4	Inter-personal Climate	Exhibit and inspire a spirit of community.	<input checked="" type="checkbox"/>
4	3	Recruit and Equip	Enlist, equip and motivate leaders to carry out the work of the congregation/organization.	<input type="checkbox"/>
5	5	Interpreter of Theology	Communicate a comprehensive understanding of the Bible and Christian theology from a Lutheran perspective.	<input type="checkbox"/>
1	3	Innovator	Envision and implement new approaches, activities and projects.	<input type="checkbox"/>
2	3	Utilizing Conflict	Analyze and utilize conflict situations to strengthen community life.	<input type="checkbox"/>
1	4	Planner	Engage in visioning, long-range planning, and goal setting.	<input checked="" type="checkbox"/>
3	3	Sharing Leadership	Work mutually with volunteers and colleagues in a staff situation.	<input type="checkbox"/>
4	4	Family Life / Self Care	Expect the pastor to, and allow time for, cultivating home and personal life.	<input type="checkbox"/>
4	4	Study Habits	Expect the pastor to, and allow time for, following a regular schedule of reading and studying.	<input type="checkbox"/>
4	4	Spiritual Discipline	Expect the pastor to, and allow time for, maintaining a disciplined life of prayer and personal devotion.	<input type="checkbox"/>
2	2	Small Groups	Plan, cultivate and support small group ministry.	<input type="checkbox"/>
5	4	Teaching Youth	Creatively teach the faith and inspire commitment.	<input type="checkbox"/>
1	4	Transformational Redevelopment	Understand and embrace the need to change and to reach out in a new community context.	<input checked="" type="checkbox"/>
4	2	Musical and Artistic	Enjoy and use music and the arts to enhance worship.	<input type="checkbox"/>

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29. Compensation and professional expense reimbursement.

Range of base salary: \$ [] - []

Range of base salary including housing allowance: \$ 35,000 - 50,000

In addition to base salary, we have been providing: (Check all that apply.)

Parsonage Housing Equity Allowance Social Security offset

Continuing Education of 14 days and synod recommended minimum allowance of: \$ Budget is \$500

Four weeks vacation, including four Sundays

Car allowance or Mileage allowance -(Per IRS guidelines, Budget \$650)

Health and pension through the ELCA Board of Pensions

Other: (Please explain briefly below.)

[]

Total compensation and professional expense package: \$ 45,000-72,000

Please comment on how these figures compare to your synod's compensation guidelines.

Prepared with consideration of Synod guidelines

References

Please list two people outside of the present membership whom a candidate might call for further insights and impressions of the congregation or ministry setting.

Relationship: Youth Leader Name: Erik Olson

Address: 5111 Angeline Ave North

City: Crystal State: MN Zip Code: 55429

Phone: (651) 399-6836 e-mail: edolson_74@yahoo.com

Relationship: Music Worship Leader Name: Cheryl Broostin

Address: []

City: [] State: [] Zip Code: []

Phone: (763) 219-8001 e-mail: []

Use this space if you need to include additional information.

Atonement Lutheran is a community-based congregation that embodies aspects both of Pastoral and Program sized churches. We have a history of both contemporary and traditional forms of worship and are, currently, celebrating with a blended service that works to utilize aspects of each.

Music is a vital part of our Sunday worship. There is gifted participation in both the worship team and senior choir. We are about to dedicate the new ELW hymnals and will incorporate those worship possibilities into our services. We celebrate Holy Communion every Sunday. A number of people from the nearby senior resident centers visit us weekly and are also visited by our communion ministers when they are unable to attend. There are a number of communion minister teams who bring communion to the shut-ins and those in hospital. There is a strong history of active lay assisting ministers, lectors, power point projector programmers, ushers, and communion servers.

Atonement's Council meets twice monthly, once to order the business of the congregation and once to concentrate on supporting each other in personal and congregational mission and vision. The Healthy Congregation Workshop series is being presented to improve communications in our Congregation. Weekly organizational meetings are regularly attended by four paid staff members and by two dynamically involved non-paid members.

There are strong community based concerns among our members. King's Kids Preschool is part of our building and congregation. It is one of the few pre-schools in the area that has continued to function and thrive over the years. Many attend and some have presided at the local Isaiah meetings. Groups have been formed to work at "Feed my Starving Children." The Confirmation students often help out at one of the local women's shelters and at Sharing and Caring Hands. Mounds View and New Brighton's involvement with Community Emergency Assistance Program originated, in part, from this congregation. There are a number of individual mission concerns, at home and overseas that have taken precedence over the St. Paul Area Synod's "Crossing Bridges," though support for that is growing. The annual Boutique is a craft event that is looked forward to by many in the community. A number of people have sought shelter at Atonement in their grief; Atonement has reached out by welcoming unchurched families to hold funerals and memorial services.

We share our sanctuary with a Nigerian Pentecostal congregation, Faith Community, and have held a couple of services together and enjoy meeting and greeting one another.

Lastly, Atonement is in need of a Pastor who is able to help the church plan for the future so that the congregation remains a vital part of the community and does not stagnate.