



# Evangelical Lutheran Church in America

## Congregational Mission Profile

Date: 03/28/2007

### Part I - CONGREGATION INFORMATION

#### 1. Congregation

Congregation ID Number: 03225

Congregation Name: Christus Victor Lutheran Church (CVLC)

Address: 7510 Palomino Drive

City: Apple Valley State: MN Zip Code: 55124-

Church Phone: (952) 454-6927 e-mail: cvlc@pro-ns.net

Fax Number: (952) 454-0300

Synod: 3 H Saint Paul Area

#### 2. Congregation Council Chairperson

Name: Ivan Fercho

Address: 16092 Huron Circle

City: Lakeville State: MN Zip Code: 55044-

Home Phone: (952) 432-9703 e-mail: fercho4@frontiernet.net

Work Phone: ( ) - e-mail:

Preferred Contact Phone Number:  Home  Work Preferred Contact e-mail address:  Home  Work

#### 3. Call Committee Chairperson

Name: Trudy Matthys ; Doug Klein Co-Chairs

Address: 17474 Gerdine Path

City: Lakeville State: MN Zip Code: 55044-

Home Phone: (952) 431-6128 e-mail: tmsmatthys@hotmail.com

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**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.)*

1. "Faith Trek", implemented in the Fall of 2000. This is a Christian Education curriculum for elementary aged children on Sunday mornings. It is a rotation model including art, computers, creative dramatics, videos etc.
2. Lengthy pastorate of Charles Tindell who served our congregation for 20 yrs.
3. "Spirit Bound" is an intergenerational ministry started 21 years ago. It is a musical drama group which travels for 10 days each summer sharing the gospel message with others in the USA.

**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.**

Mark Huggenvik 1993 – 98 Left with short notice, but on good terms, to another congregation.

William Sutlief 1986 – 94 Left a couple years after the membership drop of circa 1990, described below. Congregation members do not recall animosity, but think he may have felt that he didn't "fit" the congregation's personality.

Charles Tindell 1973 – 92 Left shortly after the membership drop of circa 1990. Congregation members do not recall any animosity, but think that his vision of the congregation being led by a single pastor was not in line with the congregation's desire to have a second pastor to support a more intense youth program.

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

There was a significant drop in membership in about 1990, as fallout from the evolving desire for a more intense youth program. Until the mid-1980's, the youth program was nearly non-existent. Many congregation members wanted to put more emphasis on youth, and Pastor Sutlief was hired in 1986. In 1988, the church built a significant addition to the building. This was mainly to add classroom space for a growing congregation. A significant number of families felt that their desire for a vibrant youth program were not going to be met, and they left the congregation. There was a corresponding large decline in offering income. The triple blows of increased staff payroll, increased mortgage, and large drop in offering caused financial stress. There was not enough increase in offering from the remaining members of the congregation, so one full-time staff member (non-pastoral) was laid off. Membership continued to decline.

Lessons learned from this experience: The congregation has been very sensitive about balancing staff increases with financial commitment.

3

Congregation Name:

Christus Victor Lutheran Church (CVLC)

6. Review the congregations'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.)

Both reports are attached. Note: in 1998 and 1999, there was a statistical correction made to the membership numbers: 619 member were removed from the membership roles. For many years previous to 1998 members were not removed from the roles when they moved or left the congregation; this was the correction. It should be noted that worship attendance actually grew during these years.

7. Congregation constitution was last updated: 2007

(Comment on reason for update.)

A new Adult Education and Discipleship committee was added to the bylaws.

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: 4 %

1/2 - 1 mile from church: 6 %

1 3 miles from church: 23 %

more than 3 miles from church: 67 %

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.)*

All ministries are led by various committees.

Worship- lead by the Music and Worship committee. Services are at 8:30AM and 11:00AM, with an education hour between services. We alternate styles of worship (traditional and contemporary) on weekly basis (odd/even).

Communion is every Sunday.

Education- Our Children and Family Ministries committee is in charge of the Sunday school program for 3 years old through 5th grade called Faith Trek, based on the Rotation Sunday School Model. Our kids rotate through a series of learning labs focusing on one Bible story for 5-6 weeks in a row. One week will be acting out the story in the Praise Him Playhouse, another through an art project in our newly renovated Art Room. There is a week in the Church Mouse computer lab, a movie in the CV Cinema, and a week in the Rabbi's kitchen. Each age group has a "Shepherd" who is with the kids each week throughout the year. They lead the children to the different stations each week, where the lead teachers and assistants teach the Bible lesson and lead the learning activities.

[continued on back]

**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.)*

We strongly support and are involved with CAC (the Community Action Council) and the EFAC (Emergency Funding Action Coalition), made up of 54 area churches, CAC, Salvation Army, DARTS, Dakota Woodlands, and the CAP agency to address the needs of our neighbors in poverty. We sponsor a bloodmobile 2 times per year. There are 4 AA (Alcoholics Anonymous) groups and an AL-Anon (Adult Children of Alcoholics) group who meet weekly at church. We participate with Feed My Starving Children multiple times during the year. CVLC partners with South Metro Victory Vineyard church putting together over 200 Thanksgiving food baskets for our neighbors in need. Over 40 BSF (Bible Study Fellowship) Facilitators meet at CVLC each week for their on-going training and support. The confirmation and senior high youth participate in a variety of service projects in our community throughout the year. Casa de Oracion, a Hispanic- United Pentecostal Church, meets and worships in our church. An African Methodist Episcopal Bible Study group has been meeting at CVLC for six months, with the aim of a new AME multi-racial mission start in Dakota County. As mentioned above we are partnering together on Thursday nights with a meal and ALPHA courses.

**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.)*

- Pastor Kent Claussen-Gubrud is our Senior Pastor. He works full time and he and his family are members at CVLC. He has been at CVLC for 8 ½ years.

- Pastor George Schwantes is our visitation pastor. He is on contract and works part time and he and his family are members at CVLC. He was our interim pastor prior to Pastor Kent coming and when he moved back to Minnesota later on, he joined CVLC. He has been employed at CVLC for 3 years.

- Corey Betchwars is our youth minister. He works full time, and he and his wife are members at CVLC. He has been here for 4 years.

- Deanna Luke is our church secretary. She works full time. She is not a member of CVLC. She has been at CVLC for 4 years.

- Dawn Youngner is our assistant church secretary. She works part time and she and her family are members. She has been employed with CVLC for 9.5 months. [Continued on back]

5

Congregation Name: **Christus Victor Lutheran Church (CVLC)**

12. Construction date of church building: 1970

Date of last renovation: 1998

Is any building program projected?  Yes  No

If yes, when?:

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.

There were 3 building projects. One in 1970 for the original building and 2 additions were added; One in 1978 and one in 1988. The sanctuary was recarpeted and eupholstered in 1997; The kitchen was expanded in 1998; Art room expansion 2005; music/storage room remodel 2006.

A building program is projected at a time in the future approx 5-10 years from now, once the staffing and education issues are resolved.

Existing building issues which may need to be addressed include bathroom handicap accessibility, door and window replacement in entry and courtyard areas, bathroom renovation in the sanctuary area bathrooms, and new lighting and carpet in the youth room.

Other than the issues listed above, the building is generally in good condition. The mortgage on the property is \$250,000 and the insured value is approx. \$1,000,000.00.

**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.)*

CVLC has an annual stewardship campaign in the fall, culminating in Consecration Sunday where the congregation formally makes their commitment to the pledges for the coming year. For the past two years, CVLC has conducted a 'Pony Express' to gather pledges, whereby members of the congregation will hand pledge materials to each other along routes that enable them to meet other members of the congregation in their neighborhoods. To encourage the members of the congregation to take steps toward the biblical goal of tithing, volunteers from the congregation share their reflections on their giving during 'Temple Talks' in the weeks leading up to Consecration Sunday. The budget for the upcoming year is determined by the church council, taking into consideration the requirements defined by the various committees in developing their budgets and the outcome of the stewardship campaign, as well as the projected results of other sources of income, such as loose offering, property rental and special events. CVLC supports ministries outside of the congregation in the form of its partnership with a sister congregation in Tanzania and benevolence to the local community. Typically, the congregation will dedicate 3% of its budget to these areas. Plus specially gifts and offerings. For the past several years, CVLC has also been building an endowment through various fund raising events.

**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.)*

The 2007 budget has been attached. It should be noted that Christus Victor has committed to tithing 10% of income to benevolence.

The Christus Victor Endowment Fund was established for an additional means for members and friends to give gifts outside of normal giving. The Endowment Fund is held by the Lutheran Community Foundation in Minneapolis, Minnesota. Distributions from the Endowment are controlled by a committee consisting of 4 members elected by the congregation and one member appointed by the church council; funds support special ministry opportunities at Christus Victor; no funds will be used for CVLC's normal operating expenses; a minimum of 25% annual grants will be designated outside the church.

**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.)*

CVLC is a member of the South Conference of the St. Paul Area Synod. Pr. Kent Claussen Gubrud is currently serving as the dean for the South Conference. He, and members of the congregation regularly attend synod and conference assemblies. CVLC is also participating in the Synod-wide Poverty Initiative: [mnwithoupoverty.org](http://mnwithoupoverty.org). The St. Paul Area Synod has a partner synod in Tanzania. CVLC has partnered with the Mlowa Parish of the Iringa Diocese. Through stewardship and the endowment, we provide financial support for education and construction projects at our partner congregation in Tanzania. CVLC has been partnered with the Mlowa Parish in Tanzania for seven years, helping them to build churches, train the evangelists and teachers, and sponsoring over 23 secondary school students. Three groups have gone to Tanzania as ambassadors, and a fourth is planned for September of 2007.

**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.)*

CVLC is involved with the synod via leadership and participation on synod-wide meetings and councils. We also participate in synod activities and initiatives as illustrated in the previous question. We have this involvement, because through the synod and the ELCA as whole we feel we can accomplish more than if we were operating exclusively and independently. We also feel to be a congregation of the ELCA, gives us an identity -- it is how we are Lutheran. We feel we are one congregation that is a part of a much larger church.

### 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.)*

Population in 2005 -49,000  
 Slightly more females than males  
 Median age: 34.5  
 Race: 91.8% white  
 88% own home-Median value of homes \$244,000  
 Employment: schools, retail, medical, financial, industrial, service, restaurants, airlines, auto dealers.  
 Education: 88% of HS students go on to post secondary.  
 2 community colleges, U of MN, University of St. Thomas  
 Recreation: MN. Zoo, championship golf course, aquatic center, 46 parks, hockey rinks, teen center, senior center, MOA

**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 community that CVLC serves comprises mature suburban neighborhoods. The local area grew steadily between 1980 and 2000, approximately doubling in size. The city of Apple Valley is expected to continue growing through 2020, growing from 46,000 people in 2000 to 70,000 in 2020. The majority of households are owner-occupied (87%), single-family homes. In recent years, though, there has been a marked increase in construction of multi-family housing, including apartment buildings. The local education opportunities are excellent, with an outstanding public school system. Post secondary options include local community colleges and technical schools. The main University of Minnesota campus is relatively close and can easily be reached on public transportation. The surrounding area has not historically been racially diverse, with well over 90% of the population being of white, European descent. As the community has matured, it is becoming more racially diverse.

**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.)*

1. Thompson West Information Publishing Group -Eagan
  2. Blue Cross Blue Shield & Fairview Ridges Hospital
  3. Northwest Airlines
  4. Fisher Sand & Aggregate
- 16% of Population live and work in the Apple Valley community  
Remainder commute outside the community to work

**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.)*

There are three key trends that will challenge the congregation in the next 5 years. First, the local community will continue to grow and become more racially diverse. Continuing to build the ministry of CVLC as the community evolves will require creativity and adaptation on the part of the congregation. CVLC has already taken some pioneering steps to reach out to these new groups within our community, such as the ecumenical Alpha program. Second, local housing prices have appreciated dramatically the past several years while at the same time most new construction in the area has been multi-unit apartments and townhomes. As a result, there is a considerably wider range of household incomes in the area than had historically been the case. Further, housing prices have leveled off recently, putting increased financial pressure on some households, with related issues of need. Finally, the average age of the local population is increasing and the number of people per household is declining. The congregation must connect to an older resident that will come from a wider array of family arrangements to continue its ministry.

**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.)*

Ecumenical cooperation: We have opened our church to two small congregations for their use as worship space, a Spanish-speaking congregation (Casa de Oracion) and the African Methodist Evangelical congregation. The three churches have teamed up to host the current Alpha classes.

We cooperate with another local Lutheran church with high school youth activities, and getting kids to a Lutheran summer camp in Wisconsin, Camp Wapo.

**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?)*

In 2002 - 2003, the Church Council led a review of the CVLC mission statement that included small reflection groups. There was also a clarification made to the mission statement based on a request from council in 2005. This clarification was approved by the congregation at the annual meeting in 2006.

In 2004, council and Pastor Kent initiated a series of small group discussions to review our vision.

In 2006, two groups of members participated in St Paul Synod program called "The Story of Jesus: The Power to Change Lives." A list of goals was developed from this 3 hour seminar as well as a list of Current Operating Models and Preferred Mental Models.

**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.)*

Vision statement - Transformation Through Faith in Jesus Christ

Mission statement - Serving Christ and Community with Faith, Love, and Open Arms.

Both of the above statements were recently reviewed by the church council and committees of the congregation. It was concluded that no changes were needed to the statements.

**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. Further develop Children and Family Ministry including intergenerational growth through Faith Stepping Stones.
2. Develop Adult Education and Discipleship
3. Maximize staff partnership with lay leadership.

**25. What is your congregation excited about?**

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

At CVLC, the music program is an important part of this church. We have a large group called Spirit Bound, which tours the nation with up-beat music and drama, and generates a lot of excitement in the congregation. We have two choirs that lead worship on alternating Sundays: Upward Call that provides spirited musical leadership in contemporary worship, and a Choir that provides special music for traditional worship services.

Over the past two years, CVLC has been implementing the 8 Faith Stepping Stones curriculum from Faith Inkubators. We are starting the preschool classes Spring of 2007 and post-confirmation classes fall of 2007.

The recent addition of Sunday Adult Education has been well attended and well received. Also, there is much interest in the multi-cultural/multi-lingual/multi-denominational Alpha program.

### Part V - THE LEADER WE SEEK

**26. Position title:** Associate Pastor

**27. Please list the expectations for this position.**

Position Title: Associate Pastor of Children and Family Ministries and Adult Education

**Position Summary:**

Employees of Christus Victor shall carry out the duties to which they are assigned in faithfulness to the mission and vision of the church with a sense of God's call, using their spiritual gifts relevant to ministry. Employees will demonstrate commitment to continued personal spiritual and educational growth.

The Associate Pastor, through the office of Word and Sacrament Ministry, will work primarily with the Children and Family Ministries Committee to provide leadership, support, coordination, and oversight of the educational ministries for children and their families from birth through 5th grade. They will also work with the Adult Education and Discipleship Committee, supporting, equipping, and working with them on the education and discipleship ministries of CV. The Associate Pastor will also support other committees and ministries as mutually determined in collaboration with the Senior Pastor.

**Universal Competencies/Expectations:**

1. Demonstrates commitment to Jesus Christ/Christian lifestyle.
2. Demonstrates commitment to parishioners and church volunteers.
3. Demonstrates commitment to fellow employees at Christus Victor.
4. Demonstrates commitment to ministries of Christus Victor.

[continued on attached]

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

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

Congregation Name: **Christus Victor Lutheran Church (CVLC)****29. Compensation and professional expense reimbursement.**Range of base salary: \$  - Range of base salary including housing allowance: \$  - 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: \$  Four weeks vacation, including four Sundays Car allowance      or       Mileage allowance Health and pension through the ELCA Board of Pensions Other: *(Please explain briefly below.)***Total compensation and professional expense package:** \$ 

Please comment on how these figures compare to your synod's compensation 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:  Name: Address: City:  State:  Zipcode: Phone:  e-mail: Relationship:  Name: Address: City:  State:  Zipcode: Phone:  e-mail:

**Use this space if you need to include additional information.**

Stephanie Lundquistss[#9 continued]

There is also mid-week program for 2nd-5th graders called, JIFY (Jesus Is For You), led by Nancy Erler and members of the S.W.A.T. Team. This ministry involves music, games, pizza, and Bible stories.

The Children and Family Ministry Committee and the Youth and Family Ministry Committee have begun implementing the Faith Stepping Stone ministry for parents and kids from birth through graduation from high school.

The 6-8th graders have a Sunday morning program that is led by two young adult volunteers and several high school kids from the S.W.A.T. (Servant With AttiTude) teams.

The confirmation program uses Faith Inkubator materials. They meet on Wednesday nights in small groups of 6-8 youth led by adult group guides and high school SWAT teams.

Senior High youth have learning opportunities on Wednesday nights and Sunday mornings, led by our Youth Minister, Corey Betchwars.

We also have an adult education ministry that includes forums between services on Sunday mornings and ALPHA, with other Bible study options, on Thursday nights. These ministries and programs are planned and organized by the newly formed Adult Education and Discipleship Committee

Evangelism- We have a Cookie for Visitors program where anyone who indicates that they are a visitor from the area on the friendship pads, will get a visit from the Welcoming and Outreach committee with a plate of freshly baked cookies. This committee also organizes "invite a friend" Sundays.

Special Ministry- CVLC has a partner parish in Tanzania, the Mlowa Parish, through the St. Paul Area Synod Begakwabega ministry. The senior high youth ministry sponsors annual mission trips around the country, mostly recently to the Gulf Coast. We have a Via De Cristo (Cursillo) community and support Teens Encounter Christ. We have a unique ecumenical partnership with Casa de Oracion, a Hispanic-Pentecostal church, and an AME (African Methodist Episcopal) Bible Study Ministry, on Thursday nights with a shared dinner and Bible study options, including a joint ALPHA course in English and Spanish.

[#11 Continued]

- Anne Nyquist is our Music director. She is independently contracted and works part time and is a long time member at Christus Victor. She has been employed at CVLC for 23 years.

- Cassi McMayer is our pianist for contemporary worship and our contemporary choir. She works part time and she has been employed at CVLC for 3.5 years. She is a member at CVLC and has been her entire life.

- Liz Schuur is our pianist/organist for traditional worship services and works part time. She and her husband are members and she has been employed at CVLC for 4 months.

- Julie McDonald is our accompanist for senior choir. She works part time and has been a member at CVLC for many years. She has been employed for 15 years.

- Nancy Erler is our choir director for 2-5th grade JIFY choir. She works part time and has been a member for many years. She has been employed for 17 years.

- Meghan Britt is our nursery attendant. She works part time and shares the position with another nursery attendant. She has been employed for 6 months. We will be hiring our other nursery attendant soon, as the position was just vacated.

- Brad Lund is our church custodian. He is independently contracted and works part time. He and his wife are members at Christus Victor and he has been employed for 7.5 years, but was also a member long before employment.

Volunteers:

- A group of 5 volunteers are in charge of writing and editing the monthly newsletter. There is also a group of volunteers that also assemble and prepare the newsletter for mailing each month.

- Jody McDermott-Baty is the wedding coordinator.

- Denise Holmquist is the funeral coordinator.

- Stacey Klein and Julie Colin co-chair the children and family ministries committee and supervise the education programs for Faith Trek, VBS and Faith Stepping Stones.

- Members of the property committee are in charge of the building maintenance.