

MINISTRY SITE PROFILE

Cross of Christ

Houston, MN

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).

Summary Description

Cross of Christ Lutheran Church is seeking an energetic pastor who can lead our congregation by overseeing the spiritual life of the church and congregation, working with lay leaders and providing visitations to the ill, elderly, families and prospective members. The pastor is assisted by an administrative assistant, part-time custodians, Christian education director, choir director, financial administrator and a fifteen-member council whose members each chair their individual cabinets or serve on the executive committee.

PART I: WHO WE ARE

Name and Location

CONGREGATION

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

Houston, MN, 55943

CITY, STATE, ZIP

Southeastern Minnesota Synod (3I)

SYNOD

Rural

SIZE OF COMMUNITY

Cross of Christ

NAME

US

COUNTRY

Congregation - Organized

TYPE OF MINISTRY SITE

11782

CONG ID

1855

YEAR ORGANIZED

Contact Information

Ministry Site (preferred contact information)

204 South Chase Street

ADDRESS LINE 1

cofc@acegroup.cc

E-MAIL

ADDRESS LINE 2

www.crossofchristhouston.org

WEB SITE

Houston, MN, 55943

CITY, STATE, ZIP

(507) 896-3102

PHONE

US

COUNTRY

FAX

Chairperson of Congregation or Head of the Organization

Larry Jerviss

NAME

PO Box 292

ADDRESS LINE 1

ADDRESS LINE 2

Houston, MN, 55943

CITY, STATE, ZIP

US

COUNTRY

(507) 459-5635

(507) 459-5635

(507) 459-5662



DAY PHONE	EVENING PHONE	CELL PHONE	FAX
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ljerviss@gmail.com

E-MAIL

Chairperson of Call or Search Committee

Janelle Lemke

NAME

1933 County 9

Houston, MN, 55943

US

ADDRESS LINE 1

ADDRESS LINE 2

CITY, STATE, ZIP

COUNTRY

(507) 896-3505

(507) 458-9679

(507) 450-3860

DAY PHONE

EVENING PHONE

CELL PHONE

FAX

jenlem50@gmail.com

E-MAIL

Demographics

Language Spoken

In the congregation/ organization

English

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

In the surrounding community

English

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

Race/Ethnicity (In the Congregation)

Caucasian (95%)

Asian/Pacific Islander (5% or less)

American Indian/Alaska Native (5% or less)

African American/Black (5% or less)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Caucasian was 97.48% in the last census.

The congregation includes a family that identifies as Asian / Pacific Islander even though that particular demographic does not have enough of a population to register in the community.

Race/Ethnicity (Surrounding Community)

Caucasian (95%)

Multi-racial (5% or less)

American Indian/Alaska Native (5% or less)

African American/Black (5% or less)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Gender comparison

50%

50%

Age distribution

25%

20%

15%

25%

20%

MALE

FEMALE

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

Number of Paid Staff

1

0

0

1

2

5



Ministers of Word
and Sacrament
(PASTORS)

Ministers of
Word and
Service
(DEACONS)

OTHER LAY PROFESSIONALS

SECRETARIAL SUPPORT

CUSTODIAL SUPPORT

OTHER

Congregational Information

151 - 250

51 - 75

Single site

AVE WEEKLY WORSHIP ATTENDANCE

AVE ATTENDANCE IN CHRISTIAN EDUCATION

PARISH TYPE

Distance members live from church facilities:

Community Type

5%
☒ Suburban
1/2 MILE OR LESS

15%
☐ 1/2 - 1 MILE

15%
☐ College or University
1 - 3 MILES

65%
☒ MORE THAN 3 MILES

☒ Farming

☐ Inner City

☒ Mining/logging

☐ Ranching

☐ Industrial

☒ Resort

☒ Retirement

Budget of the Congregation/ Organization

2021

\$249,310

TOTAL BUDGET FOR THE LAST FISCAL YEAR

\$13,246

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

LAST FISCAL YEAR

\$0

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

\$649,312

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.

Houston is a combination of modern conveniences coupled with the quaint feel of small-town America. Houston prides itself on its neighbor-helping-neighbor attitude and the quality education and a secure environment it provides to the children to grow and thrive. With golfing, camping, hunting, fishing, hiking, biking and birding as just a few of the activities which present themselves to visitors and citizens alike, Houston really is the Best of Bluff Country.

Demographically as of 2020, Houston has 959 residents, of whom 50 percent are male and 50 percent are female. The median age is 42, and the median household income is \$54,764. The age distribution is as follows: 26 percent of the population is under 20 years old, 22 percent of the population is 20-34, 13 percent of the population is 35-49, 24 percent of the population is 50-65, and 18 percent of the population is 65 or older.

Trends:

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

1. Due to the necessity during COVID-19, our congregation embraced streaming of services and electronic newsletters, which both continue even though we are now opened to in-person services again.
2. Our congregation is actively involved in community outreach by providing a Little Free Pantry and being the hub for "Meet Up and Eat Up," a summer free feeding program for Houston youth.
3. Our church is also made available to area organizations and the school for a place to meet especially since the



community's community center charges for this service.

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.

Houston is within easy driving distance to the cities of La Crosse, WI; Winona, MN; and Rochester, MN. Many residents commute to one of these cities for work. Houston has a housing development in which the lots are being sold and homes are being built. Area residents are served not only by Cross of Christ but also by four other churches. The city itself is geographically challenged by little room for industrial expansion that would support the tax base and the employment opportunities within the city. Another challenge for the community is the aging population; however, some forward-thinking community members have helped build the nursing home, assisted-living facility and senior-housing apartments that provide for the seniors within our community.

Programs:

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

Cross of Christ has a school-year and a summer schedule with traditional and contemporary services. Every first and third Sunday is a communion Sunday. . During the summer, the early service is held each Sunday at 8:30 AM in the Stone Church, the historic church two miles to the southeast of Houston. A 10:15 service is held in the Cross of Christ building in town and streamed as well. Fellowship time is held after the service at the Stone Church once a month. We also have an active WELCA, Senior Choir and Prayer Group. Yearly, we host a meatball supper and an Easter breakfast. Our Sunday School program and bell choir are both in a state of reorganization after COVID.

Goals:

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

Strategic Plan:

- 1. Enhance worship and music to increase attendance and grow membership.**
- 2. Create programs and environment to build genuine excitement for children, youth and families to increase attendance in activities and be more actively involved.**
- 3. Improve communication for the congregation to be aware of the actions of the church council, staff, cabinets and other committees.**

Energy:

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

Cross of Christ members are hopeful about our future and finding our new normal after COVID. We have discovered our ability to function well as a congregation and work together to create the community of believers that we profess to be in our mission statement.

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?

We are committed partners with the ELCA; the congregation has voiced a strong desire to stay affiliated with the ELCA and contribute to the missions of the organization. We faithfully attend Synod assemblies, Root River Conference meetings. We also send quilts, school kits and health kits to Lutheran World Relief.



Ministry Site Characteristics

AS A COMMUNITY

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

OUR LEADERSHIP STYLE

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



Purpose, Giftedness and Mission

Purpose

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

Cross of Christ's mission statement provides our purpose....."As a fellowship of believers, it is our mission to joyfully proclaim the gospel of Christ in word and deed; inviting people to worship together, nurturing them in the Christian faith, loving one another and serving a world in need."

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?

We see our top three assets to be:

- 1) Members: Our congregation is willing to do what is necessary for the church to grow and flourish. Cross of Christ is blessed to have multiple talents within our membership - people who are willing to share their talents. Several members are also leaders of the community.
- 2) Facilities: We have two beautiful buildings that are well maintained, cherished and shared with the greater community.
- 3) Location: Houston, MN is located in a picturesque rural setting with opportunity to enjoy nature and the environment while being 30 minutes from La Crosse, WI and less than one hour from Rochester, MN.

Obstacles to overcome in order to carry out our purpose include finding our path after the constraints of COVID and society's restraints on our members' time. Everyone is busy!

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?

Our top 3 mission priorities are:

- 1) Through effective communication and thoughtful programming, help all members of the congregation in the development of their spiritual lives;
- 2) Involve more members in the ministries of the church, such as sharing their talents during services and youth programming;
- 3) Be open to new ideas in order to re-energize current members and attract new members to join Cross of Christ and become part of our fellowship of believers.

References

Synod Bishop

Regina Hassanally	Southeastern Minnesota Synod	hassanally@semnsynod.org
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NAME	SYNOD	E-MAIL
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(507) 280-9457

DAY PHONE	EVENING PHONE	CELL	FAX
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Inside Congregation or organization

Ronald Evenson	Retired Dentist; long-time community member	raeronevenson@gmail.com
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NAME	ORGANIZATION AND TITLE	E-MAIL
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(507) 896-3863	(507) 896-3863	(507) 459-5808
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DAY PHONE	EVENING PHONE	CELL	FAX
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Outside Congregation or organization

Richard Bartz	Houston Elementary School Principal	richard.bartz@hps294.us
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NAME	ORGANIZATION AND TITLE	E-MAIL
(507) 896-5323	(507) 896-2435	(507) 272-4553
DAY PHONE	EVENING PHONE	CELL FAX
An ELCA rostered minister		
Jeff Forbes	Interim Pastor	revforbes@gmail.com
NAME	ORGANIZATION AND TITLE	E-MAIL
(507) 298-1378	(507) 298-1378	
DAY PHONE	EVENING PHONE	CELL FAX
Anyone else who knows your setting well		
Denise Rostad	Lifetime member	deniseinwis@gmail.com
NAME	SYNOD	E-MAIL
(608) 632-0804	(608) 632-0804	
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:

Full time call

FULL TIME/PART TIME:

Language Proficiencies

English/Fluent

PRIMARY LANGUAGE (PROFICIENCY)

SECOND LANGUAGE (PROFICIENCY)

THIRD LANGUAGE (PROFICIENCY)

Experience:

- ☒ 0-3 years
 ☒ 4-9 years
 ☒ 10 -15 years
 ☒ 16- 20 years
 ☒ 21 + years

Top Five Ministry Tasks

The five most critical tasks required in this position.

- | | | |
|-----------------------------------------------------------|-------------------------------------------------------------------|--------------------------------------------------------|
| <input type="checkbox"/> Administration | <input checked="" type="checkbox"/> Building a Sense of Community | <input type="checkbox"/> Campus / Young Adult Ministry |
| <input type="checkbox"/> Chaplaincy | <input type="checkbox"/> Children's Ministry | <input type="checkbox"/> Christian Education |
| <input checked="" type="checkbox"/> Communications/ Media | <input type="checkbox"/> Community Organizing | <input type="checkbox"/> Conflict Management |
| <input type="checkbox"/> Counseling/ Social Work | <input type="checkbox"/> Early Childhood Administration | <input type="checkbox"/> Ecumenical Work |



- | | | |
|------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------|
| <input type="checkbox"/> Evangelism/ Mission | <input type="checkbox"/> Financial Management | <input type="checkbox"/> Global Service |
| <input type="checkbox"/> Innovation / Creativity | <input type="checkbox"/> Interim Ministry | <input type="checkbox"/> Interpret Theology |
| <input type="checkbox"/> Inter-personal Climate | <input type="checkbox"/> Ministry in Crisis | <input 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 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 checked="" type="checkbox"/> Youth and Family Ministry | | |

Gifts for Ministry

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

Top Priority		Very Helpful
Yes	Help people develop their spiritual life.	
	Help people understand and act upon issues of social justice.	
	Provide care and nurture.	
	Be active in visitation of members and non-members.	Yes
	Be effective in working with children.	Yes
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.	
Yes	Be effective in working with youth.	
	Organize people for community action.	
	Be skilled in planning and leading programs.	Yes
	Have a strong commitment and loyalty to the ELCA.	
	Understand and interpret the mission of the Church from a global perspective.	
	Deal effectively with conflict.	
	Bring joy and good humor to relationships.	
Yes	Be able to share leadership and work in a team.	
	Be creative and innovative about his or her tasks.	Yes
	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. **The pastor will immerse himself/herself in our congregation and community, developing a relationship with both and absorbing all that both have to offer by sharing his/her personal gifts and talents .**
- B. **The pastor will re-ignite and refresh the spiritual life of this congregation, especially with those who have become inactive after COVID and with prospective new members.**
- C. **The pastor will feed our hunger for God's word and inspire in us a reverence for the Holy Spirit and a desire to share it with everyone we meet.**
- D. **The pastor will engage our youth and adolescent members and help us to plant the seeds of faith in our youth and young families.**
- E. **The pastor will use his/her exemplary communication skills to develop leadership and teamwork within the congregation in order to elicit more shared involvement in the church's outreach and mission.**

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. **Cross of Christ will assist the pastor in meeting all members of the congregation.**
- B. **We will provide our new pastor with an orientation to existing church programs - especially those in which the pastor is involved (i.e. Cross of Christ Congregation Council and Executive Committee, worship service and Bible study at the local nursing home and assisted living facility, Cross of Christ's weekly prayer group, confirmation classes, fifth grade first communion classes, adult Christian education, Sunday school, vacation Bible school).**
- C. **We will assist, invite and encourage the pastor in becoming integrated into our Houston community (i.e. The American Legion (if a Vet), Lion's Club, Chamber of Commerce, Houston Public Schools, Houston Public Library, Houston Nature Center, International Owl Center and more).**
- D. **We will provide leadership support to the pastor in the operations of the church as necessary through involvement by the Executive Committee, Church Council and Cabinets.**
- E. **We will encourage and maintain an open dialogue between the pastor and the Church Council's Personnel Cabinet, which is currently functioning as the Site Ministry Team.**

Compensation

No	Yes
PARSONAGE	SOCIAL SECURITY TAX OFFSET
Synod Guidelines	
MAXIMUM AMOUNT AVAILABLE FOR DEFINED COMPENSATION	

Benefits

Yes	Yes	4 weeks
PENSION	MEDICAL	VACATION WEEKS
No	No	
SABBATICAL POLICY	PARENTAL LEAVE POLICY	



Yes

ARE BACKGROUND CHECKS REQUIRED

Professional Expenses

Yes

AUTO / TRAVEL REIMBURSEMENT

Yes

PROFESSIONAL EXPENSES ACCOUNT

No

FIRST CALL THEOLOGICAL EDUCATION

Yes

CONTINUING EDUCATION

Comments:

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

Cross of Christ does not currently have a sabbatical policy in place, but we have granted sabbaticals to our pastor in the past.

Social Security offset is negotiable.

Cross of Christ does not currently have a parental leave policy in place, but we would follow Minnesota Parental Leave statutes if so requested.

Cross of Christ would be willing to negotiate the FCTE if a First Call rostered minister is called.

Other Supporting Resources

Are you able to supply the following items, if requested?

Mission and Vision statement of the congregation or organization

Yes

Printed history of the congregation or organization

Yes

Strategic Plan: Goals and Objectives

No

Budget

Yes

Annual Report

Yes

Position description: Duties and Responsibilities

Yes

Communications Piece (publicity, newsletter, etc.)

Yes



PART IV: COMMENTARY

You are encouraged to offer information or commentary that will help the reader appreciate the vision, opportunities, challenges and nature of your ministry site. Use this opportunity to creatively promote and commend your ministry possibilities.

Cross of Christ Lutheran Church has been a cornerstone of our community dating back to 1855 when the Houston Lutheran Church was organized. Over a century and a half later, life has significantly changed but the spiritual life that our ancestors proclaimed still exists and continues to flourish. We believe, as they did, that a strong faith is essential to a fulfilling life and we strive daily to follow our convictions,

We are blessed with beautiful houses of worship and a spiritually gifted congregation. While the current vacancy was unexpected, we are thankful for an interim pastor who has been instrumental in maintaining our church values, focus and programs. We continue to be innovative as was required to navigate the struggles caused by COVID and a change in leadership. We realize more and more how important it is for us to fill the pastoral position with a pastor who can embrace our traditions and help us meet the future.

According to congregational input and survey responses, communication and the ability to communicate in a variety of ways with all age groups was a top concern. Our desire is to call a pastor who can use multiple modes of communication to reach out to the members of our congregation and the greater community. This skill is vital to minister to the multiple age groups we have within the congregation. We must strive to meet all needs in our congregation and community following Cross of Christ's mission of proclaiming the gospel of Christ, inviting people to worship together, nurturing the Christian faith, loving one another, and serving a world in need.

We are excited about what the future holds for us and we pray for God's guidance as we continue this process.

PART V: COMPLETION OF PROFILE

Discernment Process and Adoption

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

The Cross of Christ Church Council met and selected a diverse group of members to form our Transition Team. Survey questions were distributed after three separate church services and made available in the weekly newsletter and on the website. The results of the surveys were tabulated by the Transition Team and used as a resource for completion of the Ministry Site Profile. The completed profile was approved by the Congregation Council, presented to the congregation, and submitted to the SE MN Synod Office for approval by the bishop.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's board: **7/19/2022**

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. Barb Streed

NAME

(507) 280-9457

OFFICE PHONE

Assistant to the Bishop

TITLE

streed@semnsynod.org

E-MAIL



Reference's Recommendation

Pastor Jeff Forbes

revforbes@gmail.com

NAME

E-MAIL

(507) 895-3102

(507) 298-1378

DAY PHONE

EVENING PHONE

(507) 298-1378

CELL

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