

MINISTRY SITE PROFILE

Shepherd of the Mountains Lutheran Church

Estes Park, CO

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

SMLC is a vibrant congregation of people living their dream in a tourist destination next to Rocky Mountain National Park. We reach out in a warm and friendly manner. We seek a pastor to take us creatively into the future with a sense of humor and the leadership to discern and act on our mission, a leader who enjoys teaching, presents new ideas and helps us fill our church with the love of Christ through an enthusiastic body of Christians.

PART I: WHO WE ARE

Name and Location

CONGREGATION

Shepherd of the Mountains Lutheran Church

30265

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

NAME

CONG ID

Estes Park, CO, 80517

US

CITY, STATE, ZIP

COUNTRY

Rocky Mountain Synod (2E)

Congregation - Organized

1997

SYNOD

TYPE OF MINISTRY SITE

YEAR ORGANIZED

Small town (under 10,000)

SIZE OF COMMUNITY

Contact Information

Ministry Site (preferred contact information)

200 PTARMIGAN TRAIL

ESTES PARK, CO, 80517

US

ADDRESS LINE 1

ADDRESS LINE 2

CITY, STATE, ZIP

COUNTRY

Secretary@SMLCestes.org

<https://smlcestes.org/>

(970) 586-3900

E-MAIL

WEB SITE

PHONE

FAX

Chairperson of Congregation or Head of the Organization

Carolyn Jarmin

NAME

200 Whitehouse Dr

Lyons CO, CO, 80540

US

ADDRESS LINE 1

ADDRESS LINE 2

CITY, STATE, ZIP

COUNTRY

(303) 747-2154

(303) 506-5777



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

cnjarmin@aol.com

E-MAIL

Chairperson of Call or Search Committee
Gregg Burch & Jean Anderson

NAME

| | | |
|---------------------|------------------------|-----------|
| P.O. Box 272 | Ward, CO, 80481 | US |
|---------------------|------------------------|-----------|

| | | | |
|----------------|----------------|------------------|---------|
| ADDRESS LINE 1 | ADDRESS LINE 2 | CITY, STATE, ZIP | COUNTRY |
|----------------|----------------|------------------|---------|

(678) 595-2253

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

Greggburch@gmail.com

E-MAIL

Demographics

Language Spoken

In the congregation/ organization

English

| | | |
|------------------|-----------------|----------------|
| PRIMARY LANGUAGE | SECOND LANGUAGE | THIRD LANGUAGE |
|------------------|-----------------|----------------|

In the surrounding community

English

Spanish

| | | |
|------------------|-----------------|----------------|
| PRIMARY LANGUAGE | SECOND LANGUAGE | THIRD LANGUAGE |
|------------------|-----------------|----------------|

Race/Ethnicity (In the Congregation)

| | |
|------------------------|-------------------------------------|
| Caucasian (95%) | Latino/Hispanic (5% or less) |
|------------------------|-------------------------------------|

| | | | |
|---------|--------|-------|--------|
| LARGEST | SECOND | THIRD | FOURTH |
|---------|--------|-------|--------|

COMMENTS OR EXPLANATION

Race/Ethnicity (Surrounding Community)

| | |
|------------------------|------------------------------|
| Caucasian (85%) | Latino/Hispanic (15%) |
|------------------------|------------------------------|

| | | | |
|---------|--------|-------|--------|
| LARGEST | SECOND | THIRD | FOURTH |
|---------|--------|-------|--------|

COMMENTS OR EXPLANATION

Gender comparison

Age distribution

| | | | | | | |
|------------|------------|---------------------|-----------|-----------|------------|------------|
| 44% | 56% | 0% | 5% | 5% | 15% | 75% |
| MALE | FEMALE | 19 YEARS OR YOUNGER | 20 - 34 | 35 - 49 | 50 - 65 | OVER 65 |

Number of Paid Staff

| | | | | | |
|---|---|-------------------------|---------------------|-------------------|----------|
| 1 | 0 | 0 | 1 | 1 | 3 |
| Ministers of Word and Sacrament (PASTORS) | Ministers of Word and Service (DEACONS) | OTHER LAY PROFESSIONALS | SECRETARIAL SUPPORT | CUSTODIAL SUPPORT | OTHER |



Congregational Information

51 - 150

0 - 25

Single site

AVE WEEKLY WORSHIP ATTENDANCE

AVE ATTENDANCE IN CHRISTIAN EDUCATION

PARISH TYPE

Distance members live from church facilities:

15%

5%

5%

75%

Community Type

1/2 MILE OR LESS

1/2 - 1 MILE

1 - 3 MILES

MORE THAN 3 MILES

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

Budget of the Congregation/ Organization

2023

\$297,175

TOTAL BUDGET FOR THE LAST FISCAL YEAR

\$23,616

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

\$180,769

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.

Estes Park is a beautiful community with a colorful history, located at an altitude of 7,522 feet above sea level at the east entrance to Rocky Mountain National Park (RMNP.) RMNP offers opportunities for residents and visitors to enjoy wildlife viewing, hiking, camping, exploring, and in the summer, traveling to Grand Lake on the west side of the park.

Estes Park is a wonderful place to live and work, with great shopping opportunities, popular restaurants, elementary through high school, and medical facilities. The 2020 census states a population of 5,904 for the Town of Estes Park. That population grows with the tourist season each year. The Estes Valley School District covers an area of 488 square miles. Population of the district is listed as 12,588 with a median age of 56.2 years and a median income of \$92,914 compared with a per capita income of \$57,201.

In 2023 the National Park Service recorded approximately 4.1 million visitors to the park with the vast majority entering through the east entrances. Estes Park is not only a resort town, but also a popular retirement destination. The combination, including local families, provides for an eclectic community with diverse interests.

Shepherd of the Mountains Lutheran Church (SMLC) is one of many churches representing several denominations within the community. SMLC prides itself in being a welcoming, open congregation where visitors are always welcome and the congregation is engaged in making SMLC the best it can be.

Trends:

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



The number of members attending worship on a Sunday morning has decreased. There are many reasons. The pandemic was certainly a factor. Other factors include the deaths of long-time, faithful and founding members; the relocation of older individuals to "the valley" to be closer to large medical centers; and folks moving to locations closer to family. We have had some difficulty in attracting new members. The status quo is unsustainable. We have been slowly losing members for most of a decade. To move beyond survival, we need a new vision for the future.

Community Corner Cafe (CCC) was a successful twelve year community outreach. Our congregation, with the help of many service organizations, provided free meals on Friday nights from October to April. CCC was recently discontinued due to rising costs of food, a lessening of support from community organizations to help cook and serve, and fewer congregational members able to take on the daunting task of providing over 200 meals each Friday.

SMLC has been a committee-driven church since its inception. This structure adapts to current needs, with some ministry committees more active and some less so.

Our Worship and Music are evolving to utilize more piano while honoring our liturgical traditions.

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.

Along with communities across the country, we were challenged by the Covid pandemic beginning in March 2020. Like elsewhere, in-person worship was shut down for a time and limited to ZOOM. Later on, social distancing and fear of infection, especially among older church members, led to a decline in attendance which hasn't totally recovered. At the same time, SMLC was challenged to become more technologically savvy, providing more and better online options and improving our website. Once the pandemic eased, these changes remained and continue to both challenge and benefit SMLC.

The overall high cost of living here is an ongoing concern. The lack of affordable workforce housing is noted throughout this area. Local businesses have difficulty finding employees, and those who accept jobs here may leave too soon for other, lower-cost communities.

Estes Park's economy is also affected by being a popular tourist destination. Since we aren't a skiing community, there is a limited population and tourism in winter. During the summer, visitors come from across the country and the world, attracted to nearby Rocky Mountain National Park and the popularity of hiking, fishing, camping, and wildlife.

Additionally, there is a large part-year population of those owning second homes in Estes Valley. So, the population varies by season in a way other communities may not experience. This variation impacts church attendance, since summer brings an influx of visitors to our congregation, and in winter, with the lower population and winter driving conditions, church attendance decreases.

Programs:

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

Existing Programs- The following are ministry projects that are strongly supported financially and by numerous Church volunteers.

Worship every Sunday and mid-week during Lent, offered in person and on zoom. Fellowship and Book Studies/Bible Studies follow worship on a regular basis.

Sacred Space: An ecumenical gathering drawing people from a number of faith perspectives to do Lectio Divina and dialog with a poem each week every Wednesday morning on zoom. Zoom has allowed people from other places to join us.

Meditation Hike at Lily Lake: For years, we gathered to walk around Lily Lake and listen to contemplative readings. We are on hiatus until a new pastor comes.

Crossroads: A local food bank and provider of assistance to those in need in the Estes Valley.

La Puente Mission: Located in the San Luis Valley. Projects include construction, cutting of firewood, working at local food banks and community kitchens, clothing stores, etc. Church members helped establish a non-profit foundation that has grown to nearly \$1,000,000. The church has organized 46 mission trips to La Puente.



Good Gifts & World Hunger: Special fundraising and collections support these projects, with the aim to help end hunger and poverty around the world.

Seminary Students: Financial assistance is available on a case by case basis.

Quilting Ministry: Provides hundreds of quilts for locals, La Puente, and around the world to many different countries.

Bible Studies: Provided by church members or the Pastor.

Stephen Ministry: we have a number of trained Stephen Ministers. Care is coordinated by our pastor.

Church Building Usage: The Church is readily available to outside groups, especially to youth group stayovers. We host Peak to Peak Concerts and meetings of the Philanthropic Education Organization (PEO).

WELCA: Strongly supports women and children's ministries and Lutheran world relief.

Soup Suppers: It has become a Church tradition to have a soup supper Wednesday each week, during Lent. Each supper is followed by a short service.

Special and Emergency Needs: Church members respond quickly and generously when emergency needs arise.

Goals:

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

MISSION: Shepherd of the Mountains Lutheran Church is a community of faith grounded in love for God & our neighbors.

VISION: To spread the good news of God's grace & manifest God's love to the world.

VALUES: Worship, prayer, fellowship, study, service, generosity

We aspire to live out our values, mission and vision through these and other emerging goals.

Continue to offer a welcoming Sunday morning experience to the many visitors we have each summer in Estes Park, the gateway to Rocky Mountain National Park. Many of these visitors return to worship with us year after year, and friendships have developed.

Explore different worship settings and music styles to connect more deeply with those worshipping here the first time.

Deepen involvement with La Puente in Alamosa through inviting others to join our semi-annual mission/service trips there. Continue to encourage financial support of their fine work in the San Luis Valley by emphasizing La Puente as a quarterly outreach focus. Invite more visits from La Puente leaders to cast the vision again and again. We would love to see this involvement deepen.

Collaborate even more deeply with churches in Estes as we jointly support La Puente and local outreach services to those suffering food and housing insecurity.

Grow our volunteer efforts with Rocky Mountain National Park, Crossroads, Restorative Justice, and enhance the numbers of visitors we can engage as ambassadors of the our community and our church.

Find a local ministry to replace Community Corner Cafe for those who want to volunteer closer to home than La Puente in Alamosa.

Energy:

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

Spending even a short time with the congregation of SMLC, you can feel a sense of belonging and ownership. The people who gather here care a great deal about one another--and about the church as a whole.

We are a congregation of talented and energetic people who are mostly retired and thus have the time to use our talents and energy for the benefit of the church and the ministries it supports. At this point, the church looks forward to charting a course for the future in light of the demographics of the congregation and the nature of the surrounding community.

Our best opportunities for growth are reaching those relocating here. Over the last decade, that has been 45-60 year



olds, but the rise of remote work, younger adults are moving in as well. We are not equipped to minister to families with small children.

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?

Shepherd of the Mountains Lutheran Church has a positive relationship with both the Rocky Mountain Synod and the ELCA. Kris Adams has served as Synod Treasurer. Linda Schlitt served as Synod Council Member. Ralston Deffenbaugh served with Lutheran World Federation and Lutheran Immigration & Refugee Services, and now serves as a member of ECLA Commission for a Renewed Lutheran Church. Pastor Ron was active in the Northern Colorado Conference of the Synod.

The synod was most helpful with our formation 32 years ago when we received financial assistance, a part-time pastor plus housing and guidance.

Our members have a positive attitude and generously support programs such as world hunger, disaster relief, youth gatherings, campus ministries, and projects, etc. We are represented yearly at the synod assembly. Our members are very faithful servants to our Lord.

SMLC makes significant annual contributions to the ELCA/Synod.



Ministry Site Characteristics

AS A COMMUNITY

| | A LOT LIKE US | A LITTLE LIKE US | A LITTLE LIKE US | A LOT LIKE US | |
|---|--------------------------|-------------------------------------|-------------------------------------|-------------------------------------|---|
| We tend to be formal and programmatic. | <input type="checkbox"/> | <input 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 type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | We have no stated goals or plans. |
| We are racially and economically diverse. | <input type="checkbox"/> | <input type="checkbox"/> | <input 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 type="checkbox"/> | <input checked="" 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 type="checkbox"/> | <input type="checkbox"/> | <input checked="" 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 checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | We focus on contemporary issues and topics. |



Purpose, Giftedness and Mission

Purpose

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

Jesus gave us our purpose: to be disciples, make disciples, and feed the sheep. From our beginning worship as a mission in 1991, we have gathered those who are drawn to inspiring worship, strong preaching, and serving those struggling with food and housing insecurity.

Twice a year, we go to Alamosa to support La Puente as they serve homeless veterans and struggling families, young and old in the San Luis Valley. Others support local ministries in our Estes Park Valley. We spent years providing 200 meals a week during the fall, winter and spring, collaborating with other local churches.

We wish to be more sensitive to what is working, to trying new ideas for ministry and letting go of ministries that no longer bear fruit, recognizing that every season of fruitfulness is preceded by a season of pruning.

Inspired preaching awakens the soul to yearn for God. Bible Studies, book studies and small groups feed the soul and help our people be inspired and inspire others to live out a spiritual journey.

We host an ecumenical weekly Contemplative Zoom called Sacred Space, and a meditation walk at Lily Lake, combining contemplative passages as we walk together around the lake in shared silence.

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?

The location of SMLC in this beautiful mountain area is a major asset. The population has dreamed of living here and chosen to move here. It is a highly educated population coming from regions all over the US, and bringing with them a large variety of talents, work experience, and backgrounds.

Possibly because of Estes Park's unique demographic, SMLC is notably friendly and welcoming, a come-as-you-are congregation with a casual, open atmosphere. SMLC is used to visitors and part year congregants who worship here occasionally or repeatedly. All are welcome to participate as they are able.

The congregation is generous in their financial giving, allowing SMLC to have paid off the mortgage, establish an endowment fund, and generously support a variety of missions. The challenge is to discern the highest and best uses of these funds to further our goals.

SMLC's facilities are open to a variety of community uses, such as regular music concerts, and other outside groups that meet here and appreciate the use of our space. Likewise, SMLC benefits from our connections to the community. For example, there is a wide range of top-quality musical talent in this area, and various soloists regularly enhance worship and contribute to our in-house musical offerings.

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?



DAY PHONE

EVENING PHONE

CELL

FAX

Anyone else who knows your setting well

Greg Bunton

YMCA of the Rockies Chaplain

Gbunton@YMCARockies.org

NAME

SYNOD

E-MAIL

(970) 541-8998

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

Master's Degree (seminary or graduate school)

Full time call

POSITION TYPE:

MINIMUM DEGREE REQUIRED:

FULL TIME/PART TIME:

Language Proficiencies

English/Fluent

PRIMARY LANGUAGE (PROFICIENCY)

SECOND LANGUAGE (PROFICIENCY)

THIRD LANGUAGE (PROFICIENCY)

Experience:

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

Top Five Ministry Tasks

The five most critical tasks required in this position.

- | | | |
|--|---|---|
| <input type="checkbox"/> Administration | <input type="checkbox"/> Building a Sense of Community | <input type="checkbox"/> Campus / Young Adult Ministry |
| <input type="checkbox"/> Chaplaincy | <input type="checkbox"/> Children's Ministry | <input type="checkbox"/> Christian Education |
| <input type="checkbox"/> Communications/ Media | <input type="checkbox"/> Community Organizing | <input type="checkbox"/> Conflict Management |
| <input type="checkbox"/> Counseling/ Social Work | <input type="checkbox"/> Early Childhood Administration | <input 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 checked="" type="checkbox"/> Recruit and Equip Leaders | <input type="checkbox"/> Self Care / Family Life | <input checked="" type="checkbox"/> Small Group Ministry |



- Social Ministry
- Strategic Mission Planning
- Youth and Family Ministry
- Spiritual Formation / Direction
- Teaching
- Stewardship
- Volunteer Coordination

Gifts for Ministry

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

| Top Priority | Very Helpful |
|--|--------------|
| Help people develop their spiritual life. | Yes |
| Help people understand and act upon issues of social justice. | |
| Yes Provide care and nurture. | |
| Be active in visitation of members and non-members. | Yes |
| Be effective in working with children. | |
| Build a sense of community among the people with whom he/she works. | Yes |
| Yes Help others develop their leadership abilities and skills for ministry. | |
| 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. | Yes |
| Be active in ecumenical relationships. | |
| Be effective in working with youth. | |
| Organize people for community action. | |
| Yes Be skilled in planning and leading programs. | |
| 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 |
| Yes Be able to share leadership and work in a team. | |
| Be creative and innovative about his or her tasks. | |
| Be able to use technology and media. | |
| Appreciate cultural diversity in language and customs. | |
| Have talents in the areas of music, arts and writing. | |

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. **Help us discern and implement strategies to grow our church and connect with those who are unchurched and dechurched. Get to know the SMLC community by visiting with us, getting to know our stories, gifts and passions for ministry. Accompany us through times of illness and grief, celebrate with us the joy of living in Christ.**



- B. Vibrant preaching and worship. We seek a pastor who can help us create a worship experience that will draw people from a variety of backgrounds. We want preaching that draws us nearer to Christ, and challenges us to grow in our faith.**
- C. Help us create and communicate pathways into membership that will allow newcomers to find friends, deepen their relationship with God and each other, and become vital members of our faith community. Build deeper sense of community at SMLC, and help others find community here. Develop and expand fellowship opportunities (Table Talkers, for example), small groups, book and Bible studies as appropriate to building a deeper sense of community, and how we each fit with our gifts in the Body of Christ.**
- D. Recruit and equip leaders to be the Priesthood of all Believers, serving out of our spiritual gifts and passion, bringing enthusiasm and energy to our ministry and mission.**
- E. Cast and Implement a Godly vision. Be the spiritual leader of our church, and help us develop and deepen our own spiritual lives. Model being a lifelong learner, and disciple us into the ways of Jesus as we live out our calling as a church. Encourage Bible Studies and Book studies, and coach those who seek a deeper journey.**

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. Joyfully welcome our new pastor into our community, appreciate the gifts they bring, and bring our own gifts to complement the gifts of the pastor in edifying and growing our body of Christ.**
- B. Be encouraging, supportive, and enthusiastic as partners in the work and life of SMLC. Recognize our pastor is here to equip us to be ministry leaders, not to do all the ministry.**
- C. Help our pastor get to know us, our gifts and passion, and our community. Tell stories that brought us into partnership with La Puente, and all the local ministries we support, and help our new pastor develop relationships with these partners. We will help our new pastor find the resources and support needed to flourish here.**
- D. Commit in good faith to work through any conflict that might arise, supporting a win/win environment where people are feeling heard and seen, even when their ideas are not adopted by the church. We will disagree without being disagreeable.**
- E. Recognizing that the Trinity is a relationship of love and self-giving, we will engage in mutual spiritual support, loving each other well, praying and trusting that God is with us and we are living out the mind of Christ in our joint ministry of service, learning, and living out of love.**

Compensation

| | |
|---|----------------------------|
| No | Yes |
| PARSONAGE | SOCIAL SECURITY TAX OFFSET |
| <hr/> \$85,000 - \$90,000 | |
| <hr/> MAXIMUM AMOUNT AVAILABLE FOR DEFINED COMPENSATION | |

Benefits

| | | |
|--------------------------------------|-----------------------|----------------|
| Yes | Yes | 4 weeks |
| PENSION | MEDICAL | VACATION WEEKS |
| Yes | No | |
| SABBATICAL POLICY | PARENTAL LEAVE POLICY | |
| <hr/> Yes | | |
| <hr/> ARE BACKGROUND CHECKS REQUIRED | | |



Professional Expenses

| | |
|---|--|
| Yes | No |
| _____ AUTO / TRAVEL REIMBURSEMENT | _____ PROFESSIONAL EXPENSES ACCOUNT |
| Yes | Yes |
| _____ FIRST CALL THEOLOGICAL EDUCATION | _____ CONTINUING EDUCATION |

Comments:

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

We have followed Synod guidelines, and will continue to do so. We would be interested in a second career pastor with proven leadership, and recognize that may have to be reflected in our compensation.

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.

Shepherd of the Mountains Lutheran Church is a congregation comprised primarily of "elders"; people who have lived long, Spirit-filled and productive lives and who faithfully gather to worship God and to reach out in service to each other, to our Estes Valley community, and to God's wider world. As our worship numbers have declined, we recognize that clinging to the past is no future. We need a leader to inspire healthy change and reignite growth.

We look outward and contribute in the ways we can, even while acknowledging the inevitability of aging, resultant health challenges and increasing frailty. There is however, a palpable and powerful spirit of welcome, acceptance, concern for others, and generosity here among us.

We are dramatically located at the "WUI" - 'wildland/urban interface' - and are frequently reminded of God's magnificent, wonderful, and awe-inspiring creation as our 4-legged neighbors amble by during worship! We have been blessed with good worship leadership in both preaching and music and we look forward to this continuing. We acknowledge, though, that perpetuation of the status quo at SMLC is not nearly enough.

There is a yearning and excitement among us as to what more we can be and do in God's Mission Field. We have already begun to make changes in areas raised in the Transition Listening Circles and the "Why Church?" Bible study, e.g., website/publicity, reviving some small groups. And we are so grateful for the support of the wider Estes Park community in some of our service activities, e.g., La Puente, the Quilting group. We are eagerly looking forward to a new pastor who will nurture and nudge us where the Holy Spirit is leading us.

As Abraham and Sarah remind us, O Lord, there is no "retirement" from God's call!

PART V: COMPLETION OF PROFILE

Discernment Process and Adoption

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

Our Prayer Team met for a year, praying and seeking discernment in preparation for transition. Several meetings with the congregation furthered this process of discernment. Our Transition Team met for six months. They held Listening Circles for a month to gather the hopes, fears, dreams and concerns of our people. The Transition Team report was an essential part of our work in completing the MSP. Even after the Call Committee began work, the Council and Transition Team continued work articulating Mission, Vision, and Values. Our goals flowed directly out of this work. This MSP is a collaborative work.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's **8/19/2024** board:

CALL PROCESS ADMINISTRATOR

The name of the person on the synod staff that the bishop has designated as the Call Process Administrator for this call process.

Rev Deacon Katie Kline

NAME

(720) 894-3410

OFFICE PHONE

Director of Transition Ministry

TITLE

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Reference's Recommendation

Pastor Sheryl Kester Beyer

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