

MINISTRY SITE PROFILE

# Good Shepherd Lutheran Church

Westborough, MA

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 an ordained or lay rostered minister of the Evangelical Lutheran Church in America, or a First Call candidate for rostered ministry. Congregations must complete the entire MSP. Church-related organizations may, with the concurrence of the synod bishop, complete only the required sections (Part I, III and IV).*

*Once complete, this form is submitted electronically to your synod bishop for review and posting to the "Current Openings" listing on the ELCA website ([www.ELCA.org/call](http://www.ELCA.org/call)).*

## Summary Description

One of the largest congregations in the New England Synod seeks an associate pastor to join in team ministry. You will share the mission of Good Shepherd with a lead pastor and an experienced staff team which includes a Director of Christian Education and a Director of Music. We are blessed to be located in the beautiful metro west area of Boston, MA. Join us in our mission of growing, nurturing and making disciples in Christ.

## PART I: WHO WE ARE

### Name and Location

#### CONGREGATION

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

**Westborough, MA, 01581**

CITY, STATE , ZIP

**New England Synod (7B)**

SYNOD

**Small city (10,000 - 49,999)**

SIZE OF COMMUNITY

**Good Shepherd Lutheran Church**

NAME

**US**

COUNTRY

**Congregation - Organized**

TYPE OF MINISTRY SITE

**20113**

CONG ID

**1960**

YEAR ORGANIZED

### Contact Information

**Ministry Site (preferred contact information)**

**183 West Main Street**

ADDRESS LINE 1

**office@goodshepherdcares.org**

E-MAIL

ADDRESS LINE 2

**www.goodshepherdcares.org**

WEB SITE

**Westborough, MA, 01581**

CITY, STATE, ZIP

**(508) 366-7095**

PHONE

**US**

COUNTRY

**(508) 796-2611**

FAX

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

**Randy Koopman- Council President**

NAME

**2 Ralph Road**

ADDRESS LINE 1

**Hopkinton, MA 01748**

CITY, STATE, ZIP

**US**

COUNTRY



508-282-9572

DAY PHONE

rjkoopman944@gmail.com

E-MAIL

EVENING PHONE

508-282-9572

CELL PHONE

FAX

Chairperson of Call or Search Committee

TBD

NAME

TBD

ADDRESS LINE 1

ADDRESS LINE 2

TBD

CITY, STATE, ZIP

US

COUNTRY

TBD

TBD

TBD

DAY PHONE

EVENING PHONE

CELL PHONE

FAX

TBD

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 (90%)

Asian / Pacific Islander  
(5%)

Hispanic (5%)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

### Race/ Ethnicity (Surrounding Community)

Caucasian (75%)

Asian / Pacific Islander  
(15%)

African American (5%)

Other (5%)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

### Gender comparison

47%

53%

### Age distribution

30%

16%

14%

21%

19%

MALE

FEMALE

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

### Number of Paid Staff

2

0

5

1

1

0

CLERGY

LAY ROSTERED

OTHER LAY PROFESSIONALS

SECRETARIAL SUPPORT

CUSTODIAL SUPPORT

OTHER

### Congregational Information



213- 234

65

Single site

AVE WEEKLY WORSHIP ATTENDANCE

AVE ATTENDANCE IN CHRISTIAN EDUCATION

PARISH TYPE

**Distance members live from church facilities:**

2%

5%

10%

83%

1/2 MILE OR LESS

1/2 - 1 MILE

1 - 3 MILES

MORE THAN 3 MILES

### Community Type

- |   |  |                                     |
|---|--|-------------------------------------|
| <input checked="" type="checkbox"/> Bedroom community | <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 type="checkbox"/> Resort                | <input type="checkbox"/> Retirement |

### Budget of the Congregation/ Organization

2020

**\$608,350**

TOTAL BUDGET FOR THE LAST FISCAL YEAR

**\$60,000**

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

LAST FISCAL YEAR

**\$621,043.60**

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

**\$226,886**

TOTAL SAVINGS, RESERVES, ENDOWMENT AT THE END OF THE LAST FISCAL YEAR

## PART II: OUR VISION FOR MISSION

### Trends in the Community Context of the Congregation or Organization

#### Characteristics:

Write a description of your community in terms of socio-economic status, demographics, primary areas of employment and lifestyle. The Demographic ZIP Code report for your primary ZIP codes may be helpful.

The community which Good Shepherd serves is a middle to upper middle class area with a diverse array of industry and business. The area is about 70% Caucasian with the next largest ethnic group being Asian at 25%. The median age is 39 and the average household income is \$148,198. The area serves as both a bedroom community for Boston and Cambridge with most people (75%) commuting from 30 minutes to over an hour and it is home to many local businesses and industry. The people in this community are employed in a variety of industries, including pharmaceuticals and biotech, computer, and information technology as well as the financial services industry. Education is very important in this community and is reflected in the outstanding quality of public and private schools as well as the large number of Universities and Colleges in the region. There are many historic sites, museums, theaters, and public parks accessible to the area. We are also a short drive to wonderful beaches for the summer and excellent skiing is just as close for winter enjoyment. This area has plentiful excellent health care and is home to world renowned hospitals in Boston. Boston is of course home to some of the best professional sports teams in the world. In short, this community is an outstanding place to live, work and raise a family.

#### Trends:

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

1. We have had multiple staff retirements and filled all vacant positions.



2. We are making plans to move from a co-pastor model to a Senior and Associate Pastor model and to continue our staff-wide team approach to ministry that would focus on our mission and vision.
3. We have created multiple ways for members to participate in services during COVID restrictions and will continue to develop additional ways for participation based on the congregation's needs.
4. We expanded work with our Reconciling in Christ team.

**Context:**

List three ways that the community in which you are located has been challenged by change and transition in the last three to five years.

**Our community has faced the same challenges as many other church's in the nation over the past 3 to 5 years:**

1. Nationwide church memberships are shrinking. While we have maintained some growth it is likely we are affected by this trend along with the impact of Covid.
2. There is a healthy diversity of views on social issues within the community.
3. We have seen a degree of turnover as families get transferred from one job to another in a different part of the state or country.

**Programs:**

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

**We seek to provide opportunities for mission and ministry to our congregation and our community, to be a meaningful part of our members' lives.**

**We maintain a prayer circle for member's prayer requests, provide meals to members in need, gather members to knit and crochet prayer shawls, blankets, and stuffed animals, and have a Pastoral Care Committee that coordinates care for all who need it within the congregation.**

**Music is a central part of worship services and gatherings, and also offers opportunities to serve. Congregants, young and old, are encouraged and mentored to play and sing throughout the year. Our congregation leads the worship services at area nursing homes on a rotating schedule. We employ many styles of music at Good Shepherd from traditional to contemporary and are frequently trying new material.**

**We also gather occasionally by age groups: Older Wiser Lutherans (OWLS) meet monthly for food and fellowship. Young Families meet occasionally for playgroup, and also for Christmas School. Our teen youth group (TAGS) attends an annual mission trip to help serve a community in need. They have hosted a Halloween Party, an Easter School and Egg Hunt for young families group.**

**We gather our middle and high school youth not only for learning and fun, but also for service. They play together with kids from Special Olympics, volunteer for teaching Sunday School and Vacation Bible School, bring food and fellowship to Cathedral in the Night, bring supper and conversation to Jeremiah's Inn, cook supper and clean up at Kids Express at Concordia Lutheran Church in Worcester, and participate in the CROP Walk to end hunger organized by the Congregational Church of Westboro. We also spend an afternoon working at the Community Harvest Project, planting, weeding, or harvesting fresh produce for the Worcester County Food Bank.**

**The whole congregation works together on outreach programs such as providing Thanksgiving baskets to local families in need, packaging meals for local food pantries to distribute, an annual Christmas giving tree providing gifts to those less fortunate, and a "God's work our hands" project that provides backpacks and school supplies for local children.**

**Several of our members have participated in mission trips to Honduras and we sponsor a student at Esperanza Academy in Guatemala.**

**Currently we are in the process of developing a church library that will serve both adults and children in the congregation.**

**Good Shepherd is constantly encouraging our members to come up with new ways to support the mission of the church and build the community we share.**



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

Every year our church council has a retreat to discern the vision and mission of Good Shepherd and discuss the challenges we face. Goals for the year ahead are drafted and brought to the congregation for adoption. The progress towards reaching the annual goals is evaluated throughout the year and reported to the congregation at our annual meeting.

**The 2021 Goals adopted by our Church Council:**

1. We will continue to explore creative ways to form and strengthen personal connections within our congregation
2. Grounded in our mission statement ("Growing, nurturing, and making disciples in Christ"), we will discern and shape our transition into post-COVID ministry.
3. We will cultivate active listening and transparent communications and decision-making.

**Energy:**

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

GSLC members are excited as we emerge to a "new normal" from Covid restrictions. Our CAT survey results indicate high energy drivers around worship and pastoral support. While it was sad to say farewell to Pastor Larson, we are joyful for her as she embarks on a new part of her life. We are excited to be welcoming a new Associate Pastor among us and for the opportunity this transition provides to look at all our strengths as well as opportunities for growth. This is an opportunity to embrace changes that will strengthen our vitality and to continue to grow and thrive in the coming years.

**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?

GSLC maintains a strong relationship with the NE Synod, as well as the larger ELCA. We actively participate in the annual NE Synod Assembly. GSLC is one of the largest financial contributors to the NE Synod, historically contributing 9.9% of our annual operating budget. Pastor Jeffrey Goodrich served on the Synod Council from 2010 to 2014 and is conference dean of the central mass conference. A member of our congregation, Jochen Salfeld also served on the 2017 Reformation Anniversary Committee. We have had four of our members enter ordained ministry. Several of our members have graduated from the New England Synod Lay School of Theology.

We support the Calumet Lutheran Camp & Conference Center in New Hampshire. Calumet has always held a special place in our hearts. We hold multiple youth and family gatherings there every year, and have contributed financially to its fund raising appeals over the years. Many of our Youth serve at Calumet for the summer as well. In addition to supporting our own Youth at Calumet, we regularly sponsor inner city children from Concordia Lutheran Church in Worcester, MA. as the Calumet experience is so precious and unique.

The Good Shepherd Teen Youth Group regularly attends the ELCA's Youth Gathering, sending on average 12 students. Our Congregation has always supported fundraising appeals administered by the ELCA/NE Synod – examples include ELCA World Hunger, Lutheran Disaster Relief, Liberian Project, ELCA Good Gifts, Mosquito Nets, back pack and school supplies, and others. We are committed to "God's Work our Hands" as a concept and in our actions. We also support organizations that are affiliated with the NE Synod, namely Ascentria (formerly Lutheran Social Services) and the Lutheran Healthcare Center. We typically provide over 250 Christmas Gifts via the annual Giving Tree to local organizations sponsored through Ascentria, and many others.

Our strong partnerships beyond the ELCA / NE Synod should be noted as well. This is largely evidenced in our active participation in the interfaith community within the Town of Westborough, where 8 local faith communities organize to support the community in various ways. Examples include co-sponsoring and co-hosting ecumenical Vacation Bible.

School, the annual CROP Walk, pastoral counseling services, Interfaith Thanksgiving service, and shared Good Friday services. The relationships are strong in this interfaith community, and we often share facilities when appropriate. Good Shepherd's Pastor Goodrich is currently serving as the leader of the Westborough Interfaith Clergy Association.



## 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 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 checked="" type="checkbox"/>	<input type="checkbox"/>	We are demographically homogeneous.

### OUR LEADERSHIP STYLE

We welcome ideas that are provoking and challenging.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We prefer ideas that are tried and true.
We rely on our leaders for direction.	<input checked="" type="checkbox"/>	<input 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 type="checkbox"/>	<input checked="" 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 type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We train people to minister inside our walls.
We focus on ideas and beliefs.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input 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?

The Mission Statement of Good Shepherd captures well how this Congregation views its reason for being:

"We are growing, nurturing and making disciples in Christ."

We grow through deepening our faith and trusting the Holy Spirit's transformation of our lives. We nurture through our Christian education programs for both children and adults as well as our numerous community outreach programs. We make disciples in Christ. We encourage people to live out their faith in their daily life through a healthy understanding of their vocation. All of our church ministries are supported by and the majority led by our members, our disciples in Christ.

### **Giftedness**

What are your gifts and resources for fulfilling this purpose? What are the congregation's or organization's top three assets and how are they being used? Are there obstacles that must be overcome to be able to use these gifts and accomplish the mission?

Our greatest gift and resource is our people. We are educated, talented and possess very strong spiritual and financial resources. (The challenges are that such people have very busy lives and often do not have time to devote to church activities beyond Sunday morning worship. An additional challenge is to address the differing mission priorities of the various age demographics within our congregation).

We have a wonderful staff who truly work as a team along with our pastors.

We have a history of being very adaptable, trying new things, keeping what works and changing what does not. (The challenge is that change can be stressful and not to everyone's liking.)

We have a spacious, modern building which is utilized by the community at large as well as ourselves. (The challenge is that we are carrying a significant mortgage).



## 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?

**At Good Shepherd our steadfast mission statement is “Growing, nurturing, making disciples in Christ.” We are a part of the “Evangelical “ Lutheran Church in America.**

**1. Mission priority one is to bring people into a relationship with God through Jesus Christ and invite them into the life of the church. Implementing this mission holds the promise of not only maintaining our current levels of ministry and energy but being able to continue to grow into the future with new outreach ministries and programs we have not even imagined as yet.**

**2. Mission priority two is to better equip our members for ministry and faith leadership. Our congregation wishes to emphasize a culture of program style leadership which will help with growth in faith, promote opportunities for developing relationships within the congregation, and expand opportunities for outreach programs. Encouragement of the congregation members to play a more active role in programs will help prevent the drift to a clergy-focused model of leadership.**

**3. Mission priority three is to more fully live out our mission statement by implementing our faith through action within the congregation and into the community. We have a great opportunity to reemerge from Covid restrictions with fresh energy to support members, internal programs such as our youth ministry, and community engagement.**

## References

### Synodical Bishop

**Bishop Jim Hazelwood** **New England Synod** **lwasilewski@nesynod.org**

NAME SYNOD E-MAIL

**(508) 791-1530**

DAY PHONE EVENING PHONE CELL FAX

### Inside Congregation or organization

**Sarah McRae** **Member of Good Shepherd** **sgmcrae84@gmail.com**

NAME ORGANIZATION AND TITLE E-MAIL

**(508) 981-1012**

DAY PHONE EVENING PHONE CELL FAX

### Outside Congregation or organization

**Matthew Martin** **Regional Manager, The Outreach Program** **matthew@outreachprogram.org**

NAME ORGANIZATION AND TITLE E-MAIL

**(857) 939-3459**

DAY PHONE EVENING PHONE CELL FAX

### Member of the ELCA Clergy roster

**Rev. Victoria Larson** **Former Pastor, Good Shepherd Lutheran Church** **adorableeggplant@gmail.com**

NAME ORGANIZATION AND TITLE E-MAIL

**(302)897-4167**

CELL





Anyone else who knows your setting well

Bruce Grams

Member Good Shepherd

brucegrams26@gmail.com

NAME

SYNOD

E-MAIL

(978) 973-4560

DAY PHONE

EVENING PHONE

CELL

FAX

## PART III: LEADERSHIP NEEDS

### The Leader we Seek

#### Roster Type:

- |   |  |  |
|---|--|--|
| <input type="checkbox"/> Associate in Ministry      | <input type="checkbox"/> Deaconess               | <input type="checkbox"/> Diaconal Minister |
| <input checked="" type="checkbox"/> Ordained Clergy | <input type="checkbox"/> In Candidacy/First Call |  |

#### Other Specialized Ministry

#### Master's Degree

#### 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  |
| <input type="checkbox"/> Social Ministry                         | <input type="checkbox"/> Spiritual Formation / Direction | Stewardship   |



- ☐ Strategic Mission Planning      ☐ Teaching      ☐ Volunteer Coordination  
☒ Youth and Family Ministry

### **Gifts for Ministry**

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

<b>Top Priority</b>		<b>Very Helpful</b>
<b>Yes</b>	Help people develop their spiritual life.	
	Help people understand and act upon issues of social justice.	
	Provide care and nurture.	<b>Yes</b>
	Be active in visitation of members and non-members.	
	Be effective in working with children.	
<b>Yes</b>	Build a sense of community among the people with whom he/she works.	
<b>Yes</b>	Help others develop their leadership abilities and skills for ministry.	
	Be an effective administrator.	
<b>Yes</b>	Be an effective communicator.	
	Be an effective teacher.	<b>Yes</b>
	Encourage support of the Church's wider mission.	
	Work regularly in the development of stewardship growth.	
	Be active in ecumenical relationships.	
	Be effective in working with youth.	<b>Yes</b>
	Organize people for community action.	
	Be skilled in planning and leading programs.	
	Have a strong commitment and loyalty to the Lutheran Church.	
	Understand and interpret the mission of the Church from a global perspective.	
	Deal effectively with conflict.	
	Bring joy and good humor to relationships.	<b>Yes</b>
<b>Yes</b>	Be able to share leadership and work in a team.	
	Be creative and innovative about his or her tasks.	<b>Yes</b>
	Be able to use technology and media.	
	Appreciate cultural diversity in language and customs.	
	Have talents in the areas of music, arts and writing.	

### **Mutual Expectations**

Please list the five primary areas of activity or focus that you wish your newly-called rostered leader to give special attention to during the first year of his or her ministry at this congregation or organization:



- A. **A top priority of our congregation which was identified in our Congregation Assessment Tool (CAT) is to create more opportunities for people to form meaningful relationships within the congregation via such things as small groups, nurtured friendships, etc.**

Another priority identified via the CAT is to attract families with children and young adults to our church. This could likely be a significant piece of this overall strategy.

- B. **We envision a second pastor taking the lead, with our Christian Education Director on children/youth/family ministries, with additional focus on confirmation and high school youth programs.**
- C. **Additional priority is around expanding outreach ministries that provide direct services to those living on the margins of society. (i.e. the homeless, immigrants, transient persons)**
- D. **Our people have also identified a need to strengthen the process by which members are called and equipped for ministry and leadership.**

Like most organizations which rely on volunteers we sometimes get caught in the trap of always having the same people in leadership roles. A broadening of the lay leadership in the congregation will help us to build those internal relationships and strengthen us in numerous ways including stewardship.

- E. **A priority identified in the CAT is to develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.**

Part of the challenge in forming these relationships is the juggling people are required to do these days and their packed schedules even on Sunday mornings. As we emerge from Covid 19 protocols, we are reviewing our previous church schedules. Prior to Covid 19, we made some significant progress in this area with successful shared interest groups. There is interest in trying to improve our scheduling to enable more social interaction led by laity.

Please list the five ways that this congregation / organization will support and encourage the rostered leader during the first year in order to help her or him accomplish these responsibilities:

- A. **As part of the transition process we will create a Start Up Team. The Start Up Team's purpose is to assist the new associate pastor in getting settled and up to speed at Good Shepherd and in the local community. The team also helps the congregation and staff get acquainted and welcome the new associate pastor.**



- B. Good Shepherd has been blessed with a professional, collegial staff who truly works as a team. This is something we intend to continue at our church even as people depart and new ones come on board. This is important to us and is why we have indicated the ability to work as part of a team as a top priority skill in our new associate pastor.
- C. In addition to the Mutual Ministry Team which is charged with our overall staff welfare, each of our pastors has an individual Mutual Ministry Team. These teams are chosen by the pastors and serve as their support team, sounding board and people to turn to for advice and consultation. These groups hold all conversations with the pastors in the strictest confidence.
- D. Our CAT has shown we are a congregation with diverse theological views and backgrounds having a large number of members who have come to us from other faith traditions. Even with such diversity we have shown we can work together in our common purpose of "Growing, nurturing and making disciples in Christ."
- E. We will keep our new Pastor constantly in our prayers.

### **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
Yes	Yes	
SABBATICAL POLICY	PARENTAL LEAVE POLICY	
Yes		
ARE BACKGROUND CHECKS REQUIRED		

### **Professional Expenses**

Yes	Yes
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.

### **Other Supporting Resources**

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

Mission and Vision statement of the congregation or organization	<b>Yes</b>
Printed history of the congregation or organization	<b>Yes</b>
Strategic Plan: Goals and Objectives	<b>No</b>
Budget	<b>Yes</b>
Annual Report	<b>Yes</b>
Position description: Duties and Responsibilities	<b>Yes</b>
Communications Piece (publicity, newsletter, etc.)	<b>Yes</b>

## **PART IV: COMMENTARY**

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

The Congregation at Good Shepherd is alive, vibrant and includes a wide range of ages and religious backgrounds. We have older members, some of whom are life long Lutherans and some come from a Missouri Synod background. We have a great many young families with school age children and also a large segment of families whose children are now adults. These groups all have differing needs and meeting them presents both an opportunity and a challenge.

We have an educated middle to upper middle class congregation who strive to make a difference in the world and to have strong connections and relationships in their church community. The challenge is that our members have many demands on their time and resources.

We have a wonderful church building with a large amount of education space. The building is used by numerous outside groups as well as our own congregation. The challenge is that we have a significant mortgage debt.

Good Shepherd is a theologically diverse congregation with views ranging from progressive to more conservative theologies. We have many people who grew up Lutheran and many who come from other faith traditions, largely Roman Catholic. We have many members who were born and raised in New England and many who come from other parts of the country and world. This community has a high degree of turnover as people transfer in and out with their careers.

Probably the single most common characteristic people use to describe Good Shepherd is that we are a warm and welcoming church. We have an official welcome statement and are an RIC (Reconciling in Christ) congregation.

The potential for us to continue to grow and remain relevant in the lives of our members and the broader community is an ongoing challenge. The right associate pastor can help us to be successful in our mission of "Growing, Nurturing and Making Disciples in Christ."

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

### **Discernment Process and Adoption**



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

Good Shepherd employed the services of Holy Cow Consulting to administer the Congregation Assessment Tool (CAT) survey. Pastor Sara Anderson guided the congregation through the review of the survey results. The CAT provided the Transition Team with valuable, current information which was used to prepare this Ministry Site Profile (MSP). The Transition Team then sought feedback from the Church Council to finalize the MSP document. The final MSP was then approved by the Church Council and presented to the Congregation for a vote. The approved MSP was submitted to the New England Synod for action.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's board: **9/21/2021**

### 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. Sara J. Anderson**

NAME

**(860) 463-5542**

OFFICE PHONE

**Associate to Bishop, New  
England Synod**

TITLE

**sanderson@nesynod.org**

E-MAIL

### Reference's Recommendation

**Pastor Jeff Goodrich**

NAME

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