

MINISTRY SITE PROFILE
Lutheran Church of the Good Shepherd

Brevard, NC

Completed: 07/15/2019



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).

Summary Description

LCGS is a vibrant and unique congregation where all are welcomed. A high portion of our congregants are retirees who relocated to this area of natural beauty and intentionally chose Lutheran Church of the Good Shepherd as a place to worship, grow in faith, connect in community, and serve God, one another, our neighbors and the world. We are looking for an experienced Pastor to guide our growth and challenge us in achieving our strategic plan goals.

PART I: WHO WE ARE

Name and Location

CONGREGATION	Lutheran Church of the Good Shepherd	04215
CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION	NAME	CONG ID
Brevard, NC, 28712	US	
CITY, STATE , ZIP	COUNTRY	
North Carolina Synod (9B)	Congregation - Organized	1950
SYNOD	TYPE OF MINISTRY SITE	YEAR ORGANIZED
Small town (under 10,000)		
SIZE OF COMMUNITY		

Contact Information

Ministry Site (preferred contact information)

22 Fisher Road	Brevard, NC, 28712	US
ADDRESS LINE 1	ADDRESS LINE 2	CITY, STATE, ZIP
lcgs@comporium.net	www.lutheranchurchbrevardnc.com	(828) 883-3680
E-MAIL	WEB SITE	PHONE

Chairperson of Congregation or Head of the Organization

Robert Schuld

NAME

125 Eagle View Drive	Brevard, NC, 28712	US
ADDRESS LINE 1	ADDRESS LINE 2	CITY, STATE, ZIP
(937) 644-2029		



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FAX

rascase64@gmail.com

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Chairperson of Call or Search Committee**Roy Larson**

NAME

70 Middle Connestee Trail**Brevard, NC, 28712****US**

ADDRESS LINE 1

ADDRESS LINE 2

CITY, STATE, ZIP

COUNTRY

(828) 577-3120

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FAX

rhlarson1950@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%)****Other (5%)**

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION**Race/ Ethnicity (Surrounding Community)****Caucasian (95%)****African American/Black (5%)****Latino/Hispanic (5%)**

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION**African American/Black & Latino/Hispanic are less than 5% each.****Gender comparison****Age distribution****40%****60%****10%****5%****5%****15%****65%**

MALE

FEMALE

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

Number of Paid Staff**1****0****3****1****1****1**

CLERGY

LAY ROSTERED

OTHER LAY PROFESSIONALS

SECRETARIAL SUPPORT

CUSTODIAL SUPPORT

OTHER

Congregational Information



51 - 150

26 - 50

Single site

AVE WEEKLY WORSHIP ATTENDANCE

AVE ATTENDANCE IN CHRISTIAN EDUCATION

PARISH TYPE

Distance members live from church facilities:

0%	5%	40%	55%
1/2 MILE OR LESS	1/2 - 1 MILE	1 - 3 MILES	MORE THAN 3 MILES

Community Type

<input type="checkbox"/> Bedroom community	<input checked="" type="checkbox"/> College or University	<input checked="" 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

\$370,194

TOTAL BUDGET FOR THE LAST FISCAL YEAR

\$19,900

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

2018

LAST FISCAL YEAR

\$6,200

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

\$850,000

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.

LCGS is located in Brevard, NC, about 25 miles south of Asheville in the Blue Ridge Mountains, which is in a very popular retiree and tourist destination. The population is ~7,700 in the city and ~34,575 in Transylvania County. More than half of the county is dedicated to national and state forests. In general, Transylvania County is populated by family-oriented people, many with roots going back to the early settlers. The city of Brevard, including an area approximately 15 miles outside of the city limits, attracts well-educated and mostly well-off retirees. Per capita income for the city is \$24,194 and the median household income is \$40,232. For Transylvania County, the per capita income is \$26,037 and the median household income is \$44,559. However, there significant income disparities and it is estimated that at least 15% of county and city residents fall below the poverty level. The primary areas of employment are related to health care and social services, retail trade, education, and accommodation and food services.

Trends:

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

While we gained 33 new members in the past three (3) years, we lost 43 members (30% of those through death). The congregation is composed primarily of retirees and 65% of our members are age 65 or older, and although we have been unable to adequately replace lost members, the number of younger families has grown. With the addition of an Outreach Ministry Coordinator position, we have strengthened our dedication to expanding both our local and global outreach with significant results. LCGS has become more involved in causes and ministries sponsored by the ELCA and the North Carolina Synod. The Outreach Ministry Coordinator is also studying to complete her certification as ELCA Minister of Word and Service.



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.

While the area continues to struggle with the loss of thousands of jobs in Transylvania County when several local manufacturing plants closed in the early 2000s, local retailers and service providers also struggle with hiring and retaining enough employees to support what has become a robust tourist season. The Brevard area is known as the "Land of Waterfalls" and the "mountain bike capital of the Eastern United States" and the area is a popular destination for hiking, fishing and other outdoor recreation, as well as the renowned summer festival at the Brevard Music Center. The city is also home to Brevard College, a small, private, liberal arts college founded by the Methodist church and with a total enrollment of ~800 students. The area has generally followed the nationwide trend of recovery from the 2008 economic downturn, but the availability of affordable housing continues to be a challenge.

Programs:

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

LCGS programs focus on missions, volunteerism and financial support of community nonprofit organizations. Financial support is also provided for international causes such as the Good Shepherd Creche in India, Bread for the World, the ELCA Young Adults in Global Mission, Lutheran World Relief, Lutheran Disaster Response, and the Florence Nightingale Global Mission. We also hold a monthly sale of Fair Trade items through Equal Exchange. Locally, LCGS is working to partner with Living Waters Lutheran Church in Cherokee, NC. The Brevard community is very actively involved in supporting local nonprofit groups, as are our members who generously support these organizations both monetarily and as volunteers. Our Mission Endowment Fund awards grants to local nonprofit groups and, as a church, we contribute food to the soup kitchen, the homeless shelter and the city-wide Christmas dinner. The quilting group annually donates quilts to Lutheran World Relief and has a strong relationship with Project Linus. Other LCGS programs focused on music and worship, mental health initiatives, adult and youth Christian education, centering prayer/meditation, spiritual growth and ministry to the homebound.

Goals:

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

The objectives of a strategic plan developed in 2014 were met by increasing the options for fostering spiritual growth in the congregation, growing the depth of our community connections, and paying off approximately \$500,000 in mortgage debt to free up resources for expanded ministry. In 2018, a follow-on strategic planning initiative resulted in the following objectives for 2019 through 2021:

- I. Develop and implement "accompaniment" as a model for being in community within and beyond the congregation.**
- II. Nurture spiritual practices in the faith formation of children that will carry over into other settings and into adulthood.**
- III. Support lay leadership.**
- IV. Share LCGS-identified strengths in music and education with the community and thereby raise visibility of the church within the community.**
- V. Develop initiatives for member care by volunteers that balance planned and spontaneous responses to needs.**

Each of the church committees and ministry groups was challenged to define 2019 goals around one or more of these objectives, and progress of completing these goals is being monitored throughout the year.

Energy:

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

As a congregation, we are excited about the opportunities presented by expanding our local and global outreach ministries. We have partnered with Brevard College to add several gifted choral scholars to our choir. Our new Children's Ministry Coordinator introduced us to the Montessori-based "Godly Play" curriculum, which we are implementing in phases starting this year. We are expanding our involvement in mental health initiatives, and we have a renewed commitment to the Brevard Koinonia. During this interim time there is an tangible spirit of working together in anticipation of a new future.

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?

Locally, and typical of churches in Brevard, LCGS has formed a strong partnership with other faith communities focused on meeting the needs of the community and strengthening commitments to the faith. Koinonia is just one of the organizations that provides the structure to meet these goals. Our youth actively participate in Lutheran Youth Organization events and retreats; we have strong ties to Women of the ELCA (WELCA) at the local, conference and synod levels; we are engaged with the Young Adults in Global Mission (YAGM) in Senegal; and actively support ELCA Disaster Relief and world hunger initiatives. We also feel that we can continue our trend of strengthening our relationship with the ELCA and North Carolina Synod through our Outreach Ministry Coordinator, who guides our efforts to identify the appropriate areas for our support.



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 checked="" type="checkbox"/>	<input 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

	A LOT LIKE US	A LITTLE LIKE US	A LITTLE LIKE US	A LOT LIKE US
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We welcome ideas that are provoking and challenging.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input 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 type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We tend to perceive conflict as something destructive.

OUR PROGRAMMING

	A LOT LIKE US	A LITTLE LIKE US	A LITTLE LIKE US	A LOT LIKE US
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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

	A LOT LIKE US	A LITTLE LIKE US	A LITTLE LIKE US	A LOT LIKE US
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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 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?

As a congregation, we are called by God's grace and assured of that grace through weekly worship in word and sacrament. Through that grace, we minister to one another through fellowship, small groups and education, nurturing one another and caring for each other as part of an extended family of God. The result of much thought and prayer, input for our 2019-2021 Strategic Plan indicates that we have begun the next step of taking that grace beyond our walls and into our community and the larger world.

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 congregation includes a high percentage of highly educated individuals who bring a wide variety of gifts, skills, talents and experience to our church life and mission. We are blessed with an exceptional lay professional staff in music ministry and community outreach, as well as an abundance of retired clergy from various denominations. One of our objectives is to support lay leadership and use these gifts to increase our impact in the community in terms of both growth and service. Having achieved our goal of retiring our mortgage in the Fall of 2017, we have begun to put our resources to work in expanding our ministry and mission.

We are a diverse congregation and there can be differences in perspectives and priorities in how best to fulfill our mission. Communication is always a key to settling differences and overcoming obstacles. With this in mind, we recently created the volunteer position of Communications Coordinator to facilitate the dissemination of consistent information throughout the congregation. While the maturity and experience of a large segment of our congregation is an asset, an aging congregation can also be a challenge. In looking to the future, we hope to expand the congregation with the energy of a younger generation.

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?

Outreach in the community is a high priority mission for LCGS. We intend to use our excellent music ministry to increase our visibility in the community; we wish to use the education and talents of our church staff and congregants, as well as our resources, to serve the community as exemplified in the "reimagining mental health" initiative; and we strive for spiritual growth in our membership so that we may each accompany and serve one another, our community and the global church. We see growth in membership of youth and young families as a promising mission priority for our church. Finally, we must continue to prioritize our mission of spiritual growth, learning, sharing and serving one another through worship, education and fellowship.

References

Synodical Bishop

Reverend Tim Smith

North Carolina Synod

tsmith@nclutheran.org

NAME

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Adelaide Kersh

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Member of the ELCA Clergy roster

Reverend Linea Warmke

linea@frontier.com

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(740) 707-1822

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Anyone else who knows your setting well

Reverend Shelly Webb

Director, Sharing House

shelly@sharinghouse.org

NAME

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(828) 772-5326

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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.

Administration Building a Sense of Community 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 checked="" 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.	
Yes Provide care and nurture.	
Be active in visitation of members and non-members.	
Be effective in working with children.	
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.	Yes
Encourage support of the Church's wider mission.	Yes
Work regularly in the development of stewardship growth.	
Be active in ecumenical relationships.	
Be effective in working with youth.	Yes
Organize people for community action.	
Be skilled in planning and leading programs.	Yes
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.	



Yes	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.	
	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. Focus on the retention and growth of membership**
- B. Implement the 2019-2021 Strategic Plan goals**
- C. Grow the impact of LCGS in the community**
- D. Provide innovation in the stewardship program**
- E. Develop the youth ministry to ensure continuity for those currently in the Children's Ministry program**

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. Work with the Pastor to expand/enhance membership and nurturing teams**
- B. Work with the Council to implement LCGS goals**
- C. Facilitate Pastor introductions to the congregation and community at large**
- D. Enhance the stewardship program by working with Council, Finance Committee and Volunteer Ministry Coordinator**
- E. Commit to financially supporting the development of a youth ministry program**

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

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.

LCGS strives to meet synodical guidelines when possible.

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

Yes

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.

"This is not your run-of-the-mill small church." Our Interim Pastor, who has served 17 churches during his long career, came to this conclusion after attending an adult Sunday School class here on the theology of Teilhard de Chardin. The class was presented by a retired theologian to a packed room, many of whom enthusiastically offered informed comments. This is a congregation that enjoys intellectual challenge and is not afraid to engage controversial topics. It expects its pastor to share that spirit of inquiry. This is a congregation that appreciates excellent preaching and fine music as integral parts of its worship. We are accustomed to carefully planned and meaningful worship at both of our Sunday services. The early service on Sunday is intimate and contemplative, while the later service is larger and more traditional in tone. Our choir is exceptional and the music included in both worship services always complements the readings and sermon topic for the day.

We are, however, a lot more than a people who appreciate intellectual challenge and elevated worship. Our Vision statement, "Through God's grace we shall follow Jesus Christ, loving one another and serving all," guides our lives together. As a Christian community, we are bonded by our love of God and one another, and committed to serving in the wider world. We are people of great heart and compassion. As we accompany one another on our faith journeys, we willingly and graciously bear each other's burdens and share each other's joys. We are known as a welcoming church where newcomers are quickly embraced. We look for opportunities to serve in our community and beyond, and work diligently to do so constructively and effectively. Having retired our \$500,000 mortgage in under three (3) years, we have begun to expand our ministries. An Outreach Ministry Coordinator has been added to our professional staff to inform and guide our involvement in ministry.

The Brevard/Transylvania County community in which the Lutheran Church of the Good Shepherd is located is also not your "run-of-the-mill" small Appalachian mountain town. This is a place of incredible natural beauty and a mecca for outdoor enthusiasts and retirees. Although almost half the land in the county is designated federal and state forests, and although the town's population is under 8,000, there is a vibrant cultural life. Brevard College is a small, private college with an excellent faculty and the Brevard Music Center enjoys a national reputation. The town has both philharmonic and choral societies, as well as an excellent library. Larger cities such as Asheville, NC and Greenville, SC are, respectively, one hour and 90 minutes away. With its charming, friendly atmosphere, Brevard and the surrounding area is a desirable location.

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).

A congregational meeting facilitated by our Synod representative was held to gather member input in the form of responses to 3 questions. The Council selected three (3) congregation members to draft the MSP based on the raw input obtained from a congregational meeting. The draft was provided to the Council for review and the MSP was revised to incorporate their feedback. The draft MSP was then used for the Call Committee training, and subsequently revised again to resolve committee member feedback. The final version was provided to the Council for their approval prior to submittal via the portal.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's **7/8/2019** 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.

Sandra Cline

NAME

Program Staff

TITLE

scline@nclutheran.org



OFFICE PHONE

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Reference's Recommendation

Rev. Rob Field

NAME

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Reflections on Ministry and Context

Lutheran Church of the Good Shepherd

Brevard, NC

Completed:



Evangelical Lutheran Church in America
God's work. Our hands.

Congregations and Organizations in the Call Process are invited to expand their Ministry Site Profile (MSP) by reflecting on the several key aspects of ministry and context given below. You are encouraged to give short, thoughtful answers (a maximum of 250 words) on at least four of the seven topics. This form is optional unless specifically requested by a synod bishop. The form is submitted electronically and becomes a part of the Ministry Site's MSP.

1. What key issues or concerns of our church and society are reflected in the ministry that is centered in your congregation or organization?

LCGS created an Outreach Ministry Coordinator position in 2017 and is financing the seminary education needed by the person holding the position to receive ELCA certification as a Minister of Word and Service. The Outreach Ministry Coordinator provides professional guidance and leadership in our efforts to expand our ministries in responsible and fruitful ways. From India (where we support two (2) separate educational ministries), to Senegal (where we support a Young Adult in Global Ministry coordinator), to the southern US border (where we supported a member's ministry at Annunciation House), to the Cherokee community in Western North Carolina (where we are developing a partnership with Living Waters Lutheran Church), to a large number of Transylvania County ministries and agencies, the LCGS provides financial and spiritual support. As a result of our participation in Duke's Reimaging Health Initiative, we have developed a mental health education program we intend to share with the community. We have offered our church as an ecumenical gathering place for the community in times of crisis. We also host a number of community nonprofits that regularly use our facilities for meetings.

2. How do the stewardship practices and allocation of financial resources of the congregation or organization reflect your priorities for mission?

We initiated our Place of Grace campaign in 2016 to retire our two (2) mortgages which totaled ~\$500,000, and we virtually met our goal in just under three (3) years. Our motivation for retiring our debt is at least as important as our success in retiring it; that is, we were determined to free up money in order to expand our ministries. Overall, our members are able to give generously and have cultivated lifelong habits of doing so when they are convinced of the need. In addition to providing financial support to this church and its ministries, many of our members are active volunteers in our church and community - a community dependent on volunteer effort to remain viable and healthy. We strive to develop creative ways to nourish the spirit of generosity among our members. We have a "Noisy Offering" tradition on the 5th Sunday of the month, which serves to teach stewardship practices to our children. The children collect loose change in galvanized tin buckets during the offering (hence, the "noisy" part of the offering); then they count the money and choose a recipient for the offering. There is a deep sense of commitment to our church and community in this place.

3. In what ways is the membership of your congregation or organization similar or different from the people of the neighborhood in which you are located?

The population of Brevard and Transylvania County is a complex mix of Appalachian people who have lived here for generations and transplanted, financially secure newcomers, many of them retirees, who moved here to take advantage of the area's cultural charm, natural beauty and recreational opportunities. The dissimilarity between our congregation and our immediate neighborhood remains a challenge for us. Simply put, our worship service is liturgical; our membership is overwhelmingly transplanted from outside of the community that surrounds us; our membership is generally well educated (the congregation includes a dozen retired clergy from a variety of Christian denominations) and financially secure. Our surrounding community is culturally accustomed to non-liturgical



worship. Bridging the gap between our neighbors and ourselves is an ongoing concern for us.

4. Identify the three most significant or formative events in the history of your congregation or organization.

In addition to the actual construction of the church and the Place of Grace Campaign that successfully retired our mortgage debt, the following addresses categories of events in our recent history rather than discrete events:

A. Educational and healing events offered to the wider community: In 2011, LCGS was one of only 27 US congregations to receive a Templeton Foundation grant for its "Heart and Mind: Faith and Science Dialog," an 18-month lecture series presented by scientists and theologians. In 2017, we partnered with the local Jewish community and other Christian congregations to sponsor a series of lectures by Amy Jill Levine, a Jewish New Testament scholar. After both the Charleston massacre and the Orlando nightclub shooting, we partnered with the local NAACP to host ecumenical healing services.

B. Music program: We have developed an exceptional choral music program. In addition to contributing to our regular worship, our musicians have presented outstanding special pieces, including Bach's Cantata 80 on Reformation Sunday in 2017 and Bernstein's Chichester Psalms in collaboration with the Brevard College choir and the local Jewish community.

C. Member care: We are committed to offering extraordinary care (including overnight in-home support and fundraising events) to members in crisis, and consistently provide gracious receptions following funeral and memorial services as expressions of the depth of our care for one another.

These are just a few examples of how LCGS has, and continues to, minister to our members and to the community and to both the heart and the mind.

5. Describe the way the congregation or organization is currently involved in community and ecumenical partnerships.

LCGS is a member of the Brevard Koinonia, which was founded in response to a planned KKK march several decades ago. We sponsor a tutoring team at Rise and Shine, an after-school program for disadvantaged children. We cook weekend meals for the Haven, our local homeless shelter, several times a year. We have a congregational representative to, and support the work of, The Sharing House: Transylvania Christian Ministry for Neighbors in Crisis, the largest ecumenical ministry in the community. We are the host church for the annual CROP Walk. Along with the Presbyterian church, we co-sponsored a mission trip to Annunciation House in El Paso, Texas in support of newly arrived immigrants. Many of our members volunteer individually at the nonprofit agencies and ministries in the community. In addition, the LCGS Mission Endowment Fund grants between \$20,000 and \$30,000 each year to various organizations from its \$700,000 endowment, with two-thirds of the money going to local groups.

6. Has your congregation or organization had significant conflict in recent history and, if so, what have you learned from that experience?

About a dozen members left the church in 2012 in protest against the ELCA's decision to ordain gay clergy; they joined a local NALC congregation. In the period preceding their departure, things were unsettled and several attempts were made to reconcile differences. Following their departure, tensions decreased and equanimity was restored. Although we have not suffered major conflict since then, individuals occasionally express concerns with things like allocation of resources and dissatisfaction with leadership decisions. We recognize the need to develop more effective strategies for fostering positive communication when such issues arise. A volunteer Communications Coordinator position has been established to facilitate the accurate dissemination of information across the congregation. It should be noted that overall, LCGS members, even those who are sometimes dissatisfied, care deeply and sincerely about this church and about one another.

7. Describe your physical facilities: construction date, purpose, capacity, date of last renovation, any deferred



maintenance, and any plans for upgrading.

The original structure was built as a mission church in 1950. A major expansion and renovation, which more than doubled the building size, was completed in 2000. Our sanctuary seats 250 and is accessed through a large narthex/common area with a baptismal font that flows into a shallow pool. Our fellowship hall abuts a good-sized kitchen. There are six (6) classrooms (with one doubling as a conference room) in our education wing. The administration wing includes four (4) offices (the pastor's office is quite large) and two (2) work rooms. The choir room includes an office for the minister of music and a sound system control room. There is a sacristy near the sanctuary. A hearing aid T-coil loop system was recently installed in the sanctuary and fellowship hall. Parking space is ample. Roof repair/replacement will be necessary in the near future (there is capital reserves fund for property repairs/replacements). Our signage is not as effective as it could be and we intend to erect new and better signage. Improvements such as a kitchen update and replacement of classroom carpeting are anticipated.