

MINISTRY SITE PROFILE
St. Paul Lutheran Church

Ottumwa, IA
Completed: 04/28/2024



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

Hybrid ELCA-Episcopalian ministry with two locations and congregations.

PART I: WHO WE ARE

Name and Location

CONGREGATION

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

Ottumwa, IA, 52501

CITY, STATE , ZIP

Southeastern Iowa Synod (5D)

SYNOD

Small city (10,000 - 49,999)

SIZE OF COMMUNITY

St. Paul Lutheran Church

NAME

US

COUNTRY

Congregation - Redevelopment

TYPE OF MINISTRY SITE

11095

CONG ID

1886

YEAR ORGANIZED

Contact Information

Ministry Site (preferred contact information)

1524 N Court St

ADDRESS LINE 1

ADDRESS LINE 2

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CITY, STATE, ZIP

US

COUNTRY

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E-MAIL

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Chairperson of Congregation or Head of the Organization

Paul Culver

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Chairperson of Call or Search Committee

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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%)

Multi-racial (10%)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Race/Ethnicity (Surrounding Community)

Caucasian (80%)

Asian/Pacific Islander (5% or less)

Latino/Hispanic (15%)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Gender comparison

50%

50%

Age distribution

5%

5%

5%

15%

70%

MALE

FEMALE

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

Number of Paid Staff

0

0

0

0

0

0

Ministers of Word and Sacrament (PASTORS)

Ministers of Word and Service (DEACONS)

OTHER LAY PROFESSIONALS

SECRETARIAL SUPPORT

CUSTODIAL SUPPORT

OTHER

Congregational Information

1 - 50

0 - 25

Single site



AVE WEEKLY WORSHIP ATTENDANCE

AVE ATTENDANCE IN CHRISTIAN EDUCATION

PARISH TYPE

Distance members live from church facilities:

15%

35%

20%

35%

Community Type

1/2 - 1 MILE

1 - 3 MILES

MORE THAN 3 MILES

- | | | |
|--|---|--|
| <input type="checkbox"/> Suburban | <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 checked="" type="checkbox"/> Industrial | <input type="checkbox"/> Resort | <input checked="" type="checkbox"/> Retirement |

Budget of the Congregation/ Organization

2023

\$131,861

LAST FISCAL YEAR

\$53,258

TOTAL BUDGET FOR THE LAST FISCAL YEAR

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

\$131,861

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

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.

Ottumwa and the surrounding area is mostly rural, with a lot of farming around the town, and within the town we have multiple factory settings. As of 2022, the estimated population of Ottumwa was 25,175, 82% of which are white, 15% Hispanic, and the other 3%, a mix of Asian/Pacific Islander, and African American. 19% of the Population is considered to be in Poverty according to the US Census Bureau. The Median Household income is 53,085. The Employment statics are mostly Factory work, or Retail.

Trends:

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

Both Congregations within this Partnership have experienced a lot of change in the last 3-5 years. Both gained and lost Pastoral Leadership.

As a Church, both have seen fluctuations in both the size and ethnic/economic makeup within their respective congregations. The Youth Ministries have not been thriving within either church.

Both Churches, St. Paul Lutheran and Trinity Episcopal, have joined together in worship and pastoral care for the last year. We are contracted together for the next 3 years at least, and want to continue this partnership in order for both congregations in order to survive and thrive.

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.

Ottumwa as a whole has been losing Churches yearly. Many churches have consolidated into one. For example, as of 3 years ago, there were 3 Methodist Churches. As of the beginning of this year, there is one Methodist Church in



the town. There has, however, been an increase in Non-Denominational churches and attendance in town.

One of the issues seen within the community is a lack of childcare options. The larger Childcare services have left, aside from the school sponsored options. Outside of these, it is mostly in-home options.

Another issue faced by the community as a whole is the reputation of the community and area due to the issues that happened at the local hospital. The incidents have caused the reputation of the town to take a hit, especially in the professional world.

Programs:

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

Both Churches have a long list of Community Programs. The Ottumwa Community Market is sponsored and run by the ladies at St. Paul. Both Congregations make donations to Blessings Soup Kitchen, as well as hosting small free food pantries at their respective churches. St. Paul allows many groups to use their building, including the local 12 step program, TOPS (Taking Off Pounds Sensibly) and their own Bible Studies. St. Paul also does a Quilting group that sends quilts all over the world.

Goals:

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

The list of Goals both churches have is extensive. Chief most amongst them is revitalizing and growing their congregations. Both churches are also wanting to grow closer together within this partnership. There are many ideas that the congregations want to implement, including After-School Programs, and a Community Outreach Packet.

Energy:

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

We are excited about the partnership we are in with Trinity Episcopal. The Community Market is something that has revitalized this congregation as well.

Partnership:

How does this congregation or organization see itself as a member and active participant in the Evangelical Lutheran Church in America and the synod?

We make monthly (?) donations to the Synod. At this time, we do not have any representation for Synod meetings or boards. This is mostly due to the average age of the congregants.



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

OUR LEADERSHIP STYLE

We welcome ideas that are provoking and challenging.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We prefer ideas that are tried and true.
We rely on our leaders for direction.	<input 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 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 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 type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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 Church Body, we believe that the purpose of our shared ministry is to Worship Together, Provide Evangelism to the community, Spread the Good News through Word and Action, and to provide healing, both mental, and spiritual to us and the community. We also need someone who is willing to accept and welcome the views and gifts of those within the community that we invite to worship, or that we can worship alongside.

Giftedness

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

We have a huge range of gifted and willing volunteers that do everything from cooking and baking, to building maintenance, outreach, crafting and art (including music).

Our Building is probably the biggest asset we have. Aside from use weekly on Sundays, we host a 12 step group, a weight loss group, community members will also use the building for Crafting Classes. The grounds are also used for the Community Market.

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?

Stabilization of Membership and Church Leadership.

Balancing of Budget.

References

Synod Bishop

Amy Current

Southeastern Iowa Synod

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NAME

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Outside Congregation or organization

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NAME

ORGANIZATION AND TITLE

E-MAIL



DAY PHONE EVENING PHONE CELL FAX

An ELCA rostered minister

Ralph Andersen

raphanderson03@msn.com

NAME ORGANIZATION AND TITLE E-MAIL

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Anyone else who knows your setting well

Daryl Mack

darnsal@gmail.com

NAME SYNOD E-MAIL

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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

Master's Degree (seminary or graduate school)

Either full or part time

POSITION TYPE:

MINIMUM DEGREE REQUIRED:

FULL TIME/PART TIME:

Language Proficiencies

English/Fluent

Spanish/Conversational

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
- Chaplaincy
- Children's Ministry
- Christian Education
- Communications/ Media
- Community Organizing
- Conflict Management
- Counseling/ Social Work
- Early Childhood Administration
- Ecumenical Work
- Evangelism/ Mission
- Financial Management
- Global Service
- Innovation / Creativity
- Interim Ministry
- 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 checked="" 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 type="checkbox"/> Youth and Family Ministry | | |

Gifts for Ministry

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

Top Priority		Very Helpful
Yes	Help people develop their spiritual life.	
	Help people understand and act upon issues of social justice.	
	Provide care and nurture.	
	Be active in visitation of members and non-members.	Yes
	Be effective in working with children.	
	Build a sense of community among the people with whom he/she works.	Yes
	Help others develop their leadership abilities and skills for ministry.	
	Be an effective administrator.	
Yes	Be an effective communicator.	
Yes	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.	
	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.	
Yes	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.	Yes
	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. **Congregational Growth**
- B. **Growth in Partnership**
- C. **Attract Youth to the Church**
- D. **Community Social Outreach**
- E. **Making Service More Publicly Available**

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. **Financially outside of salary**
- B. **Support with community activities**
- C. **Be Accepting and Welcome to new members**
- D. **Be Accepting and Welcome to potential changes that they bring forth for both congregations.**
- E. **Work together between both churches to ease the transition of the new pastor.**

Compensation

No	No
PARSONAGE	SOCIAL SECURITY TAX OFFSET
\$25,000 - \$30,000	
MAXIMUM AMOUNT AVAILABLE FOR DEFINED COMPENSATION	

Benefits

Yes	No	1 week
PENSION	MEDICAL	VACATION WEEKS
Yes	No	
SABBATICAL POLICY	PARENTAL LEAVE POLICY	
No		
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.

Pension is part of salary, salary is only partial, due to there being two churches involved.
 Vacation time is negotiable.

Travel expenses are limited to church related travel, within reason.

Parsonage usage can be discussed as it is currently in use.

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.

Both Congregations within this Partnership have experienced a lot of change in the last 3-5 years. Both gained and lost Pastoral Leadership. As a Church, both have seen fluctuations in both the size and ethnic/economic makeup within their respective congregations. The Youth Ministries have not been thriving within either church.

The Churches are experiencing a large growth in their Outreach. Between the increase in Community Fundraising Events, the Community Market (Which is put on by the St. Paul congregation), and many other Outreach events, Both churches are seeing positive growth, even though the congregations seem to be losing members.

As stated earlier, both congregations have had a plethora of changes. One Church provides an Online Service, while the other provides a FM radio Service. St. Paul has a new pianist.

One of the struggles that the Churches are having is Service times. With having two different denominations, we have to have two different service times. In order to not make the congregation wait too late into the day, one has service at 8:30 and the other at 10:30. This is to allow for pastoral guidance for both churches between services.

The makeup of Ottumwa has seen many changes within the last 3-5 years. The Social Makeup of the community has grown and shifted to include a large immigrant population, driven by the factory work available in the area. There has also been an increase in the amount and knowledge of the LGBTQIA+ community.

As a Part of that "Social Make-up", Ottumwa as a whole has been losing Churches yearly. Many churches have consolidated into one. For example, as of 3 years ago, there were 3 Methodist Churches. As of the beginning of this year, there is one Methodist Church in the town. There has, however, been an increase in Non-Denominational churches and attendance in town.

The City as a whole has undergone a lot of changes as well. The downtown area has seen an increase in businesses as well as a facelift. There has been an increase in low-rent housing, pushed in part by the increase in immigrant population. The Local Community College, Indian Hills is experiencing a lot of growth both in attendance as well as remodeling. One of the issues seen within the community is a lack of childcare options. The larger Childcare services have left, aside from the school sponsored options. Outside of these, it is mostly in-home options.

Another issue faced by the community as a whole is the reputation of the community and area due to the issues that happened at the local hospital. The incidents have caused the reputation of the town to take a hit, especially in the professional world.

Population numbers have stayed relatively the same, but the ethnic makeup has made a change, as stated earlier.

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).

Group meeting between both churches, headed by Assistant to the Bishop Dan Kuckuck and Canon Meg Wagner.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's **2/26/2024** 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.

Dan Kuckuck

NAME

OFFICE PHONE

Assistant to Bishop

TITLE

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Reference's Recommendation

Nancy Cameron

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