

MINISTRY SITE PROFILE

Christ the Good Shepherd Lutheran Church

San Jose, CA

Completed:



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

The Ministry Site Profile (MSP) is intended for use by congregations and church-related organizations that are seeking to call a rostered minister of the Evangelical Lutheran Church in America, or a First Call candidate for rostered ministry. Congregations must complete the entire MSP. Church-related organizations may, with the concurrence of the synod bishop, complete only the required sections (Part I, III and IV). Once complete, this form is submitted electronically to your synod bishop for review and posting to the "Current Openings" listing on the ELCA website (www.ELCA.org/call).

Summary Description

Christ the Good Shepherd Lutheran Church in San Jose, California seeks a full-time pastor to nurture and challenge this socially-engaged congregation. Beyond preaching and visitation, we would like a pastor who can guide us in building and maintaining our relationships in order to increase the impact of our ministries within the community and beyond. We offer a full range of benefits and a supportive congregation and council.

PART I: WHO WE ARE

Name and Location

CONGREGATION

Christ the Good Shepherd Lutheran Church

04984

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

NAME

CONG ID

San Jose, CA, 95125

US

CITY, STATE, ZIP

COUNTRY

Sierra Pacific Synod (2A)

Congregation - Organized

1971

SYNOD

TYPE OF MINISTRY SITE

YEAR ORGANIZED

Large city (250,000 or more)

SIZE OF COMMUNITY

Contact Information

Ministry Site (preferred contact information)

1550 Meridian Avenue

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US

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CITY, STATE, ZIP

COUNTRY

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Demographics

Language Spoken

In the congregation/ organization

English

PRIMARY LANGUAGE

German

SECOND LANGUAGE

Spanish

THIRD LANGUAGE

In the surrounding community

English

PRIMARY LANGUAGE

Spanish

SECOND LANGUAGE

Vietnamese

THIRD LANGUAGE

Race/Ethnicity (In the Congregation)

Caucasian (75%)

Latino/Hispanic (5% or less)

Asian/Pacific Islander (5% or less)

African American/Black (5% or less)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

The actual numbers from our membership data are:

White/Caucasian 73.3%

Latino/Hispanic 4.4%

African-American/Black 3.3%

Asian/Pacific Islander 3.3%

Other/Decline to state 15.6%

Race/Ethnicity (Surrounding Community)

Asian/Pacific Islander (40%)

Latino/Hispanic (30%)

Caucasian (25%)

Multi-racial (5% or less)

LARGEST

SECOND

THIRD

FOURTH



COMMENTS OR EXPLANATION

Different pictures emerge for the ZIP code, the city of San Jose, and for Santa Clara County. Though highly diverse, the mixture is far from uniform, and the legacy of red-lining and CC&R-enforced segregation lingers.

ZIP: 66% non-Hispanic White,
23.8% Hispanic,
14.6% Asian,
8.9% other,
3.4% Black

City: 37.6 Non-Hispanic Asian,
27.9% Hispanic,
25% Non-Hispanic White,
3.14% Multi-Racial,
2.76% Black

County: 42% non-Hispanic White,
37.3% Asian,
25.6% Hispanic,
11.8% other,
2.5% Black

Gender comparison

44%	54%	0%	5%	15%	25%	30%
MALE	FEMALE	19 YEARS OR YOUNGER	20 - 34	35 - 49	50 - 65	OVER 65

Age distribution

Number of Paid Staff

1	0	2	1	2	1
Ministers of Word and Sacrament (PASTORS)	Ministers of Word and Service (DEACONS)	OTHER LAY PROFESSIONALS	SECRETARIAL SUPPORT	CUSTODIAL SUPPORT	OTHER

Congregational Information

51 - 150	0 - 25	Single site
AVE WEEKLY WORSHIP ATTENDANCE	AVE ATTENDANCE IN CHRISTIAN EDUCATION	PARISH TYPE

Distance members live from church facilities:

5%	5%	50%	40%
1/2 MILE OR LESS	1/2 - 1 MILE	1 - 3 MILES	MORE THAN 3 MILES

Community Type

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

Budget of the Congregation/ Organization

\$403,106

TOTAL BUDGET FOR THE LAST FISCAL YEAR

\$32,654

2021

LAST FISCAL YEAR

\$0

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

\$1,216,168



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.

Christ the Good Shepherd Lutheran Church (CGS) is located in the tree-lined neighborhood of Willow Glen in San Jose, the 10th largest city in the U.S, although our members come from a much wider area than our immediate neighborhood. As the Capital of Silicon Valley, San Jose draws people from all over the globe, with 40% of its residents born outside the U.S. (Asian/Pacific Islander languages are spoken in 26% of homes and Spanish is the primary language in 24%). In addition to technology sector employment, the South Bay (the southern portion of the San Francisco Bay Area) is home to world class healthcare and higher education institutions and to a variety of arts and other institutions that reflect the myriad cultures in our area. When COVID hit, the community responded enthusiastically to the availability of COVID vaccines with over 90% of county residents over age 12 being fully vaccinated by December 2021.

While residents work very hard, there are abundant options nearby for outdoor recreation by spending a day at the ocean, hiking in the mountains, or exploring the many communities of the San Francisco Bay Area. Lake Tahoe, Yosemite, Carmel, Big Sur and the Napa Valley are all within a day's drive.

With these opportunities and along with our wonderful weather also come some of the highest housing costs in the country, especially in Willow Glen and the neighboring suburbs adjacent to the big Tech offices, all of which drive increasing economic disparity and a growing unhoused population in our community.

Trends:

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

(1) The COVID pandemic has had a significant impact on CGS. Nevertheless, the congregation's substantial technological and performance production expertise fostered a smooth transition to virtual and hybrid services, Bible Studies, "Pub Theology" nights, meetings, and so on. We started, and have been able to maintain, our participation in the "Safe Car Park" program for people living in their vehicles during this time. However, a number of families who were regular worshippers have not returned since the onset of shelter-in-place, and activities like barbecues and potlucks are sorely missed. The reduction in the stream of new members joining CGS has led to a net decline in overall membership.

(2) After a relatively long period of stability, there has been more turnover than we are accustomed to. Most obviously, our pastor left when called to serve as assistant to our bishop. After many years of service, our office administrator left, and at about the same time the position was re-defined as "community coordinator." We have since had two different people in that role. There has also been an increase in the churn rate with our external relationships, to an extent accelerated by COVID. For example, decades-long relationships with the Silicon Valley Gay Men's Chorus and Rainbow Women's Chorus have fallen away, while new relationships have started to form.

(3) There have been substantial changes in our facilities usage patterns, beyond the obvious ones resulting from COVID. After decades of being rented out as office space, we reclaimed the parsonage for use as a parsonage - at first for clergy serving other congregations, and later for our own pastor. For many years we had rented out a large portion of our space for use by a school. The relationship ended, largely replaced by smaller rentals and by our own use of the space. Regular weekly use by two other congregations is another development. One is an ELCA worship community, Christ Community Multicultural Ministry (which started as a Swahili-language ministry, but which has since broadened its scope to include a growing English-speaking membership), and the other is Iglesia Pentecostes Shalom (a non-Lutheran, Spanish-speaking congregation). As in-person gatherings have resumed, we are seeing a gradual return of the various twelve-step programs, as well as other community groups, e.g. Mixed Chorus Kakehashi, a Japanese-language chorale.

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.



- (1) The cost of housing has sky-rocketed over the past five years, with single-family homes selling well over the million-dollar mark and the rental market among the costliest in the nation. This affects everything and everyone in our area, not the least of which is the increase in the number of unhoused people in our city.
- (2) Climate change has affected our community. In particular, we have experienced several years of drought and are subject to strict water rationing. The lack of precipitation has also led to more forest fires in California which, in turn, has often led to poor air quality.
- (3) As with most of the rest of the country, we were severely affected by the COVID pandemic. It has changed how we interact with each other, from having to forgo in-person worship, to wearing masks, to meeting via videoconferencing – a challenge to how we operate as a community. Now CGS faces the challenge of resuming in-person services and interactions, and people in our community, many having adapted to working remotely, now face the challenge of once again commuting to and returning to work in person.

Programs:

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

Christian Education.

Christian Education includes the Godly Play Sunday School program, a staffed nursery, a well-stocked library, and youth and family activities. We have worked with other congregations to provide Vacation Bible School and with Mt. Cross (Lutheran Outdoor Ministries of Northern California) for retreats and special programs. For adults, we have Wednesday Bible Study and Pub Theology (a meeting of adults and the pastor where current events and issues are discussed in a theological context).

Social Action.

Our social action activities provide awareness and education about contemporary issues through food and supply drives, forums, and community participation (e.g., CGS has several teams who rotate cooking for a local shelter for unhoused people and participate in the Safe Car Park program for people living in their cars). In 2019 some of our members participated in the Border Servant Corps in Las Cruces, NM. The CGS community enthusiastically participates in Silicon Valley Pride activities. There are ongoing discussions with respect to climate change and racism. An anti-racism group was formed and met over the course of a year, although no follow-up action has as yet been planned. We hosted Lenny Duncan to give a talk at CGS after he published his book, *Dear Church*, and hosted a Lutheran musical group from Tanzania – both of which were well attended functions.

Worship & Music.

Along with our pastor, our worship and music activities are led and planned by our Church Musician and our Choir Director. These activities include worship planning, directing choral groups (mixed choir and the Keynote men's vocal group), and a handbell choir. We also hope to bring back our instrumentalists now that we have resumed in-person worship.

Social Activities.

In furtherance of building our community, now that we appear to be experiencing an end to COVID restrictions, we have started to resume our community potluck and BBQ meals (e.g. we just celebrated "Pi Day" (3/14) by having a potluck of pies, both sweet and savory). We also hope to see a return of the CGS Talent Show, Game Night and other activities that help knit our community together.

Goals:

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

Although we have no current Strategic Plan, recent priorities include anti-racism awareness training (Intercultural Development Inventory led by Julie Boleyn of the Kaleidoscope Institute), long-needed updates to our facilities, aid to our community's unhoused population and to LGBTQ youth, and the re-assembly of community life. Due to both our membership and where we are located, there is also an ongoing affinity for refugee and immigration concerns.

Energy:

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

CGS members are excited as we emerge to a "new normal" from COVID restrictions. A congregational survey conducted by the Call Committee indicated clearly that members of the church are grateful for the return to in-person Sunday worship. They are looking forward to new leadership that builds on our strong sense of fellowship, our commitment to social justice, and our love of music.



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?

CGS financially supports the ELCA by tithing to our Synod (and through our Synod to the ELCA). CGS keeps our membership informed about the larger church body through text studies of proposed ELCA social statements and by having members who are active in groups working for change in the ELCA such as ELM (Extraordinary Lutheran Ministries). CGS always sends its full complement of voting members to our annual Synod Assembly, and whenever possible, we offer voting members for the Churchwide Assembly.

In addition to direct financial support, we recently provided affordable housing for one ministry intern, gave a \$10,000 scholarship to another intern, and offered temporary office space to our Synod. We also support the Sierra Pacific Synod Youth Committee (one of our members participated on the Youth Committee), Mt. Cross (Lutheran Outdoor Ministries of Northern California) in the Santa Cruz mountains (its co-directors are CGS members), participate in "God's work, Our Hands Sunday" each year, as well as the "Synod-Wide Service Day" -- this year by collecting personal care kits. Current members of the congregation serve or have recently served on a variety of our synod's committees, as well as on synod council and as synod staff.

CGS is active locally in our Synod's El Camino Conference and works with other local Lutheran churches and programs. CGS has a history of working with other churches and Mt. Cross to provide ministries like Vacation Bible School, art programs, and adult education. We are the fiscal agent for Christ Community Multicultural Ministry, which also uses our facilities, and we support the Encompass Homeless Ministry that provides needed materials to the unhoused and other needy individuals. In the pre-Covid past, CGS, in partnership with Encompass Ministry and Hope Lutheran Church, celebrated Thanksgiving dinners with our unhoused neighbors.



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 type="checkbox"/>	<input checked="" 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 type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We prefer ideas that are tried and true.
We rely on our leaders for direction.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We rely on group decision-making.
We have learned how to use conflict constructively.	<input type="checkbox"/>	<input 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 type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We focus on skills and action.

OUR THEOLOGICAL PERSPECTIVE

We are obviously Lutheran in identify and practice.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We are less obvious about our Lutheran heritage.
We participate in synod and ELCA activities.	<input 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?

Our Mission:

Proclaim :

we proclaim God's word and love.

Welcome:

we welcome ALL.

Serve:

we serve one another and the world.

Our Vision:

We serve the world with gratitude, reflecting the unconditional love of God.

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 members are no doubt our primary asset. Our membership includes people with the talent, intellect, and skills that allow CGS to function at a high level. The many areas we participate in, from music to finances to social action, are only made possible because of the qualities of our members.

Our physical facility, although aging, is a major asset. We own a large campus that includes meeting spaces, school rooms, a large parking lot, a parsonage, all on a large, valuable lot, quite visible to the public from the major street on which we are situated. There are plans to upgrade our facility, especially the kitchen and restrooms, and this upgrade will be a major focus of CGS in the near future.

Our financial situation is another asset. Overall, CGS is in good financial shape with generous members and a good portfolio from which we can draw to maintain our mission.

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?

First, we continue to support the unhoused community. Doing so provides CGS with a real sense of mission. As mentioned elsewhere, CGS participates, for example, in the Safe Car Park Program and Encompass Ministries.

Second, we look to see how we can support social justice efforts and do our part to fight climate change. To that aim, we installed solar panels on our roof, and with the help of Our City Forest (Silicon Valley's nonprofit urban forestry and environmental stewardship program), replaced our grass lawn with a less water-consumptive mixture of vegetables, fruit trees, and drought-resistant plants.

Third, we support immigrant and refugee communities by hosting Christ Community Multicultural Ministry and Iglesia Pentecostes Shalom. Our members have also participated in the Border Servants Corps, and we hosted a speaker from LIRS (Lutheran Immigration and Refugee Services).

References

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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)

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 checked="" type="checkbox"/> Building a Sense of Community | <input type="checkbox"/> Campus / Young Adult Ministry |
| <input type="checkbox"/> Chaplaincy | <input type="checkbox"/> Children's Ministry | <input checked="" 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 type="checkbox"/> Recruit and Equip Leaders | <input type="checkbox"/> Self Care / Family Life | <input type="checkbox"/> Small Group Ministry |
| <input checked="" 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 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.	
Yes	Be active in visitation of members and non-members.	
	Be effective in working with children.	Yes
	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.	
	Be an effective teacher.	Yes
	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.	



	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.	
	Deal effectively with conflict.	Yes
	Bring joy and good humor to relationships.	Yes
Yes	Be able to share leadership and work in a team.	
	Be creative and innovative about his or her tasks.	
	Be able to use technology and media.	
	Appreciate cultural diversity in language and customs.	
	Have talents in the areas of music, arts and writing.	

Mutual Expectations

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

A. Pastoral care and visitation

We have a number of members who are unable to attend Sunday services. While video streaming is better than nothing, personal visits, when possible, mean a great deal.

B. Social Ministry

We expect our pastor to teach, seek out opportunities, advocate for, and support our efforts in social ministry such as the Safe Car Park Program, shelter cooking. Our pastor will help people in need who frequently appear at our door by making referrals or providing direct assistance.

C. Building a sense of community

With the relaxation of Covid restrictions, we have come to realize the importance of our community and the role our pastor plays in maintaining our work, worship and life together.

D. Preaching/Worship leadership

Congregational feedback indicates that it is important for preaching to be addressed to the entire community and not limited to narrow segments. Our members are looking for messages they can apply in daily life, that are spiritually nourishing, yet intellectually challenging, that are theologically sound yet speak to the concerns of our community and challenge the status quo.



E. Christian education

Child and adult opportunities to learn about and expand our faith are important in maintaining the life of our congregation. With many members coming from non-Lutheran traditions, it is important to ensure that both children and adults have a clear understanding of Lutheran teachings and their implications for our lives.

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. Visitation

In the past, in order to assist the pastor in carrying out visitation duties, we had a ministry we called "Calling and Caring." This pool of volunteers would be available to assist the pastor in visitation.

B. Social ministry

We have dedicated and experienced volunteers working in our social ministry activities who our pastor will be able to count on for support. We also have a "pastor's discretionary fund" used to help people in situations where a referral is not sufficient.

C. Building a sense of community

CGS loves to eat. Just say the word and the BBQ, potluck, talent show, or whatever the event may be, virtually organizes itself. In addition, CGS's members will make use of their personal and professional networks to help the new pastor make any connections needed.

D. Preaching/Worship leadership

CGS has an excellent staff and congregational support working closely with the pastor to organize worship services; while at the same time, we provide our pastor with time off and other resources for continuing education and for recharging their own batteries.

E. Christian Education

We have members who are able and willing to both teach and attend multiple forms of education such as Sunday School, Bible and text studies, and Pub Theology.

Compensation

Yes	Yes
PARSONAGE	SOCIAL SECURITY TAX OFFSET
\$95,000 +	
MAXIMUM AMOUNT AVAILABLE FOR DEFINED COMPENSATION	

Benefits

Yes	Yes	4 weeks
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PENSION

Yes

SABBATICAL POLICY

Yes

ARE BACKGROUND CHECKS REQUIRED

MEDICAL

Yes

PARENTAL LEAVE POLICY

VACATION WEEKS

Professional Expenses

Yes

AUTO / TRAVEL REIMBURSEMENT

Yes

FIRST CALL THEOLOGICAL EDUCATION

Yes

PROFESSIONAL EXPENSES ACCOUNT

Yes

CONTINUING EDUCATION

Comments:

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

We strive to ensure that our compensation package complies with our synod's guidelines, which include regional cost-of-living adjustments based on estimated housing costs.

Other Supporting Resources

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

Mission and Vision statement of the congregation or organization

Yes

Printed history of the congregation or organization

Yes

Strategic Plan: Goals and Objectives

No

Budget

Yes

Annual Report

Yes

Position description: Duties and Responsibilities

Yes

Communications Piece (publicity, newsletter, etc.)

Yes

PART IV: COMMENTARY

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

Christ the Good Shepherd Lutheran Church is, above all, a welcoming place for all people. Although we are a Lutheran congregation, proud of our Lutheran heritage and our membership in the ELCA, one does not have to be Lutheran or even Christian to participate in this community.

Welcoming means more than smiling at a new person who shows up at worship; it means all people, regardless of ethnicity, sexual orientation, nationality, gender identity, socio-economic status, or anything else, are intentionally embraced by our community.

San Jose is a diverse place, and CGS tries to minister to the people around us, to be a place that offers love, hope and community.



PART V: COMPLETION OF PROFILE

Discernment Process and Adoption

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

The duly-elected Call Committee met weekly by teleconference. The committee consulted the congregation's membership database, governmental, ELCA, and synodical resources for demographic data. The congregation's Personnel Committee provided policy information, and its Treasurer provided financial data. Weekly updates were provided to the congregation at Sunday services and via the congregation's newsletter / blog. Committee members had in-person and email conversations with members. The congregation's membership was surveyed using both electronic and paper forms for questions where committee members did not have a consensus view. Drafting the essays was divided among the committee's members, but after agreement was reached on the substance, one member handled the editing of the final text to ensure a consistent editorial voice. The draft profile was then handed to the congregational council for review and approval, followed by updates to contact information as needed.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's board: **7/10/2022**

CALL PROCESS ADMINISTRATOR

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

Cindy Beck

NAME

(916) 955-9861

OFFICE PHONE

Pastor

TITLE

cbeck6012@gmail.com

E-MAIL

Reference's Recommendation

Jim Clark-Moore

NAME

DAY PHONE

CELL

prjmelca@yahoo.com

E-MAIL

EVENING PHONE

FAX