

MINISTRY SITE PROFILE
Heartland Shared Ministries

South Central Nebraska

Completed: October 2023

Summary Description

Heartland Shared Ministries is the cooperative effort of three congregations in south central Nebraska seeking a full time pastor to serve in a single pastor ministry at Salem Lutheran Church (ELCA), Superior, NE, the United Church of Christ, Clay Center, NE, and the Church of the Plains (Presbyterian, USA), Edgar, NE. We invite an enthusiastic, capable pastor to join us in sharing the Word of God and serving others through mission in our area and the world.

PART I: WHO WE ARE

Name and Location

MULTIPLE POINT PARISH

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

Superior/Clay Center/Edgar, Nebraska

CITY, STATE , ZIP

Heartland Shared Ministries

NAME

CONG ID

US

COUNTRY

Congregation - Multiple Point

2016

TYPE OF MINISTRY SITE

YEAR ORGANIZED

Rural

SIZE OF COMMUNITY

Contact Information

Ministry Site (preferred contact information)

944 Highway 14

ADDRESS LINE 1

ADDRESS LINE 2

Superior , NE, 68978

CITY, STATE, ZIP

US

COUNTRY

heartlandshared@gmail.com

E-MAIL

WEB SITE

(402) 225-4207

PHONE

FAX

Chairperson of Congregation or Head of the Organization

Jim Hild

NAME

507 North D Street

ADDRESS LINE 1

ADDRESS LINE 2

Edgar, NE, 68935

CITY, STATE, ZIP

US

COUNTRY

(402) 224-1287

DAY PHONE

EVENING PHONE

(402) 224-1287

CELL PHONE

FAX

jh54520@windstream.net

E-MAIL

Chairperson of Call or Search Committee

Amber Epley

NAME

1039 RD 4000

ADDRESS LINE 1

Nelson, NE, 68961

CITY, STATE, ZIP

US

COUNTRY

(402) 984-3655

DAY PHONE

EVENING PHONE

CELL PHONE

FAX

amber.kohmetscher@gmail.com

E-MAIL

Demographics

Language Spoken

In the congregation/ organization

English

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

In the surrounding community

English

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

Race/Ethnicity (In the Congregation)

Caucasian (100%)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Race/Ethnicity (Surrounding Community)

Caucasian (90%)

Latino/Hispanic (5% or less)

African American/Black (5% or less)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Gender comparison

44%

56%

MALE

FEMALE

Age distribution

10%

15%

15%

25%

35%

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

Number of Paid Staff

1

0

0

3

2

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	Multi-point parish	
AVE WEEKLY WORSHIP ATTENDANCE	AVE ATTENDANCE IN CHRISTIAN EDUCATION	PARISH TYPE	
Distance members live from church facilities:			
25%	10%	20%	45%
1/2 MILE OR LESS	1/2 - 1 MILE	1 - 3 MILES	MORE THAN 3 MILES
Community Type			
<input type="checkbox"/> Suburban	<input type="checkbox"/> College or University	<input checked="" type="checkbox"/> Farming	
<input type="checkbox"/> Inner City	<input type="checkbox"/> Mining/logging	<input checked="" type="checkbox"/> Ranching	
<input type="checkbox"/> Industrial	<input type="checkbox"/> Resort	<input checked="" type="checkbox"/> Retirement	

Budget of the Congregation/ Organization

2023

\$252,760

TOTAL BUDGET FOR THE LAST FISCAL YEAR

\$16,514

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

LAST FISCAL YEAR

\$0

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

\$398,946

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.

Heartland Shared Ministries consists of three parishes including Salem Lutheran Church (ELCA) - Superior, Church of the Plains (Presbyterian) - Edgar, and United Church of Christ - Clay Center. Each church's community characteristics are stated below.

Salem Lutheran is located on a state highway in a rural setting. Our members reside in either of two small towns nearby, Nelson, and Superior, NE, or in the countryside. The soci-economic status depends greatly on the agricultural economy. While the population has declined, the area supports two school systems. Primary employment is in agricultural related businesses, the hospital, nursing home and assisted living facilities, the school systems, and private business. The lifestyle reflects the age of the residents. Sporting activities are well attended throughout the year. Two golf courses are available. A large lake is located nearby for irrigation and recreational purposes.

Church of the Plains is quaintly located on the main intersection of our quiet little town of Edgar, NE. Our church draws membership from a variety of surrounding communities including two distinct school systems. While the majority of members work in agriculture, many are also healthcare workers, truly embracing the culture of the heartland. Edgar is home to several successful family-owned businesses that have stood the test of time and an extended community focused on growth and engagement.

The United Church of Christ is located in Clay Center, Nebraska. The 750-person population of Clay Center makes up the largely agriculture-based community. However, a thriving and active surrounding population contribute greatly to the success of the town. Primary employment is in agricultural related businesses, healthcare facilities, the school systems, and private business. In addition, the US Meat and Animal Research Center, four miles west of Clay Center offers many employment opportunities. Of three public schools and one Christian school in Clay County, many Clay Center children attend Sandy Creek Public Schools six miles south of town.

Trends:

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

- 1. The congregations were served by a full-time minister for the last 5 years.**
- 2. Routinely, Heartland Shared Ministries has begun joint worship services alternating at each congregation on 5th Sunday's and in the summer months.**
- 3. Continuing effort to build the Sunday school programs and adult bible study programs.**

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. Covid - Live streaming of service began at this time. More members began worshipping from home. Since Covid, our average attendance in person has decreased.**
- 2. Changes in the agricultural economy.**
- 3. Declining population, through age, and through the youth not returning after college.**

Programs:

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

The ministry of Heartland Shared Ministries includes weekly worship services, weekly Sunday School classes for children, summer time activities for children, and visitations of the ill and homebound.

Each congregation has many programs to support those in need within the local communities and abroad.

Goals:

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

- 1. Studying and learning God's Word.**
- 2. Continuing flexibility among the churches in Heartland Shared Ministries.**
- 3. Growth - increased attendance, mission activity, spiritual growth and opportunities.**
- 4. Congregational engagement, especially with younger members**
- 5. Rebirth of Sunday School**
- 6. Financial Stability**
- 7. Community outreach through service and evangelism in the communities involved.**

Energy:

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

- 1. Calling a Pastor**
- 2. The continued growth and fellowship of Heartland Shared Ministries.**
- 3. Membership growth and involvement**

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 as three congregations Salem Lutheran Church (ELCA), Church of the Plains (Presbyterian), and Clay Center United Church of Christ are one ministry and function as Heartland Shared Ministries. Each Congregation is active participants in their own denomination.

Ministry Site Characteristics

AS A COMMUNITY

	A LOT LIKE US	A LITTLE LIKE US	A LITTLE LIKE US	A LOT LIKE US	
We tend to be formal and programmatic.	<input type="checkbox"/>	<input 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 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We tend to perceive conflict as something destructive.

OUR PROGRAMMING

Our facilities are often used by community groups.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Our facilities are only used for our activities.
We train people to minister outside our walls.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We train people to minister inside our walls.
We focus on ideas and beliefs.	<input checked="" type="checkbox"/>	<input 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 type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We are less obvious about our Lutheran heritage.
We participate in synod and ELCA activities.	<input 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 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?

1. We are God's Children and here to praise God and spread the Word
2. Serve others
3. Minister as a group and as individuals
4. Identify needs locally and globally
5. Spiritual Fulfillment

Mission Statements:

HSM - To know and serve God and be servants of God to all people by living our faith in Jesus Christ.

Salem Lutheran Church - The mission of Salem Lutheran Church is to be a community bonded by faith in Jesus Christ, where the Word is proclaimed and the Sacraments are received, and where people are empowered by the Holy Spirit for service to strive for wholeness for all of God's creation.

Church of the Plains- To Know and Serve God by living our faith in Jesus Christ

Clay Center United Church of Christ - Our Mission is to know and serve God and be servants of God to all people by living our faith in Jesus Christ.

Giftedness

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

Assets:

1. Our three various locations give our members a place to worship at their convenience (location and time of service)
2. Our diverse age group includes lay leaders able to lead worship, active women groups and enthusiastic young people.
3. Congregation includes people with varieties of talents including volunteer organists.

Obstacles:

1. Declining population attending churches
2. Rural Location
3. Added community and school activities that take the population away from the church

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?

1. Stable pastoral leadership
2. Recruitment, evangelism and participation
3. Fellowship in the Body of Christ

References

United Church of Christ

Kim Springer

Executive Administrator

NAME

Position

E-MAIL

515-277-6369

DAY PHONE

EVENING PHONE

CELL

FAX

Inside Congregation or organization

Brandon Anderson

NAME	ORGANIZATION AND TITLE	E-MAIL	
		402-469-2424	
DAY PHONE	EVENING PHONE	CELL	FAX

Outside Congregation or organization

Teresa Sullivan **Teresa Sullivan, CPA** **tsullivan@tmsullivan.cpa**

NAME	ORGANIZATION AND TITLE	E-MAIL	
(402) 879-8002			(402) 879-3010
DAY PHONE	EVENING PHONE	CELL	FAX

A UCC rostered minister

Rev. Barry Rempp

NAME	ORGANIZATION AND TITLE	E-MAIL	
		(402) 460-7000	
DAY PHONE	EVENING PHONE	CELL	FAX

Anyone else who knows your setting well

Ethan Feistner **Prior Pastor** **ethanfeistner54@gmail.com**

NAME	SYNOD	E-MAIL	
(785) 404-9303			
DAY PHONE	EVENING PHONE	CELL	FAX

PART III: LEADERSHIP NEEDS

The Leader we Seek

Roster Type:

- Minister of Word and Sacrament
 Minister of Word and Service
 In Candidacy/First Call

Solo Pastor

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.

- | | | |
|--|---|---|
| <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 checked="" 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 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.	
	Be active in visitation of members and non-members.	Yes
	Be effective in working with children.	
Yes	Build a sense of community among the people with whom he/she works.	
	Help others develop their leadership abilities and skills for ministry.	
	Be an effective administrator.	
Yes	Be an effective communicator.	
	Be an effective teacher.	
	Encourage support of the Church's wider mission.	
	Work regularly in the development of stewardship growth.	
Yes	Be active in ecumenical relationships.	
	Be effective in working with youth.	Yes
	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.	
	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.	Yes
	Be able to use technology and media.	Yes
	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. **Continue to unite and nourish Heartland Shared Ministries while supporting each church's goals.**
- B. **Support each church's mission and outreach. For example special offerings and community projects.**
- C. **Support a shared website/newsletter for the shared ministry. Help maintain and support the Heartland Shared Ministries Facebook page.**
- D. **Encourage congregation to participate and not just be spectators. Develop education programs for youth and adults.**
- E. **Create a welcoming experience and inviting atmosphere.**

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. **Orientation to Heartland Shared Ministries**
- B. **Orientation to each church and community.**
- C. **Orientation to each denomination and expectations within Heartland Shared Ministries.**
- D. **Schedule regular meetings with the Pastoral Support team from each church.**
- E. **Encourage personal growth and care through continuing education and spiritual direction/retreat.**

Each congregation also expects to provide secretarial and administrative assistance. Ministries/Committees in place in each congregation will also assist in planning and holding worship, events, etc.

Compensation

Yes	Yes
PARSONAGE	SOCIAL SECURITY TAX OFFSET
\$65,000 - \$90,000	
MAXIMUM AMOUNT AVAILABLE FOR DEFINED COMPENSATION	

Benefits

Yes	Yes	3 weeks
PENSION	MEDICAL	VACATION WEEKS

No	Yes
_____	_____
SABBATICAL POLICY	PARENTAL LEAVE POLICY

Yes

ARE BACKGROUND CHECKS REQUIRED

Professional Expenses

Yes	Yes
_____	_____
AUTO / TRAVEL REIMBURSEMENT	PROFESSIONAL EXPENSES ACCOUNT

Yes	Yes
_____	_____
FIRST CALL THEOLOGICAL EDUCATION	CONTINUING EDUCATION

Comments:

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

Other Supporting Resources

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

Mission and Vision statement of the congregation or organization	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.

All parts of this profile were completed to resemble Heartland Shared Ministries as a whole. We are a multiple-point parish with locations in Edgar, Clay Center and north of Superior, NE.

Part 1 is an area we felt needed to be further explained. The percentages used within the profile are averages of all three parishes. More detailed explanation of figures can be found below.

Part I -

Name and Location

- The address used is that of Salem Lutheran Church. Below you will find all parish locations and names
 - Salem Lutheran Church, 944 Highway 14 Superior, NE 68978
 - Edgar Church of the Plains, 407 N C St. Edgar, NE 68935
 - Clay Center United Church of Christ, 220 S Alexander Ave. Clay Center, NE 68933

Demographics

- Distance members live from church facilities
 - Salem - 95% of members live more than 3 miles from the church facilities and only 5% live 1-3 miles from the facility
 - Edgar - 20% live 1/2 mile or less, 15% 1/2 mile to 1 mile, 20% 1-3 miles, and 45% more than 3 miles
 - Clay Center - 60% 1/2 mile or less, 10% 1/2 mile to 1 mile, 30% 1-3 miles, and 0% more than 3 miles

Budget of the Congregation/Organization

- The 2023 budgets were used to complete this section
 - Heartland Shared Ministries - total budget \$139,455.19
 - Salem - total budget minus HSM fees \$44,800
 - Edgar - total budget minus HSM fees \$43,555
 - Clay Center - total budget minus HSM fees \$24,950
- Mission Support
 - Salem - \$5000
 - Edgar - \$6334
 - Clay Center - \$5180
- Total Savings and Reserves
 - Salem - \$204,946
 - Edgar - \$108,000
 - Clay Center - \$86,000

Other areas to note -

The three congregations are seeking an individual who can provide at least two (2) Sunday services on a rotating basis.

Heartland Shared Ministry is governed by a Coordinating Council consisting of two (2) representatives from each church elected in opposite years to four (4) year terms, to provide continuity. The Covenant agreement includes procedure for churches to leave and/join the shared ministry.

A Limited Liability Company was formed to facilitate payment of staff, Workman's Compensation and other shared expenses. Each staff member at each church is an employee of Heartland Shared Ministries. A CPA firm was hired to handle all financial transactions, payroll, etc.

Each congregation is responsible for their own property and other individual expenses. By agreement, each pastor is to respect the traditions and practices, including worship of each denomination.

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 meeting was held on September 10, 2023 when the Heartland Shared Ministries Council and call committee members met to discuss the calling process.

Following the meeting, call committee members met weekly to complete the profile. The HSM council reviewed the profile and made final adjustments.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's board: **10/25/2023**
