



Cantor Call Committee – Mount Olive Lutheran Church

Congregation Profile

Mount Olive is a socially progressive parish that celebrates traditional liturgy. We expect to meet God in our worship, in our Midtown Minneapolis neighborhood, and in our love and service to those around us. All are welcome.

Purpose of the Profile

The purpose of this profile is to provide Cantor applicants with information about the Mount Olive Lutheran Church Congregation and our values in calling a Cantor. It is provided as a guideline to supplement the Position Description and to aid applicants in assessing their qualifications against the leadership needs of the congregation.

Additional information about our community is available publicly on the Mount Olive Lutheran Church website. Worship livestream, sermons, and adult forum events are available on our YouTube Channel:

<https://www.mountolivechurch.org/>

<http://www.youtube.com/@MountOliveMinneapolis>

PART I: WHO WE ARE

Name and Location

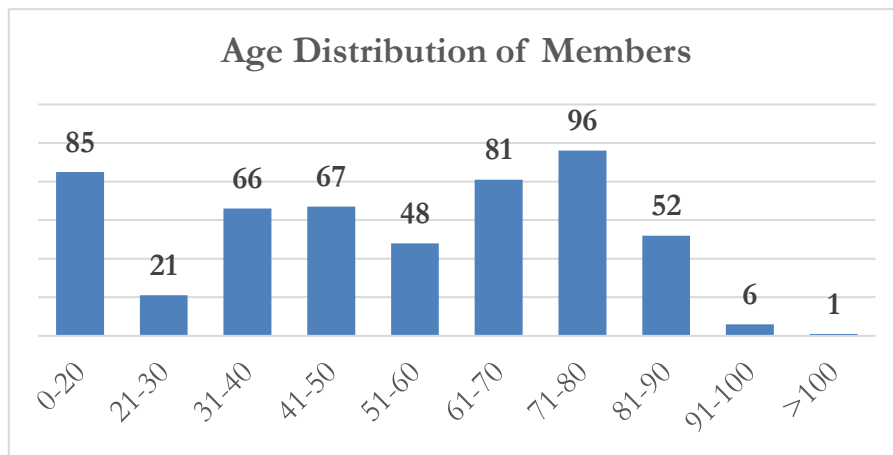
Mount Olive Lutheran Church
 3045 Chicago Avenue S
 Minneapolis, MN 55407

Established: 1909
 Members (households): 350
 Active Members (households): 251

Demographics and Information about Mount Olive and the surrounding community:

| | | | | | | | | | | | |
|---|---|---------------|----|-------------------|-----|---------|-----|----------|-----|--------------|-----|
| Language(s) Congregation | English | | | | | | | | | | |
| Languages(s) Surrounding Community | English 69%, Spanish 19%, Other 10% | | | | | | | | | | |
| Community Type | Inner City | | | | | | | | | | |
| Race/ Ethnicity Congregation | Total Population* 523 Black or African American 1.3% African National, African Caribbean .4% Asian/Pacific Islander .8% Latino .2% Multi-racial .6% White 96.7% | | | | | | | | | | |
| Race/ Ethnicity Surrounding Community | Total Population* 38,506 Black or African American 18% Native 3% Asian 2% Other 16% Hispanic or Latino 25% Two or more races 11% White 50% <i>*data.census.gov - 55407 ZCTA5</i> | | | | | | | | | | |
| Membership Household Location Distribution: | <table border="0"> <tr> <td>55407 - Local</td> <td>7%</td> </tr> <tr> <td>Other Minneapolis</td> <td>44%</td> </tr> <tr> <td>St Paul</td> <td>19%</td> </tr> <tr> <td>Other MN</td> <td>13%</td> </tr> <tr> <td>Out of State</td> <td>10%</td> </tr> </table> | 55407 - Local | 7% | Other Minneapolis | 44% | St Paul | 19% | Other MN | 13% | Out of State | 10% |
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| St Paul | 19% | | | | | | | | | | |
| Other MN | 13% | | | | | | | | | | |
| Out of State | 10% | | | | | | | | | | |

| | |
|--|--|
| Number of Paid Staff | Clergy – 1 Cantor Called – 1 (open) Vicar - 1 seminary student (yearly) Administrative – 1 Lay Rostered – 0 Lay Professional – 1 Custodial – 1 |
| Average Worship Attendance | In person - 178 Livestream - 200+ views |
| Number of children age 0-17 | 74 |
| Number of baptisms in the last 5 years | 23 |
| Number of funerals in the last 5 years | 34 |
| Number of weddings in the last 5 years | 5 |
| Membership Trend | Increasing yearly for the past 10 years. New members are welcomed 2-3 times per year. |



| | |
|-----------------------|--|
| Gender Representation | Male – 338 Female - 218 Non-Binary - 1 |
|-----------------------|--|

| | |
|-------------------------------|---|
| Associations and Affiliations | Evangelical Lutheran Church of America (ELCA) Minneapolis Area Synod of The ELCA Reconciling in Christ (RIC) Lutheran World Federation (LWF) Mount Olive Lutheran Church Foundation |
|-------------------------------|---|

Annual Budget

| | 2024 | 2025 Approved |
|---|-------------|----------------------|
| Annual Budget | \$943,140 | \$908,567 |
| Total Debt | \$849,224 | |
| Savings | \$108,000 | |
| Endowment* | \$2,015,103 | |
| Mission Support to ELCA** | \$34,798 | \$36,343 |
| <p>*Endowment represents the current invested asset base of the Mount Olive Lutheran Church Foundation, which provides annual funds to the Church.</p> <p>**Mount Olive tithes 12% annually of all gifts received: 4% to fund Global Missions, 4% to fund Neighborhood Ministries, and 4% to the Minneapolis Area Synod</p> | | |

PART II: OUR VISION FOR MISSION

Context and Trends within the past five years:

Where we are:

Mount Olive is located in the heart of the Midtown area of South Minneapolis, an area of significant racial and economic diversity. The neighborhood has experienced many changes since European immigrants arrived in the late 19th and early 20th centuries. The area continues to attract recent immigrant populations as an entry point into the Twin Cities. Evolution of the neighborhood has influenced Mount Olive over its 115-year history. Beginning with the formation as a neighborhood church in 1909, continuing with construction of the existing building in 1931 and major facility expansions in the 1950s and 1960s, and major renovations to interior spaces in 2009, Mount Olive is committed to staying in this neighborhood. Mount Olive has always been involved in ministry with our neighbors throughout our history and continues to seek to deepen that partnership.

Trends:

As a Reconciling in Christ congregation, Mount Olive understands itself to be a place of welcoming, belonging, and safety for all who seek God's love and a community of faith.

The voices of the very young are welcome during worship. We have experienced growth in the number of children of all ages in our congregation, which has in turn increased the programs and activities for youth and families.

Because the pandemic brought everything to a halt for a time, Mount Olive was afforded an opportunity to re-examine the evolving needs of the community, considering not only what we do, but how we do it, and we've adopted this discernment as an ongoing practice.

The pandemic brought changes to worship and the life of the parish. Everyone learned to use Zoom. The Worship Committee and Property Committee worked together during our time of separation during COVID to make live-streaming of worship, Bible study, meetings, and book club possible after the congregation returned to in-person worship.

During the pandemic when the building was closed the Diaper Depot (providing free diapers to people in need) continued to serve families by home delivery of diapers, and has since decided that home delivery is the best way to accomplish that ministry.

Context:

Mount Olive aspires to be a vital part of the community in which it is situated. Throughout our history we've lived with our neighbors and tried to be good neighbors. Most recently, our community experienced the enormous changes felt around the world during the COVID-19 pandemic. Our neighborhood also witnessed the murder of George Floyd and the unrest following that event. Mount Olive is seven blocks from the site where George Floyd died. Members of Mount Olive are working to become more aware of our implicit biases and the impact of discriminatory and oppressive practices and policies on our neighbors.

In an area that is home to a major hospital and a children's hospital, the symptoms of poverty, such as lack of affordable housing, food insecurity, and the opioid crisis, continue to be active challenges. Rebuilding and revitalizing the area impacted by the unrest also continues. Alongside the residents and business owners of the area, Mount Olive is committed to being a part of a thriving and vibrant neighborhood.

The challenges facing our neighbors continue to evolve, and we are committed to listening, inviting, and working with them to know how we might be a part of what is needed.

Ministries (not an exhaustive list):

Worship is central to our mission and ministry, and music is a critical part of that. Music ministry includes being involved in the Cantorei (our adult choir) in weekly and special services, children's choirs, and instrumentalists.

There are also many opportunities for involvement in worship services (e.g., Altar Guild, lector, acolyte, usher, assisting minister, crucifer, eucharistic minister, home communion minister).

Mount Olive Music and Fine Arts provides an events program to the congregation and the greater community. Additionally, we support music educational events like Bach Tage. We also host musicians in residence, currently providing space for Early Music Minnesota.

Education is available for all ages, including weekly adult forums, Godly Play for children, confirmation, and various Bible studies. Recently formed Feminine Divine Spiritual Study Group - a series of conversations and prayerful discernment related to the Feminine Divine, drawing on historical evidence and imagination informed by marginalized women's lives today.

Neighborhood Ministry provides outreach through Diaper Depot, assistance with housing issues, aid in completing forms for various assistance programs, bus passes, and laundry vouchers. Neighborhood Ministry Hosts are members volunteering during the day to greet and assist visitors. Mount Olive's Neighborhood Ministry Committee continues to work with allies to change unjust public policies that adversely affect the neighborhood.

Mount Olive's Global Ministry Committee partners with global ministries such as Bethania Kids, Common Hope, and ministries in Africa and Chile.

We make space available at no cost for neighborhood, music, and civic groups such as Narcotics Anonymous and Restorative Justice Community Action.

In The Presence of God, Being the Presence of God:

We expect to meet God in our worship and we are God's presence to each other there. We are deeply liturgical. We expect the Word to be preached based upon the church calendar and appointed texts. We expect worship to be rich with music: organ, chant, choirs, instrumentalists, a cappella singing, harmony. The Cantor is very much the second preacher, conveying the Word in the music prepared based on the day's texts. Our liturgy draws upon ancient rites that have become traditional at Mount Olive.

We expect to meet God in our neighbors here and around the world and we are God's presence with them. The Neighborhood Ministry program offers support and guidance for those experiencing the symptoms of poverty: food and housing insecurity, assistance with accessing help with various agencies and programs, day-to-day needs such as bus passes and laundry vouchers. The congregation also provides financial support to local and global missions and the Minneapolis Area Synod of the ELCA.

Mount Olive sponsors and mentors a family who fled Afghanistan, assisting them to settle in Minneapolis. Partnering with Lutheran Social Services, a committee of Mount Olive members provided a home furnished with new and gently used furniture, kitchenware, food, bath and bed linens and clothing for the children. The committee met the family in February 2022. In the subsequent months, English language classes were scheduled, many forms were completed, jobs were found, driving lessons happened, and immigration hurdles were cleared. This relationship continues to be significant.

What recent initiatives are we excited about?

Mount Olive installed a solar array on the Parish House in 2016. On a larger scale, a geothermal system was implemented in 2017 providing heat and air conditioning for the sanctuary and undercroft, moving us toward our goal of carbon neutrality. Major interior renovations completed in 2009-2010 created office and administrative spaces which are more welcoming and functional. Changes made at that time also enhanced fellowship, adult education, and hospitality spaces.

Most recently the Louise Schroedel Memorial Library was re-energized with a refresh of the physical space, and an edit and update of the collection. The mission of the library is to provide a curated collection which serves the spiritual, educational, and recreational needs of the congregation.

We are eager to continue collaborative partnerships with local groups – Interfaith Power & Light, MN Diaper Bank – to support our missions seeking social and environmental justice.

The congregation is excited about the coming years as we welcome a new Cantor to our midst.

| CHARACTERISTICS AS A COMMUNITY | | | | | |
|---|-------------------------------------|-------------------------------------|-------------------------------------|-----------------------------|--|
| | <u>A lot like us</u> | <u>A little like us</u> | <u>A little like us</u> | <u>A lot like us</u> | |
| We tend to be formal and programmatic. | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | We tend to be informal and spontaneous. |
| We have clearly defined goals and plans for our future. | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | We have no stated goals or plans. |
| We are racially and economically diverse. | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | We are demographically homogeneous. |
| OUR LEADERSHIP STYLE | | | | | |
| We welcome ideas that are provoking and challenging. | <input 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 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 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 type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | We focus on skills and action. |
| OUR THEOLOGICAL PERSPECTIVE | | | | | |
| We are obviously Lutheran in identity 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 regularly active in the synod and ELCA. |
| We focus on Biblical studies and doctrine. | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | We focus on contemporary issues and topics. |

Purpose and Giftedness

We are here to love God with all that we are and have, and to love our neighbor. For this congregation, giving thanks and praise to God and caring for our neighbors are inseparable.

The weekly Sunday morning gathering around Word and Sacrament is at the heart of our life together and at the heart of our mission in the world. Our celebration of the Eucharist strengthens and guides us to be the body of Christ in the world, to witness to the love of God by what we say and do in all the places where our lives intersect the life of the world.

The care and exuberance with which this congregation celebrates its liturgies are because we understand the worship of God to be at the heart of who we are: a people called to love and serve God and our neighbor.

Giftedness

Among the many gifts this congregation brings to its mission and ministry in the world, the three that seem most significant are:

- ❖ A diverse, talented, thoughtful, faithful group of people who make up this congregation and who understand that the circle of God's love is so wide that no one is excluded
- ❖ Our setting in the inner city which informs both who we are and what we do, and helps us remember God's particular care for those who are in need
- ❖ A gifted and dedicated staff who stand with and aid us in accomplishing our mission and ministry in the neighborhood and in the world

The most significant obstacle to overcome in helping the congregation accomplish its mission is communication, both within the congregation and between the congregation and the community. We are working to find better ways to incorporate new members into the life of the congregation and to find better ways of keeping all members informed about what the congregation is doing. We are working to find more effective ways of inviting both our immediate neighbors and others to join us in our mission and ministry.

PART III: LEADERSHIP NEEDS

The Leader We Seek

| | |
|-------------------------|---|
| Position Title: | Cantor |
| Position Type: | Called, employment subject to congregational vote and by <i>Letter of Call</i> |
| Employee Type: | Exempt, Full Time |
| Roster Requirement: | Not required; ELCA Rostered candidates are welcome to apply |
| Language Proficiencies: | English |
| Education Requirement: | Bachelor Degree |
| Education Preferred: | Graduate degree or equivalent high-level professional musical experience |
| Experience: | Minimum of 5-8 years experience leading worship and song |
| Instrument: | https://www.mountolivechurch.org/music/organ/specifics-for-organists/ |
| Prior Cantors: | Paul Manz 1946-1983 Mark Sedio 1984-2000 David Cherwien 2001-2024 |

Top Six Ministry Tasks

The most critical tasks required in this position:

- ❖ Organist
- ❖ Choir director
- ❖ Director of music ministry
- ❖ Leading role in worship planning
- ❖ Active participant in the congregation's life
- ❖ Partner with Pastor in leading the congregation

Gifts for Ministry

The gifts essential in this position:

- ❖ Knowledge of Lutheran and ecumenical liturgical history and practice
- ❖ Ability to share leadership and work in a team with empathy and grace
- ❖ Expertise in hymnody and hymnology, historical and current
- ❖ Accomplished organist in leading a congregation in song and liturgy
- ❖ Strong skills in choral directing and training
- ❖ Ability to collaborate in a congregation's ministry
- ❖ Ability to improvise within context of hymn leadership
- ❖ Excellent skills in playing organ literature appropriate for worship
- ❖ Ability to compose and arrange new liturgical works for choir, instruments, and organ
- ❖ Enjoys interacting with people throughout the congregation
- ❖ Self-awareness; strong interest in growing knowledge and skills
- ❖ Be effective in working with children and youth

Gifts for Ministry

The five primary areas of activity or focus the newly-called leader shall give special attention to during the first year of ministry:

- ❖ Demonstrate enthusiasm and expertise in leading congregational song from the organ
- ❖ Establish your own voice in the ways of music at Mount Olive
- ❖ Contribute toward a vibrant worship life
- ❖ Become a supportive and contributing called leader at Mount Olive
- ❖ Create a rapport with the Cantorei and the leaders of the children's choirs
- ❖ Build strong partnership with Pastor and Staff

Mount Olive will support and encourage the Cantor during the first year to help accomplish these responsibilities:

- ❖ We will hold the new Cantor in prayer both corporately and individually.
- ❖ We will joyfully welcome our new Cantor into the life of this congregation.
- ❖ We will treat the new Cantor as a called leader of our worship and music life.
- ❖ We will help the new Cantor understand Mount Olive's liturgical and musical traditions.
- ❖ We will encourage the new Cantor to establish a well-balanced personal life, including time for interests outside of Mount Olive.

PART IV: COMPENSATION

Annual Salary Range: \$72,000-\$88,000 commensurate with experience and education

- ❖ Payable bi-monthly (24 times per year); pay dates are the 15th and last day of the month. If the pay date falls on a weekend or holiday, it is paid on the previous business day.
- ❖ Housing Support and Social Security Offset are not included for this exempt salaried position

Benefits provided by the Congregation:

| Benefit Type | Description | | | | | | | | | | |
|---|--|---------------------------|----------------|-----------|---------|-----------|---------|------------|---------|---------------------|---------|
| Pension and Retirement Support | MO contributes 10% of defined compensation into the ELCA pension plan through Portico Benefits. | | | | | | | | | | |
| Medical, Dental, Vision | <p>ELCA Medical and Dental Benefits Plan is provided to staff members at the Gold+ level through Portico Benefits. Plan details provided upon request.</p> <p>A vision care option is available as a pre-tax payroll deduction. See two attached benefit summary documents; 1 for the Health & Dental Plan and one for the Gold+ health benefits.</p> | | | | | | | | | | |
| Paid Vacation (Current Mount Olive Policy) | <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><u>Tenure Requirement</u></th> <th style="text-align: left;"><u>Maximum</u></th> </tr> </thead> <tbody> <tr> <td>0-2 years</td> <td>2 weeks</td> </tr> <tr> <td>3-5 years</td> <td>3 weeks</td> </tr> <tr> <td>6-15 years</td> <td>4 weeks</td> </tr> <tr> <td>16 years and beyond</td> <td>5 weeks</td> </tr> </tbody> </table> | <u>Tenure Requirement</u> | <u>Maximum</u> | 0-2 years | 2 weeks | 3-5 years | 3 weeks | 6-15 years | 4 weeks | 16 years and beyond | 5 weeks |
| <u>Tenure Requirement</u> | <u>Maximum</u> | | | | | | | | | | |
| 0-2 years | 2 weeks | | | | | | | | | | |
| 3-5 years | 3 weeks | | | | | | | | | | |
| 6-15 years | 4 weeks | | | | | | | | | | |
| 16 years and beyond | 5 weeks | | | | | | | | | | |
| Paid Sabbatical | MO provides 3 months sabbatical for called leaders every six years. | | | | | | | | | | |
| Parental Leave | MO Personnel policy allows for up to 6 months of unpaid parental leave. | | | | | | | | | | |
| Short Term Disability | Covered by Portico Benefits for up to 2 months with full salary and benefits paid by MO. | | | | | | | | | | |
| Long Term Disability | Covered by Portico with Portico Disabilities Trust paying a portion of the salary and benefits beginning with the third month until the member is no longer eligible for benefits under the plan. | | | | | | | | | | |
| Background Check Required? | Yes | | | | | | | | | | |
| Sick Leave Policy | MN Earned Safe & Sick Time legislation requires 1 hour of paid time off for every 30 hours worked and can accrue up to 48 hours. MO policy goes beyond this to give staff 8 hours sick time per month (1 hour for each 21.66 hours worked) and can accrue up to | | | | | | | | | | |

| | |
|-----------------------------------|---|
| | 12 days (96 hours per year and bank a total of 40 days (320 hours). This may be used for the member's physical or mental health, or time required to care for a family member's physical or mental health; includes things like doctor, ER, Urgent Care, Therapist, visits; convalescent care, etc. |
| Supporting Documents for Benefits | Available upon request |
| Relocation Expense Coverage | Mount Olive will cover moving expenses related to relocation. Details provided in the letter of call. |

Professional Expenses

| | | |
|---|---|-----------------|
| Auto/Travel Reimbursement | Mileage reimbursed for church-related business (for auto travel) Travel in support of the church-at-large – expenses are covered by the sponsoring organization. | |
| Professional Expenses (Association, Dues, Continuing Education) | Included in Cantor Development budget of \$1,700 annually | |
| Worship Committee Annual Budget* | 2024 | 2025 |
| Choir Supplies | \$2,800 | \$2,800 |
| Festival Food & Decor | \$3,000 | \$3,000 |
| Guest Musicians | \$3,500 | \$3,500 |
| Instrument Tuning | \$2,200 | \$2,200 |
| Organ Repair | \$1,000 | \$1,000 |
| Substitute Worship Leader | \$2,500 | \$2,500 |
| Vestments | \$750 | \$750 |
| Worship Supplies | \$6,000 | \$6,000 |
| Children's Choir Leader** | \$5,000 | \$10,190 |
| Bach Tage | \$4,500 | \$4,500 |
| Total | \$31,250 | \$38,465 |

*Mount Olive is on a fiscal calendar – January 1 – December 31 annually. Budget for the coming year is approved by the Vestry and then the Congregation at an annual meeting in October each year. Expenses for Music are developed and approved by the Worship Committee, chaired by the Director of Worship, a Vestry position.

**Note: Increase in Children’s Choir Leader budget in 2025 is due to move from restricted foundation funding to budgeted operating expense funding, not increased staffing.

Comments:

This document is not an official offer of specific benefits or salary, it is a guideline to the current state of the budget, the benefits offered **for the Cantor position**, and needs of the Church.

The offer of employment for the Cantor position, salary, and benefits will be outlined in a *Letter of Call* which will be approved by a majority vote of the congregation.

Additional Materials Available upon request:

- ❖ Written history of the congregation
- ❖ Current operating budget
- ❖ Communications and Newsletters (can request to be on email list)
- ❖ Benefit Plan Descriptions and Coverage

PART V: ADDITIONAL COMMENTS

The Cantor Call Committee is dedicated to making the application and evaluation experience a positive experience for all applicants who meet our qualifications.

The phases of the application process have been set by the Call Committee:

- A. Screening of applications
- B. First Round Interviews (via Zoom)
 - a. May require submission of written work and/or audio/visual excerpts
- C. Selected Finalist Interviews (in person in Minneapolis)
- D. Selected Finalist Activities (may include the following activities)
 - a. Rehearsing with and conducting the Cantorei
 - b. Preparing and leading a worship service at Mount Olive
 - c. Preparing and leading an Adult Education Forum
 - d. Conducting or leading a children's choir session
 - e. Improvisational and organ performance with members of the Call Committee
 - f. Interview with the Pastor
 - g. Individual meetings with staff members
 - h. Check of references with former employers or associates
 - i. Background check
 - j. Other evaluation tools as recommended by Call Committee
- E. The timeline for the above process is estimated at 90 days from the end of the application closing date.
- F. Any applicants who are no longer in consideration for the position will be notified by a member of the call committee.
- G. The call committee may not be able to provide or share thorough feedback on all applicants.

PART VI: COMPLETION OF PROFILE

Discernment Process and Adoption

This Congregation Profile and the accompanying Position Description were prepared by the Cantor Call Committee and approved by the Mount Olive Lutheran Church Vestry on December 9, 2024.

Respectfully submitted,

Kat Campbell Johnson

Kat Campbell Johnson
Cantor Call Committee, Chairperson

Cynthia Prosek

Cynthia Prosek
President, Mount Olive Lutheran Church Vestry