

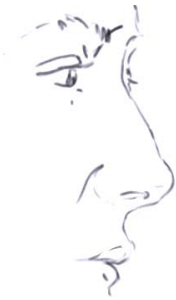


NORMANDALE LUTHERAN CHURCH
EDINA, MN



ELCA
God's work. Our hands.

Congregational Profile



**Senior
Pastor
Search**

Preaching...

Teaching...

Reaching...



Is God Calling you to
Normandale?



We seek a servant shepherd

It is with great anticipation and faith that we, the community of Normandale Lutheran Church, seek a new senior pastor to serve and shepherd us in our continued walk with Christ. Our mission objectives provide a strategic guide for meeting the needs of our members, the greater community and the world. Together with our talents, financial resources and physical facilities, we offer a unique opportunity to lead a healthy and vibrant congregation.



God has blessed the work of this congregation. As we step toward the future boldly proclaiming the certainty of Jesus Christ as our Lord and Savior, we seek creative leadership to keep our traditional worship innovative and our ministries strong. We are eager to welcome one of God's trusted servants among us as we enter the next stage of our Christian growth.

Sincerely,
Normandale Call Committee

For I did not shrink from declaring to you the whole purpose of God.
Acts 20:27

Mission Statement

Normandale Lutheran Church is a community of believers that **proclaims** the Gospel of Jesus Christ as our Lord and Savior, **affirms** that the Trinity of Father, Son and Holy Spirit is fundamental to our faith, and **witnesses** through worship, education and ministry.

Vision

Normandale will be known by our members and the greater community as a Christ-centered congregation committed to:

Studying the Bible and celebrating the sacraments as guided by the Lutheran Confessions.

Focusing on worship, service, spiritual growth and the integration of faith with the daily lives of our members.

Achieving mission objectives that meet identified needs of our members, the greater community and the world.

Maximizing the use of member talents, financial resources and physical facilities.

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May God Almighty bless you and make you fruitful and increase your numbers until you become a community of peoples.
Genesis 28:3

A place called Edina

Edina is located on the southwestern edge of Minneapolis, Minnesota and is known for its quality of life, including nationally recognized schools, scenic residential neighborhoods, and outstanding parks and recreational facilities. Edina has grown from a village of mostly Scottish and Irish immigrants to a thriving, full service metropolitan community. Residential areas comprise the largest portion of the city, now more than 97 percent developed. Edina residents enjoy 39 parks, lakes, neighborhood and regional shopping districts, high-quality medical facilities, family-owned businesses, major corporations, and numerous churches.

Outstanding health care,

libraries, theaters and excellent restaurants are all located within the Edina city limits. Edina is home to the very first indoor shopping mall in the country, and is known for having some of the oldest and most beautiful homes in suburban Minneapolis.

The community has major Interstates (I-35, I-494) and State Highways (62, 100, 169) nearby that allow for easy access to the downtown areas of Minneapolis and St. Paul. Several major employers are situated within the city limits including Nash Finch Co., Fairview Southdale Hospital, Edina Realty and International Dairy Queen.

While steeped in tradition, Edina is a cosmopolitan

For the Lord your God is bringing you into a good land, a land of brooks of water, of fountains and springs, flowing forth in valleys and hills; Deuteronomy 8:7

community with the personality and characteristics of a small town. Children raised in our community often return to raise their own families and once settled here, residents remain. Our largest age sector includes residents 65 and over and our median age is 44.5 according to the most recent census information. Predominantly a community of northern European ancestry, Edina is becoming more culturally and ethnically diverse.

Edina is known as a desirable place to live and the primary reason people state for moving here is for the public schools. Although the vast majority of homeowners no longer have students in the system, taxpayers support

local referenda in record numbers. Our public schools are recognized for their consistent performance as the top academic school district in Minnesota. Edina High School has received national honors as a US Department of Education School of Excellence and a ranking as one of the top 100 high schools by Newsweek. Over 90 percent of students are engaged in co-curricular activities and 97 percent go on to post secondary education.

Bricks and stones make Normandale home

Normandale Lutheran Church was organized as a mission of the Augustana Lutheran Church on September 24, 1950 under the leadership of Pastor Donald C. Carlson of Fontana, CA. The congregation moved into its

In him the whole building is joined together and rises to become a holy temple in the Lord. Ephesians 2:21

first building in June of 1951 with rapid growth necessitating an addition in October of 1954. At that time a parsonage was also constructed. As God's witness was heard and spread, another new sanctuary was needed in September of 1960 and further facilities improvements followed in 1972. These included a new education wing, library, administrative offices and renovated youth facilities. From that time until the present, three additional building programs have taken place with the most recent concluding in 2000. That project included a transept addition, skylights in the sanctuary, new flooring, and a completely remodeled Christian education unit. The installation of a renowned Schlicker organ capped off these recent renovations.

Finally, an expansion of the parking area was completed in 2007.

It is truly a facility that effectively brings together function with form in an efficient and attractive way. While the building is in remarkable shape, a newly formed facility planning committee is engaged in reviewing current usage and potential improvements to the church. The Normandale community has, time and again, voted with consensus for bricks and stones to accomplish God's work. Despite the size and scope of the many building projects undertaken here, current mortgage indebtedness stands at only \$850,000.

Open the doors and see all the people

As the community grew substantially in the decades of



So the churches were strengthened in the faith and grew daily in numbers. Acts 16:5

the 50's, 60's and 70's, so too did Normandale Church. Since that time, the church population has remained relatively steady. Today our membership statistics include the following:

Baptized Members 2,642
Confirmed Members 2,131

While many inner ring mainline protestant congregations are experiencing declining membership, Normandale has seen stable growth mirroring similar trends in the community at large. In 2008, pastoral acts included 37 baptisms, 19 weddings and 34 funerals.

The majority of our members live in Edina. However, a sizable number of individuals come from Minneapolis, St. Louis Park, Eden Prairie, and Minnetonka. Over half the members are within a 10-minute drive to the church and another 25 percent are

no more than 15 minutes away.

Two services are held year round on Sunday mornings with average combined attendance of approximately 800 worshipers. Sunday school is held between worship services to enable and encourage families to worship together.

Pastoral presence persists along perpetual pathway

Normandale's history is marked by steady pastoral leadership. We have been blessed by the dedication and service of four senior pastors, each upholding the core principles of liturgical worship, mission outreach, personal piety, youth support and active lay involvement that our congregation was founded upon. They also shared their individual gifts

My steps have held to your paths; my feet have not slipped.
Psalm 17:5

contributing to important ministry that persists today.

Pastor Donald C. Carlson 1950-1976 served until his death in 1976.

Pastor Carl L. Manfred 1976-1982 at which time he retired.

Pastor Richard I. Preis 1982-1992 at which time he retired.

Pastor David M. Holm 1992-2009 at which time he will retire.

Normandale has been a church without conflict through the years, in large part because of the ability of these spiritual shepherds to serve and direct as appropriate and necessary. We believe each of these leaders in their own way walked the path together with us to discover and embrace the calling and purpose God

holds before us.

Mission possible

Since its inception, Normandale Lutheran Church has been grounded in the concept of ministry through mission. That focus on outreach touches God's people locally and globally in a number of direct ways. Our service goals have gained focus and scope through the nurturing hands of our church leadership and the special gifts of our members.

This work has taken many forms and progressed in numerous ways in our commitment to be followers of Jesus Christ. We have dared to initiate programs and provide services independently and collaboratively. We have cared for our own and for those whom we have come to know through local and global programs of outreach and we have shared our time, talents and resources with those in need of love,

Jesus looked at them and said, "With man this is impossible, but with God all things are possible." Matthew 19:26

support, healing and prayer.

Our congregation is committed to sustain and enhance the effort of each of its vital ministries. In 2005 we embarked on a campaign to raise an additional 3.5 million dollars to support mission work locally and globally over the ensuing five years. Generous pledges *exceeded* the goal and mission funding commenced. We know the effort as "Marching Off the Maps."

All that we have we receive through God's grace. We strive to demonstrate this spirit of grace to others. With the Lord's continued blessings our mission is not only possible but probable. Ministry areas of note include the following:

Seedlings Ministry- includes various faith-based programs available for children in the community. Some of the programs include the Blessing Place, Kids Night Out one Saturday per month, Toddler Sunday School, Faith Imprints, Summer programs and the Normandale Nursery.

Sending Forth - commits to finding and nurturing the next generation of pastoral leadership in the Lutheran Church.

Mission Juarez— engages Normandale senior high youth witnessing to God's love in the construction of housing each summer in Mexico for poor families.

Mission Bangladesh!- brings a promise of hope to the people of southern Bangladesh. Its primary focus is on maternal and child health care along with community programs that emphasize literacy development and economic growth.

Each one should use whatever gift he has received to serve others, faithfully administering God's grace in its various forms. 1 Peter 4:10

¡ Mission Peru! - reaches out to the children of Huch'uy Runa and young women in Cusco living in extreme poverty and exploitation. This program provides meals, primary education and vocational training.

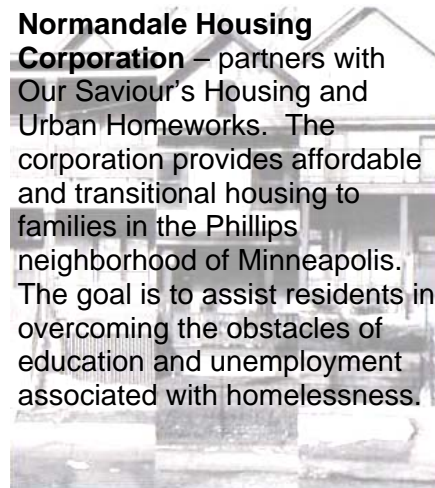
Global Mission - collaborates with the Global Mission of the ELCA to support missionary families in Peru and Japan who are proclaiming God's love through teaching, special ministry to the sick and dying, and pastoral care.

SAYFSM - serves African immigrants and refugees with culturally and linguistically appropriate HIV/AIDS education and social services regardless of country of origin, culture, language and religion.

Center for Healing & Wholeness Partners in Care – encourages seniors and family members to maintain health in body, mind and spirit by offering prevention, wellness and health education opportunities. This is a fully staffed operation including a resource director and parish nurse.

Mission St. Paul's Evangelical Lutheran Church - supports the Minneapolis Area Synod ministry being done for Hispanic immigrant parishioners in the Phillips neighborhood.

Normandale Housing Corporation – partners with Our Saviour's Housing and Urban Homeworks. The corporation provides affordable and transitional housing to families in the Phillips neighborhood of Minneapolis. The goal is to assist residents in overcoming the obstacles of education and unemployment associated with homelessness.



When you come together, everyone has a hymn, or a word of instruction, a revelation, a tongue or an interpretation. All of these must be done for the strengthening of the church. 1 Corinthians 14:26

The wonder of worship

In a random survey of 200 members completed in November of 2007, Sunday worship services received 98 percent positive ratings. Additionally, all special worship services i.e. Thanksgiving, Easter, Christmas, Advent and Lent also were rated 98 percent or higher. These rankings indicate a strong preference for the style of worship that defines our congregation.

Word, music and sacrament are central to the worship experience at Normandale. It is vibrant and alive while incorporating core liturgical traditions. Although custom and ritual are consistently practiced, it is heard, seen and felt in unique, interpretive ways that connect Word, preaching, prayer, music, art and the worship environment to continually remind all present of the awe and

wonder that is our Lord. Music and hymnody, rich and time-honored, are core worship expressions. We are blessed with extraordinary staff leadership and an abundance of musical talent among our members. Indeed, our approach to worship through music as well as the rich and varied music opportunities available here are often cited as reasons why new members choose Normandale as their church home.

Prayer is embedded in the order of worship with devotional time given for individuals to bring personal supplication and words of praise to our Father in heaven. Silence and reflection are made part of the service. Most important, God's Word is the message that is preached. The wisdom gained from hearing the Word read and

But what does it say? " THE WORD IS NEAR YOU, IN YOUR MOUTH AND IN YOUR HEART"--that is, the word of faith which we are preaching, Romans 10:8

communicated is restorative and regenerative.

Laitly is actively involved at all ages in various roles within the worship service as cantors, lectors, musicians and sacrament assistants. A strong belief exists that worship is most meaningful when it is a participatory experience, where God's presence among us strengthens our spirits and minds to live daily lives consistent with God's call to love and serve.

Maps already drawn, charted and navigated
Normandale's core ministry and mission values continue to remain strong as the base for our life together. We build on our God-given gifts and multiply the talents entrusted to us.

Word and Sacrament (Preaching) - We gather and scatter each Sabbath day

around Word and Sacrament. Our worship centers on the praise of God our creator and redeemer. We are committed to the Lutheran Confessions, which hold that the church is catholic (universal), reforming (changing and renewing), and evangelical (Gospel-based).

Music and Hymnody - We will continue to "Speak to one another with psalms, hymns and spiritual songs. Sing and make music in your heart to the Lord." Ephesians 5:19 Our heritage is one of congregational singing. We rejoice in the gift of voices and instruments that engage the congregation in worship.

Education for all (Teaching) - Education begins even at the prenatal stages and grows fuller and richer as the years progress. It is alive and active with strong

Where there is no vision, the people are unrestrained, But happy is he who keeps the law. Proverbs 29:18

underpinnings in the Lutheran Catechism and God's Word that engage and involve the laity and pastoral staff in growing and learning together. It is found in mentoring, Sunday School, mission trips, camps, The Orchard (Sunday morning adult education), Bible Study, and book study. It is life lighting, life living and lifelong.

Caring & Sharing (Reaching) - Normandale is a loving community where scripture tells us to "Be devoted to one another in brotherly love. Honor one another above yourselves. Never be lacking in zeal, but keep your spiritual fervor, serving the Lord. Be joyful in hope, patient in affliction, faithful in prayer. Share with God's people who are in need. Practice hospitality. " Romans 12:10-13 By serving the poor and not serving poorly, through focused and ongoing commitment to the ministries

that match with our mission, we learn the essentials of quality outreach.

Maps yet to be drawn, charted and navigated

Seen on the horizon as defined in the most recent Normandale Church Council goals are the following initiatives:

- * Implement a 3-5 year facility renewal roadmap to proactively address space usage and plant/maintenance items with a focus on "green" operations
- * Develop succession planning guidelines for both lay and clergy staff
- * Developing a strategy to establish ongoing support of ministry areas beyond the conclusion of Marching off the Maps funding
- * Develop a strategic plan for Mission Bangladesh including redefining our relationship with Lutheran Health Care Bangladesh

Son of man, behold, the house of Israel is saying, The vision that he sees is for many years from now, and he prophesies of times far off. Ezekiel 12:27

- * Develop a strategic plan for the Center for Healing and Wholeness
 - * Establish a range of services for Normandale Housing Corporation
 - * Define and develop the infrastructure and processes to support adaptive stewardship
- we will indeed define a vision that is eternal, so that God's will may be done.
- This is not a short-sighted *live in the moment* congregation, hindered by the need to limit itself only to concerns about program development or budgeting. It is instead, a congregation of Jesus followers who thoroughly grasps the importance of engaging a cross generational representative group of members to ascertain where we've been, where we are and where we might, should, and will go well into the future. The process has only just begun, with a passionate commitment to devote time to studying scripture, praying and practicing spiritual discernment.

Is 40 years the new 30, 20, 10?

It is our belief that the Holy Spirit has guided Normandale through its first fifty years and will continue to guide us through the next 40 years as well. To that end, the church council commissioned a task force to develop a 40 year vision for the congregation. The vision we are challenged to embark upon is not one that will allow us to remain recalcitrant or resistant to the idea of stepping out boldly in faith and prayer, trusting that with the guidance of the Holy Spirit

It is our hope that by engaging in this future oriented effort we will be better able and prepared to make decisions today that will profoundly affect the vitality, energy and relevance of Normandale and its people.

Lead me in Your truth and teach me, For You are the God of my salvation; For You I wait all the day. Psalm 25:25

Where you lead...

Keeping faith with the past, keeping step with the present and keeping the promise to posterity (Seymore) is a certain pathway to being the leader that we seek. Our calling shapes our identity. The pastor we seek will be called to ministry of Word and Sacrament. This pastor will recognize ministry gifts as God-given and faithfully acknowledges the Holy Spirit bestows the distinct gifts necessary to lead us. Our senior pastor will understand that faith impacts and informs all acts, attitudes, and interactions. The study of scripture and prayer will both support and guide our pastor.

We expect that our leader will appreciate and build upon Normandale's identified strengths; especially in the areas of worship, mission, education and strong lay involvement.

Our senior pastor should lead stirring worship, preach God's Word inspiringly, embrace traditional liturgy, revere rich hymnody, and involve laity actively.

Our senior pastor will believe that reaching out to those in need is a response ascribed to hearing the Gospel, experiencing God's love in its many facets, and a sign of the Spirit at work among us. Normandale's willingness to offer compassion to those within the congregation, in the Twin Cities, and globally is a ministry aspect that must be strongly supported.

At Normandale, education serves our faith by informing and enriching what God has given us. This holds true for all ages—from infants to our most senior members. Our senior pastor will encourage and support spiritual growth and development as both a teacher and a learner.

Behold, I have made him a witness to the peoples, A leader and commander for the peoples. Isaiah 55:4

Our senior pastor will recognize this is a community of high expectations and regard the numerous talents and gifts of the congregation as integral assets in ministry. Motivation, encouragement and empowerment will be demonstrated in engaging members in worship, leadership roles in the many ministries of the church.

Our senior pastor will be equally adept at managing and leading a large, stable and accomplished staff. Knowledge of church finance, strategic planning, and skill with interpersonal relationship building are but a few of the administrative requirements needed. Comfort with delegation and acknowledging the importance of giving recognition are essential.

Intuition and a keen sense for working in collaboration are needed to address the changes and challenges that

are inevitable as our congregation continues to evolve i.e. aging members, influx of diverse immigrant groups, educating young families in the traditions and patterns of responsible church membership and realistic expectations for material and human resources are needed.

Finally, the senior pastor we seek will be someone who is relationship oriented and fully understands that pastoral care and personal connections provide infinitely more than comfort and inspiration. Our senior pastor should be someone who revels in the celebration of life in joyful times and who offers solace and reassurance of God's eternal love in times of sorrow.

Is God calling you to Normandale?

Key contacts of the Normandale flock

Congregation

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Senior Pastor	David Holm
Associate Pastor Outreach and Congregational Care	Dale Howard
Associate Pastor Education and Family Life	Nancy Windels
Associate Pastor Youth and Young Adults	(Open)
Visitation Pastors	Charles Humphrey, Dixie Johnson
Director of Youth Ministries	Steve Hanson
Director of Lay Ministry	Amy James
Director of Stewardship and Development	Bill Marsella
Director of Children's Ministry	Sue Schultz
Director of Seedlings Ministry	Tobi Duffy
Director of Music Ministry	David Clarke
Director of Children's Choirs	Ruth Oliphant
Director Center for Healing & Wholeness	Deb Paone
Healing/Wholeness Project Coordinator	Patti Hanks
Healing/Wholeness Resource Coordinator	Candace Barrick
Healing/Wholeness Care Team Coordinator	Shirley Pope
Parish Nurse	Meredith Holm
Organists	Jack Swanson, Lorna Wolthoff
Church Administrator	Lyle Anderson
Accountant	Donna Klingenberg
Administrative Assistant	Dana Arnold
Administrative Assistant	Patty Rumppe
Administrative Assistant/Receptionist	Janet Devine
Web Communications	Darcie Vanner
Kitchen Coordinator	Kirsten Jacob
Facility Manager	Gordy Fanberg
Custodians	Art Del Castillo, Randy Lofgren, Clayton Henderson
Preschool Director	JoAnne Gustafson
Senior Ministry Coordinator	Sue Cell

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