

CHURCH POSITION PROFILE: SALEM MISSION COVENANT CHURCH SENIOR PASTOR

- **Profile status:** In Database
- **Availability:** Available
- **Profile type:** Approved
- **Date created:** Apr 23, 2025
- **Date approved:** Apr 23, 2025
- **Date modified:** Apr 23, 2025
- **CovConnect Login:** pennock

Church Information

Church name:	Salem Mission Covenant Church
Mailing Address:	7811 135th St NW Pennock MN 56279 US
Location Address:	7811 135th St NW Pennock MN 56279 US
Phone:	320-599-4574
Fax:	
Email:	salemcovenantpennock@gmail.com
Web page:	http://www.salemcovpennock.org
Conference Superintendent:	Northwest: Kara Stromberg

Church setting:

Rural (2+ miles from nearest town of 1000+)
Near university/college campus
Agricultural area

Further description of church setting:

Located in the country 12 miles west of Willmar, MN. Willmar, MN is a city of approximately 20,000 with a community college.

Languages used at the church:

English

Theological, congregational, historical, cultural, or other distinctives

Salem is an active congregation that includes children through adults of all ages. Salem is rich in heritage and history. Founded in 1871. Salem is the oldest active congregation in the Northwest Conference.

Church Finances and Budget:

Income and Expenditures
for the previous five years:

Year	Local Income	Appropriation Income	Operating Expense	Loan Payment	Denominational Giving	Conference Giving	Other Giving
2024	\$242,938	\$	\$244,892	\$	\$3000	\$3000	\$12,850
2023	\$245,529	\$	\$236,142	\$	\$4200	\$5500	\$16,600
2022	\$202,029	\$	\$257,741	\$	\$8400	\$5500	\$17100
2021	\$221,311	\$	\$232,687	\$	\$8400	\$5500	\$14400
	\$	\$	\$	\$	\$	\$	\$

Present savings: \$45,000

Present investments and endowments or bequests: \$0

Expenditures for church sponsored and affiliated ministries such as \$0

preschools, schools,
community development
cooperation, coffee houses
and the like:

Was there a capital fund drive recently? What were the results?	No
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Church membership:	84
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Church worship attendance:	80
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Parsonage available?	Yes
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Position Information

Position title:	Senior Pastor
Part-time position:	
Contact person: Name:	Lucas Friedlein
Email:	lucas.friedlein12@gmail.com
Phone:	320-469-2278
General position description:	Lead Pastor, one or two additional full time staff
Detailed Position Description:	<p>See attached position description</p> <p>We currently have a part-time office admin and a part-time custodial staff which would be under the supervision of the Lead Pastor.</p> <p>Historically we have had a full-time youth & family pastor but after the recent vacancy of that position our executive committee is exploring potential part-time options.</p>

Preferences for Candidate

Preferred Ministerial Credential:	
Licensed:	Ministry License (ML) World Mission License (WML) Bi-Vocational Ministry License (BVL)
Commissioned: <i>Specialties:</i>	Commissioned
Consecrated Global Personnel:	-

Ordained to Word and Service: <i>Specialties:</i>	Ordained to Word and Service
Ordained to Word and Sacrament:	Ordained to Word and Sacrament
Bi-vocational position:	No
Preferred Degrees:	Bachelors, Masters, MACE/MACF, MDiv, ThM, DMin/DMiss, ThD/PhD Must have degree
Years of ministry experience	Somewhat important to have at least 8 - 14 years experience
Required Languages:	English
Additional Documents:	<ul style="list-style-type: none">• Salem Covenant Summary• Senior Pastor Job Description

Style of Ministry

Presently, the FOCUS OF OUR CHURCH'S MINISTRY is

<i>External</i>	The community exclusively	The community primarily	The community and believers equally	Believers primarily	Believers exclusively	<i>Internal</i>
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input checked="" type="radio"/>	<input type="text"/>	

We would like to see our congregation increase in our reach out to our local communities in ministry. Greater than 90% of our regular church attendees recently completed a church check-up/evaluation. A single page summary of our strengths, weaknesses and our future goals/opportunities are attached below. (Full report is available upon request)

Our church's FACILITY (buildings and grounds) is

<i>Casual</i>	Casual (house)	Informal (rented school)	Typical (like other area buildings)	Upscale (one of the nicer area buildings)	Formal (traditional sanctuary)	<i>Formal</i>
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input checked="" type="radio"/>	

In 2020 our church took on a rather larger update to our sanctuary and fellowship areas. We also have a Christian Education wing and attached gym. Our outdoor facilities include a picnic shelter, playground, softball field, cemetery and adjacent parsonage on site.

In our church, the WORSHIP SERVICE IS DESIGNED FOR

<i>Unchurched</i>	Designed for unchurched	Emphasis on unchurched	Unchurched and believers	Emphasis on believers	Designed for believers	<i>Churched</i>
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	

In general our attendance is primarily made up of believers and members. We have hopes that in the future we will draw in more unchurched from surrounding communities.

In our church, the WORSHIP SERVICE IS BASED ON

<i>Based on the lectionary</i>	Always based on the lectionary	Frequently based on the lectionary	Balanced	Frequently based on a Bible book or topical series	Always based on a Bible book or topical series	<i>Based on a Bible book or topical series</i>
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input checked="" type="radio"/>	<input type="text"/>	

In our church, the STYLE OF MUSIC used in the worship service is

<i>Contemporary</i>	Contemporary	Mostly contemporary	Blended	Mostly traditional	Traditional	<i>Traditional</i>
	<input type="text"/>	<input type="text"/>	<input checked="" type="radio"/>	<input type="text"/>	<input type="text"/>	

There are three groups that are responsible for praise and worship music. A mix of hymns and contemporary music are chosen intentionally to correlate with the scripture/sermon. Regular music instruments used include piano, organ and guitar.

In our church, the PURPOSE OF THE SERMON is

<i>Evangelism</i>	Always evangelism	Primarily evangelism	Balanced	Primarily formation	Always formation	<i>Formation</i>
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	

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We would be open to a more balanced sermon/purpose

In our church, the FORM OF THE SERMON is

	Predominantly thematic	Frequently thematic	Balanced (50/50)	Frequently exposition	Predominantly exposition	
<i>Thematic (topical)</i>				O		<i>Exposition (main text)</i>

Open to either style as long as it is Biblically based.

In our church, LEADERSHIP is generally provided by the

	Predominantly lay leaders	Frequently lay leaders	Lay leaders and pastoral staff share leadership	Lay leaders function under the pastoral staff	Predominantly the pastoral staff	
<i>Laity</i>			O			<i>Pastoral Staff</i>

Currently our executive committee is made up of lay leaders from each of our sub-committees also with representation from our senior pastor. We value the vision, direction and partnership of our senior pastor in the leadership of our church.

Our church seeks to ENCOURAGE SPIRITUAL GROWTH through

	No specific ministries	Ministries for a few groups	Ministries for selected groups	Ministries for most groups	Ministries for all groups	
<i>Informal</i>			O			<i>Formal</i>

Our desire is to increase the ministry of small groups and Bible studies and engaging in activities that include all age groups. Current ministries include AWANA, VBS, Sunday school for adults and children and Wednesday night prayer group.

In our church, EVANGELISM STRATEGIES AND METHODS are

	Predominantly unplanned	Generally unplanned	Equal emphasis	Generally planned	Predominantly planned	
<i>Unplanned</i>		O				<i>Planned</i>

Our goal would be to increase the involvement of our church to evangelize to our local communities

Our church is representative of the ECONOMIC DIVERSITY of our community

	Strongly representative	Mostly representative	Moderately representative	Mildly representative	Weakly representative	
<i>High representation</i>			O			<i>Low representation</i>

Our church has a wide range of education backgrounds, blue collar to professional and located in an area with 7 school systems (including two Christian schools), a regional economic hub in West Central Minnesota and access to sporting events, community college and fine arts.

Our church is representative of the ETHNIC DIVERSITY of our community

	Strongly representative	Mostly representative	Moderately representative	Mildly representative	Weakly representative	
<i>High representation</i>					O	<i>Low representation</i>

Our community diversity continues to grow particularly in Hispanic, Somali and Karen populations. We feel there is an opportunity to evangelize to these groups.

Our church's RESPONSE TO COMPASSION, MERCY, AND JUSTICE NEEDS is

<i>Church-based</i>	Commitment to church-based action	Encouragement of church-based action	Church-based and personal action	Encouragement of personal action	Commitment to personal action	<i>Personal</i>
			O			

Salem is active in providing for the needs of our community, including: Support various community organizations, Operation Christmas Child, Food Shelf in two counties and other opportunities as they arise. We also support Family Promise, Meals on Wheels and school weekend backpack food program. Deacon fund assisting families in need in our community. Based on our church check up community outreach is something we would like to be more involved in.

Our church's MISSIONAL FOCUS is

<i>Local</i>	All local	Mostly local	Equally local and global	Mostly global	All global	<i>Global</i>
			O			

We would desire to be more equally focused.