

MINISTRY SITE PROFILE

Christ the King Evangelical Lutheran Church

Houston, TX

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 King Evangelical Lutheran Church is a unique opportunity for a Senior Pastor as the congregation navigates its growth in faith, service, membership, programs and engagement. We are a Christ-centered, inclusive and welcoming community, focused on multicultural growth. There are many opportunities for creative use of facilities, member engagement and growth with two campuses in prime locations, an active campus ministry at Rice University and an online community. CTK is known for its worship and music, education programs, youth programs, community outreach and service, and active involvement in the Synod and national and global arena.

PART I: WHO WE ARE

Name and Location

CONGREGATION

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

Houston, TX, 77005

CITY, STATE , ZIP

Texas-Louisiana Gulf Coast Synod (4F)

SYNOD

Large city (250,000 or more)

SIZE OF COMMUNITY

Christ the King Evangelical Lutheran Church

NAME

US

COUNTRY

Congregation - Organized

TYPE OF MINISTRY SITE

05959

CONG ID

1944

YEAR ORGANIZED

Contact Information

Ministry Site (preferred contact information)

2353 Rice Boulevard

ADDRESS LINE 1

www.ctlc@ctkelc.org

E-MAIL

ADDRESS LINE 2

ctkelc.org

WEB SITE

Houston, TX, 77005

CITY, STATE, ZIP

(713) 523-2864

PHONE

US

COUNTRY

(713) 523-6578

FAX

Chairperson of Congregation or Head of the Organization

Theresa Koehler

NAME

3922 Rice Boulevard

ADDRESS LINE 1

Houston, TX, 77005

CITY, STATE, ZIP

US

COUNTRY



(713) 582-4321

DAY PHONE

theresa.m.koehler@ut.tmc.edu

E-MAIL

Chairperson of Call or Search Committee

Anne Clutterbuck

NAME

2232 Sunset Boulevard

ADDRESS LINE 1

(713) 582-4321

CELL PHONE

Houston, TX, 77005

CITY, STATE, ZIP

FAX

US

COUNTRY

(832) 715-5429

DAY PHONE

anne.clutterbuck@outlook.com

E-MAIL

EVENING PHONE

ADDRESS LINE 2

ADDRESS LINE 2

EVENING PHONE

(832) 715-5429

CELL PHONE

FAX

Demographics

Language Spoken

In the congregation/ organization

English

German

Spanish

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

In the surrounding community

English

Spanish

Vietnamese

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

Race/Ethnicity (In the Congregation)

Caucasian (0%)

Latino/Hispanic (0%)

Asian/Pacific Islander (0%)

African American/Black (0%)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

We did not enter statistics because CTK does not have accurate data. However, the congregation is majority Caucasian. While English is the primary language, CTK has had German language services. For the past two years, CTK has been intentional about introducing Latine liturgy and culture into our worship life. CTK's Pastor for Community Ministries is Latino and Spanish-speaking.

Race/Ethnicity (Surrounding Community)

Caucasian (0%)

Asian/Pacific Islander (0%)

Multi-racial (0%)

African American/Black (0%)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

We did not enter statistics because CTK has two locations. According to the 2020 census data by zipcode area, the Rice Village campus area was 75.8% white and the Memorial Drive Lutheran area reported 51.5% white.

Gender comparison

48%

52%

MALE

FEMALE

Age distribution

15%

10%

15%

20%

40%

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

Number of Paid Staff



4	3	4	1	2	0
Ministers of Word and Sacrament (PASTORS)	Ministers of Word and Service (DEACONS)	OTHER LAY PROFESSIONALS	SECRETARIAL SUPPORT	CUSTODIAL SUPPORT	OTHER

Congregational Information

151 - 250	26 - 50	Two-point parish
AVE WEEKLY WORSHIP ATTENDANCE	AVE ATTENDANCE IN CHRISTIAN EDUCATION	PARISH TYPE

Distance members live from church facilities:

10%	20%	55%	15%
0 - 1/2 MILE	1/2 - 1 MILE	1 - 3 MILES	MORE THAN 3 MILES

Community Type

- | | | |
|--|---|-------------------------------------|
| <input type="checkbox"/> Suburban | <input checked="" type="checkbox"/> College or University | <input type="checkbox"/> Farming |
| <input checked="" 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

2021

\$1,523,653

TOTAL BUDGET FOR THE LAST FISCAL YEAR

LAST FISCAL YEAR

\$2,071,025

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

\$123,858

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.

During the twentieth century, Houston was an industrial city, focused on oil and gas refining and servicing the world's oil and gas industries. In 1982, the oil boom collapsed and Houston experienced a major recession. Houston recovered in the 1990s. The top industries now include aerospace and aviation, energy, hospitals and health systems, digital technology, advanced manufacturing, life sciences and biotechnology and transportation and logistics. Houston is home to 24 Fortune 500 company headquarters.

Yet, Houston faces major trends impacting the social and political landscape across America, including:

- Income inequalities in today's global, knowledge-based, high-tech economy. The United Way notes that 14% of Houston families are surviving on incomes below the Federal Poverty Level; another 33% are employed, but struggling to afford food, housing, and health care. The Texas Medical Center draws patients globally, yet Houston has the highest percentage of children without health insurance of major cities in America. The Houston Food Bank reports one million people in southeast Texas are food-insecure.
- Demographic shifts, as Houston has transformed into the most diverse urban area in the country. In the 2020 census, Harris County was 28% Anglo, 19% Black, 43% Hispanic, and 10% Asian/Other. Houston is also one of the largest refugee resettlement cities in the U.S.



- The importance of urban amenities and quality-of-place. An active non-profit community is dedicated to improving the quality of life for Houstonians.

Trends:

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

1. **Leadership changes.** In 2021, within a few months, CTK's senior and associate pastors departed and an interim pastor was appointed. The congregation's first pastor for Community Ministries was installed.
2. **Expanded reach.** CTK has an online worship community that was established during COVID-19. In 2022, CTK, the anchor congregation, merged with Memorial Drive Lutheran Church, which was suffering from dwindling membership. Worship and other activities now take place at both campuses. The Rice campus is centrally located within the city near the Texas Medical Center, Rice Village, and Rice University. The West Campus is located in the Memorial area. CTK members live all over Houston. The merger creates opportunities for programming and use of facilities.
3. **Strategic Plan.** After 18 months of work including surveys and data collection and input by the congregation, CTK adopted a three-year strategic plan in June 2022. The plan informs our responses to this MSP as well as our efforts in the next three years.

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. **Weather-related damage, COVID-19, economic volatility, and inflation challenge those least able to cope and illustrate inequities within the city.** The Kinder Institute for Research in its Houston 2022 survey found that 76% of all Harris County residents reported experiencing increased stress and anxiety, and 57% acknowledged greater feelings of loneliness and isolation since the start of the pandemic. The survey documented increasing support among area residents for government programs designed to foster greater equality of opportunity and to push back against the economic disparities that continue to compromise the city's future.
2. **Recent changes in Texas state laws and policies pose new challenges to "blue" Houston and to CTK's mission and ministry serving immigrants, the poor, women, and LGBTQIA persons.**
3. **Transportation is a challenge for those who do not have cars; Freewheels Houston (which began as a CTK ministry) gives bikes to refugees and veterans emerging from homelessness.**

Programs:

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

Our programs are numerous and fall in the categories described below. Deliberate and thoughtful about our efforts, we ensure that ministries have congregation-wide support. We maximize impact on our community by leveraging public and private relationships. As part of the merger, we are evaluating program opportunities at both campuses. A full listing of our current programs is available on the ctkelc.org website.

- 1) **Programs within the congregation to support the congregation (music programs, congregational meals, prayer shawl ministry).** We have a deacon for children, youth and family ministries and a deacon who is the Cantor
- 2) **Programs in partnership with other organizations, especially those that are social justice focused (e.g., Christian Community Service Center, SEARCH Homeless Services, Interfaith Ministries).**
- 3) **Programs where the congregation has made a covenant relationship to support the entity (e.g., Bread for the World)**

Here are examples of our partnerships. In support of refugees, CTK is sponsoring an Afghan family through Refugee Services of Texas; supports Freewheels Houston; and is engaged in the ELCA AMMPARO strategy to support migrant children through advocacy and service. Given our proximity to the Texas Medical Center and our



connections to its many institutions, CTK members engage through support of the Hospitality Apartments, which provide rent-free temporary housing for families receiving medical treatment; the CanCare Cancer support network and Community of Hope training. To serve the food insecure, CTK members volunteer at the Houston Food Bank, SEARCH Homeless Services, and Christian Community Service Center and financially support Bread for the World. We provide financial support to other areas through mission offerings and targeted annual grants from the Christ the King Lutheran Church Foundation.

Goals:

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

We adopted a strategic plan in June 2022 which describes our values and goals. We are welcoming and inclusive, nourished by Christ through worship and committed to God's mission of love and service, especially to the oppressed and to the poor. We draw from many geographic areas, demographics and ages. We are a recognized leader partnering with others, including interfaith ministries, who share our values to accomplish this vision of love and service to transform lives. We welcome opportunities to serve God individually and as a community.

We are motivated by Christian teachings and practices as viewed through a Lutheran perspective. We honor sacred music, especially Lutheran traditions. We are Spirit-led, critical thinkers engaged in a learning journey. We seek to be a spiritual home to those who join online and those who meet in person, prioritizing personal connections, trust and integrity; to use technology for effective and clear communications to expand our reach and better serve our community. We are building campus ministry at Rice University and a Latine ministry and continue as a faithful partner in advocacy and service ministries. Generosity is a visible sign of our faith and support of our mission and vision. We embrace fiscal accountability and sound administration.

We are working to advance the congregation, guided by the Strategic Plan. The process engaged a wide swath of our congregation. We have congregational committees, including on communication and marketing. We seek to engage on matters in which we do not agree.

Finally, although not part of the Strategic Plan, the congregation has a strong interest in engaging in the process of becoming a Reconciling in Christ congregation.

Energy:

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

Our Music, Service, and our Youth animate and fulfill us.

Our Music: CTK members enthusiastically embrace Lutheran Christian musical traditions through our choir, chorus, organs and pianos, the brass choir, and support for Bach Society Houston. There are discussions to bring back the children's choir that was paused during COVID. CTK is known nationally as the place to hear and participate in world-class music.

Service to our Community: We are excited by opportunities to engage with others in our commitment to God's calling. CTK members create, seek, and seize opportunities to sustain and expand our reach to help those in need. Examples include support for refugees, those facing health challenges, food insecurity, and the environment. Opportunities for service bring us together and send us out. Our members find meaning in supporting and participating in all aspects of the church's work.

Our Youth take advantage of full involvement in every aspect of the church liturgy and ministry. Youth participate in weekend trips, serve at communion, and plan multiple service projects each year. Favorite youth activities are Godly Play, weekly youth group, service projects, Camp Hope, and serving at church-wide events. They want a senior pastor who will see the potential in the youth ministry by supporting the Deacon of Children, Youth and Family Ministries and staying visible and encouraging. We seek someone who is able to recognize the gifts and talents in the youth and youth ministerial team and support them in their work. Feedback from the Strategic Plan process shows a congregation that is eager to see our youth program remain a vital and energetic part of CTK and expand its reach.

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?

CTK is active in both the Texas-Louisiana Gulf Coast Synod and ELCA churchwide activities. Members have served



as Treasurer for the Synod. Other members have participated in Synod and churchwide assemblies. CTK supports missionaries in Peru, Mexico City, and the Central African Republic. Members have served on the board for Lutherhill, the camp in LaGrange, Texas that is a place for all people and ages and the retreat center in Galveston. We are active in Interfaith ministries in Houston. Regular giving to the Synod is part of our annual budget. Houston and Leipzig are sister cities and CTK members are active in sister city events.



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 checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input 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 type="checkbox"/>	<input checked="" type="checkbox"/>	We are demographically homogeneous.

OUR LEADERSHIP STYLE

We welcome ideas that are provoking and challenging.	<input type="checkbox"/>	<input checked="" 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 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 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 checked="" type="checkbox"/>	<input 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.



- | | | |
|---|--|---|
| <input type="checkbox"/> Chaplaincy | <input type="checkbox"/> Children's Ministry | <input 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 checked="" 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 type="checkbox"/> Pastoral Care and Visitation | <input checked="" type="checkbox"/> Preaching / Worship | <input type="checkbox"/> Public Policy / Advocacy |
| <input checked="" 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.	
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.	
Help others develop their leadership abilities and skills for ministry.	Yes
Be an effective administrator.	
Be an effective communicator.	
Be an effective teacher.	
Encourage support of the Church's wider mission.	
Work regularly in the development of stewardship growth.	
Be active in ecumenical relationships.	Yes
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.	



PENSION

MEDICAL

VACATION WEEKS

No

No

SABBATICAL POLICY

PARENTAL LEAVE POLICY

Yes

ARE BACKGROUND CHECKS REQUIRED

Professional Expenses

Yes

AUTO / TRAVEL REIMBURSEMENT

Yes

PROFESSIONAL EXPENSES ACCOUNT

No

FIRST CALL THEOLOGICAL EDUCATION

Yes

CONTINUING EDUCATION

Comments:

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

The salary amount is based on the highest years of experience on the Synod guidelines. Actual salary would be set in consideration of specific years of experience of the candidate and whether use of the parsonage is part of the package. CTK follows Synod guidelines as much as possible. Policies are in development related to vacation time, family leave, sabbaticals, professional expenses and continuing education. The availability of a parsonage is negotiable.

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 | Yes |
| Budget | Yes |
| Annual Report | Yes |
| Position description: Duties and Responsibilities | No |
| 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 King Evangelical Lutheran Church (CTK) is a leading congregation in the Texas-Louisiana Gulf Coast Synod and recognized nationally and internationally. Members of this congregation are dynamic, mission driven, and welcoming. Having merged with the former Memorial Drive Lutheran Church in 2022, the congregation is expanding its reach across the greater metropolitan Houston area. Undeterred by the pandemic, CTK seized the opportunity to launch a strong online presence, broadcasting worship services and music performances by the Bach Society of Houston. In June 2022, CTK adopted a strategic plan for the next 2-3 years that provides a vision for the future.

As the most diverse city in the US, Houston is a place where more than 100 languages and dialects are spoken, and diversity influences every aspect of the Houston experience. Houston has award-winning restaurants and entertainment venues, a number of waterways and public parks, world-class opera, ballet, symphony, and multiple theatrical venues, 4 professional sports teams, and numerous minor league and college sporting events. Top ranked colleges and universities engage with the city and the award-winning Texas Medical Center, the largest in the world, is less than 2 miles from CTK's Rice Village campus.

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).

In May 2022, CTK Council appointed a 9-member Call Committee to represent a broad cross-section of the congregation. Our Interim Pastor and Council President serve as ex-officio members. In completing this MSP, we relied on Synod guidance and drew heavily from our strategic plan, adopted in June 2022. Meetings with groups (staff, choir, youth, young families, members of prior call committees), one-on-one listening sessions, and weekly committee meetings further informed the MSP. We created a website to inform the congregation and seek input. Prayer, listening, monthly updates to Council, conversation, and patience guide our discernment process.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's **9/13/2022** board:

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.

Tracey Breashears Schultz

NAME

(281) 873-5665

OFFICE PHONE

Bishop's Associate for Leadership

TITLE

tracey@gulfcoastsynod.org

E-MAIL

Reference's Recommendation

Matt Kindsvatter

NAME

(979) 217-1954

matt@lutherhill.org

E-MAIL



DAY PHONE

(281) 797-5147

EVENING PHONE

CELL

FAX