

Den Norske Lutherske Mindekirken
Minneapolis, Minnesota, USA

Kjære Venn,

Thank you for your interest!

Thank you for your interest in considering the pastor position at Mindekirken. We are a 100-year-old Norwegian Lutheran church in Minneapolis. We are seeking a full-time pastor starting in early 2026.

We are a small congregation with a very large impact. We serve as the Spiritual center of the Norwegian-American community in Minnesota.

What are the duties of Mindekirken's pastor?

We have included a summary job description as part of this informational packet.

In brief, the duties include much of what you would expect in Norway, including Sunday Services, baptisms, confirmation and general responsibility for the spiritual welfare of the Congregation.

As an American congregation, our pastors also perform functions that might be unfamiliar for pastors coming from Norway. In this way, we think our church would be a great fit for someone who is interested in seeing how other churches work and developing new skills. These other responsibilities include managing the personnel of the church, working with the Deacons to provide visits to homebound and hospitalized members, and working closely with a community of church members and volunteers who love the church and are eager to work with you to further our mission.

What do Sundays look like at Mindekirken?

We are the last American church to conduct our church services primarily in Norwegian. In fact, this was part of the purpose of our church forming in 1922, when the transition away from Norwegian was starting to be made by the Norwegian-American community.

Today, we have an English service at 9am and our Norwegian service at 11am, with a single 10am service during the summer. The Norwegian services are conducted using the liturgy of the Church of Norway using the Norsk Salmebok. The English services are based on a translation of the Norwegian service.

The Norwegian service is streamed on YouTube:

<https://www.youtube.com/@mindekirken>

After each service we have Kirkekafe, which is a long-time tradition of ours that helps us build a feeling of community for people to get to know each other.

Does Mindekirken have a Mission Statement?

Yes. Our Mission Statement was written to help us understand and be inspired by the role of Norwegian and Norwegian culture in our faith journey:

***“Mindekirken is called to share the Gospel of Jesus Christ with all people,
empower service to others.
Mindekirken practices its ministry through
Norwegian traditions, culture, and language.”***

How can I find out more information about Mindekirken?

We have included several documents to help you learn more about our Congregation, including a Power Point presentation about our church, one of our past Communicator newsletters, and a sample Sunday bulletin. Our [website](#) is also a good place to find more information about us.

Our programs include Norwegian language classes, Tuesday Open House lunch and lecture program, an annual Santa Lucia pageant, 17 mai service and Twin Cities 17 mai parade, and many musical and other activities.

In addition, the [Norway House](#) organization has co-located on the same block as us, which we call the “Norway Block”. Our partnership with Norway House gives us many new opportunities to partner on programs and have a larger reach to the community.

We, the Call Committee, would also be glad to conduct information interviews for you, at your convenience. These would be a chance for you to ask question in an informal setting with one or two of our committee members.

What is it like to live in Minneapolis?

Minneapolis is a vibrant city with many cultural organizations, parks, outdoor activities, with lakes, bike and ski trails. Our local newspaper recently interviewed an international pop star who moved here, who was quoted as saying “It’s my favorite place I’ve ever lived.”

<https://www.minneapolis.org/things-to-do/>

It’s not just Minneapolis, however. Our sister city is St. Paul, located just across the Mississippi River. Together, they are called the Twin Cities. The entire Twin Cities metropolitan area has about 2.5 million people. Minnesota has about 5.5 million people. *Not too different from Norway!*

The Twin Cities is highly recognized as a place to live. The [Trust for Public Lands](#) ranks Minneapolis’s park system as #3 in the country, and St. Paul’s as #5. The cities are also cited frequently on rankings of “[livability](#)” among U.S. cities.

Minneapolis has its challenges, too. It will be important for our new pastor to come here with “eyes wide open”. Our church is in a poor neighborhood. Mindekirken was established in a highly Scandinavian neighborhood. In the intervening years the neighborhood has undergone de-gentrification, resulting in both challenges and opportunities for ministry. Yet, this is also an opportunity, as well, to service others in need. Many of our previous pastors have reached out to get to know local and community leaders.

How do I apply for the Pastor Position?

We have included a separate document that gives the steps for applying.

In general, the application is made on-line through the Mindekirken website. There is an application form to fill out and a way to upload requested documents. Applications are being taken until October 31.

<https://www.mindekirken.org/pastoral-position>

After the application period is over, we will select applicants to interview. We will not be announcing any results of our process to the applicants until our final candidate has been approved by the Congregation, which we expect to happen towards the end of 2025.

INSTRUCTIONS FOR APPLYING FOR THE PASTOR POSITION AT MINDEKIRKEN

Thank you for your interest in the Pastor position at Mindekirken. Please follow these instructions to apply for the Pastor position.

1. The Mindekirken website has a page dedicated to this position, where you can find information and the application form.

<https://www.mindekirken.org/pastoral-position>

Information available to candidates are:

- a. This packet, which includes three key documents:
 - i. Introductory Letter to Candidates
 - ii. Instruction for Applying for the Pastor Position at Mindekirken
 - iii. Pastor Job Description
 - b. Introduction to Mindekirken PowerPoint presentation
 - c. Sample Communicator, our monthly newsletter
 - d. Sample bulletin for our Sunday services
2. If you have questions, please contact the Mindekirken Call Committee. The Committee would be glad to provide an “informational interview” for you to ask questions before submitting an application.
callcommittee@mindekirken.org
 3. To apply for the position, please:
 - a. Fill out the on-line application form.
<https://www.mindekirken.org/pastoral-position>
 - b. Use the on-line portal accompanying the application form to upload accompanying documents and exhibits to your application.
 4. Your final application must include the following:
 - a. On-line application form filled out
 - b. CV or resume
 - c. Introductory letter (included in on-line form or can be submitted as a separate attachment)
 - d. Three references (included in on-line form or can be submitted as a separate attachment)
 - e. Any additional, supplemental, materials you would like to include.

5. The Mindekirken Call Committee will contact and interview selected candidates. One or more will be asked to provide a video of themselves giving an abbreviated sermon in both Norwegian and English.¹
6. The Call Committee will notify our final candidate and make arrangements for an introduction to the Congregation by video. The Congregation must approve our new pastor by a majority vote. After a Candidate has been approved by the Congregation, he or she will be presented with a Letter of Call. Once a candidate is approved and accepts the call, all candidates will be notified of the results.
7. Once the position has been approved and accepted, a contract will be negotiated. Mindekirken will support and pay for any legal costs associated with obtaining a work visa. Mindekirken will also help with logistical issues for moving.

¹ At this stage, the final candidate will also be asked to consent to a standard third-party background check relating to criminal activity and sexual predation.

Den Norske Lutherske Mindekirken

The Norwegian Lutheran Memorial Church
Minneapolis, Minnesota

Description of the Pastoral Call

- I. Job Title: Pastor
- II. Position time: Full Time (0.7 FTE or greater)
- III. Work Duties:
 - A. Consistent with the faith and practice of the Evangelical Lutheran Church in America, ordained ministers shall preach the Word, administer the sacraments, conduct public worship, provide pastoral care, and speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world. Each minister shall offer instruction, confirm, marry, visit the sick and distressed and bury the dead.
 - B. Specifically for Mindekirken, presiding over church services (both English and Norwegian services), giving pastoral care to individuals and groups, visiting members of the church who are sick or elderly, outreach to the Norwegian and Norwegian-American community, conduct baptisms and funerals, lead confirmation classes, participate in meetings relating to governance and activities, and generally guide the Spiritual wellbeing of the Congregation and its members through the teaching of the Word of God.
 - C. Writing the Pastor's column for the monthly church newsletter.
 - D. Participate in and/or advise the committees and programs of the church, including the committees for the Leif Eriksson International Festival (LEIF) music festival, the Tuesday Open House (TOH) lecture program, and the Mindekirken Norwegian Language & Cultural Program (MNLCP). The pastor will also have a position on the Edvard Grieg Society of Minnesota board.
 - E. Provide guidance for the content of the Sunday bulletin.
 - F. Participate as a key person for the public relations of the Church and representing the Congregation at various Norwegian-American functions.
 - G. General responsibility for seeing that the overall mission of the Church is accomplished.
 - H. Maintain appropriate records of activities, including a log of visits, meetings attended, classes taught and ministerial functions, as well as submitting a written report each month to the Church Council containing this information and any pastoral concerns for the Council's attention.
 - I. Provide guidance, supervision and leadership to all paid staff members, who report to the Executive Committee.
 - J. Schedule at least eight hours per week as regular office hours for walk-in appointments and time for staff members and volunteers.

IV. Reporting Structure:

- A. The Congregation is governed by an elected Council of lay members. The Council includes four members that comprise the Executive Committee: the President, Vice President, Treasurer and Secretary.
- B. The Pastor reports to the President of the Congregation.
- C. The Pastor will participate in Council meetings. The Council is divided into two groups: Trustees and Deacons. The Pastor can also participate in meetings of both groups but will be especially needed at the meetings of the Deacons, which is responsible for the Spiritual development of the Congregation.

V. Requirements for employment:

- A. Ordination in a Lutheran denomination, or a denomination 'in communion' with the ELCA.
- B. Approval by the ELCA.
- C. Fluency in both English and Norwegian.