



Evangelical Lutheran
Church in America

God's work. Our hands.

MINISTRY SITE PROFILE

The Ministry Site Profile (MSP) is intended for use by congregations and church-related organizations that are seeking to call an ordained or lay rostered minister (Associate in Ministry, Deaconess or Diaconal Minister) of the Evangelical Lutheran Church in America or First Call candidates for rostered ministry. Congregations must complete the entire Ministry Site Profile. Church-related organizations may, with the concurrence of the synod bishop, complete only the required sections (1- 4 and 8 - 19). Once complete, this form is submitted electronically to your synod bishop for review and posting to the "ministry opportunities" listing on the ELCA web site.

PART I: WHO WE ARE

Date Completed:

1. NAME AND LOCATION

☒ CONGREGATION ☐ MULTIPLE POINT PARISH ☐ ORGANIZATION

Messiah Lutheran Church

13750

Name

Congregation ID

Albuquerque

NM

87112-5513

☒ U.S. ☐ Canada

City

State / Province

ZIP / Postal Code

Country

Rocky Mountain Synod

2E

1962

Synod

Year Organized

Congregation - Organized

Large City (250,000 or more)

Type of Ministry Site (select one)

Size of Community

2. CONTACT INFORMATION

Mailing Address: 11515 Lomas Blvd, NE

City: Albuquerque

State / Province NM

ZIP or Postal Code

87112-5513

Country: ☒ U.S. ☐ Canada

e-mail address

Web site: <http://www.messiahabq.org>

Phone: (505) 299-3311

FAX: (505) 299-3311

Chairperson of Congregation or Head of the Organization (preferred contact information)

Name: Darron Knight

Address:

City:

State / Province

ZIP or Postal Code

Country: ☒ U.S. ☐ Canada

e-mail address

Day Phone: () -

Evening Phone: () -

Cell: () -

FAX: () -

Chairperson of Call or Search Committee (preferred contact information)

Name: Brian Osterloh

Address:

City:

State / Province

ZIP or Postal Code

Country: ☒ U.S. ☐ Canada

e-mail:

Day Phone:

Evening Phone:

Cell:

FAX: () -

3. DEMOGRAPHICS

Languages spoken

In the congregation / organization

Primary language:

Second language:

Third language:

In the surrounding community

Race / Ethnicity

Largest %

Second %

Third %

Fourth %

%

%

%

%

Gender comparison *

% %

Male Female

Age distribution *

% % % % %

19 years or younger 20 - 34 35 - 49 50 - 65 over 65

Number of Paid Staff (Number of full or part time paid staff of the congregation or organization.)

| | | | |
|-------------------------|--------------------------------|---------------------|--------------------------------|
| Clergy | <input type="text" value="1"/> | Secretarial Support | <input type="text" value="1"/> |
| Lay Rostered | | Custodial Support | <input type="text" value="1"/> |
| Other Lay Professionals | <input type="text" value="1"/> | Other | |

Enter the following congregational information.

| | |
|---|--|
| Average weekly worship attendance | <input type="text" value="51 - 150"/> |
| Average attendance in Christian education | <input type="text" value="0 - 25"/> |
| Parish type: | <input type="text" value="Single site"/> |

Indicate the distance members live from the church facilities

| | | | |
|------------------|-----------------------------------|-------------------|-----------------------------------|
| 1/2 mile or less | <input type="text" value="5"/> % | 1 - 3 miles | <input type="text" value="40"/> % |
| 1/2 - 1 mile | <input type="text" value="10"/> % | More than 3 miles | <input type="text" value="45"/> % |

Community Type (Check any that apply.)

- ☐ Bedroom community
 ☒ College or University
 ☐ Farming
- ☒ Industrial
 ☐ Inner City
 ☐ Mining / logging
- ☐ Ranching
 ☐ Resort
 ☒ Retirement

4. BUDGET OF THE CONGREGATION / ORGANIZATION

Last fiscal year : 2013

| | | | |
|---|-----------|---|----------|
| Total budget for the last fiscal year | \$140,000 | Total debt of the congregation/ organization at the end of the last fiscal year | \$0 |
| Mission Support to the ELCA / synod for the last fiscal year | \$7,629 | Total savings, reserves, endowment at the end of the last fiscal year | \$30,778 |

5. TRENDS IN THE COMMUNITY CONTEXT OF THE CONGREGATION OR ORGANIZATION*Please give a short answer to the following questions. (approx. 150 words maximum)***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 (available at www.elca.org/research) for your primary ZIP codes may be helpful.

See included Demographic Report

Leading Employers are Albuquerque Public Schools, Kirtland AFB, Sandia National Laboratories, University of New Mexico, Health Care, and City of Albuquerque.

Context

List three ways that the community in which you are located has been challenged by change and transition in the last three to five years.

See included Trend Report

The community has been stable over the past three to five years. Over a longer period of time, as new homes are being built at the perimeter of Albuquerque, the existing homes in the immediate area are approximately 50 years old and have become attractive to those with lower incomes such as first-time buyers and renters. The newer homes being built at the outskirts attract those with higher income and their proximity ranges from 3-10 miles away.

As with the entire nation, entertainment and social networking opportunities and Megachurch forms of worship have challenged the family church as the center of social interactions.

Trends

List three changes or trends within the congregation or organization which have occurred in the last three to five years. (If this profile is about a congregation, the Congregational Trend Report (available at www.elca.org/research) may be helpful to you.)

The biggest growth has been in the Contemporary Service.

The growth and popularity of a Contemporary Worship service has caused some to feel that we have become two families rather than one.

Renewal of interest in community outreach.

Recent growth in the activity of junior high youth.

Programs

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

Worship: Sunday contemporary and traditional services; Lenten Midweek services, Christmas Eve Service
Outreach: Community "Trunk or Treat" -- passing out treats on Oct 30th evening; Annual Community Clothes Swap; Community Easter Egg hunt for youngsters; Messiah Lutheran Church Women's (MLCW) "Sew and Share", Food Bank Collections, and Mitten Tree; Christmas Tree Gift Giving; ELCA World Hunger Giving; "Care Bags" for the homeless, Occassional Mission/Retreat Adventures
Education: Youth and Adult Sunday School; Confirmation; Midweek Daytime Bible Study; Monthly MLCW Bible Study; Vacation Bible School; Monthly "Theology on Tap" -- discussing Christian topics at a local eating establishment over dinner and a beverage of choice.
Fellowship: Congregational Care Committee hosting social and life celebration events; group movies; Rally Day; Monthly Buildings and Grounds Cleanup Days; Special Projects

Goals

If there is a Strategic Plan in place for the congregation or organization; what are the primary goals to which you are committed?

Goals - A strategic plan was reviewed and approved by a meeting of the congregation on April 5 that included further development of the following activities for individual growth: Messiah Men in Mission - develop a worship/study opportunity for male members of the congregation/visitors; 5th Sunday worship - develop worship opportunities focused on specific topics (e.g., mission, service) and would include a social component (pot luck/picnic/other) to encourage interactions between the attendees of the two services; Middle School Youth - establish program options for this group similar to the city-wide Jesus Christ Disciple Core for the high school youth; Small group dinners - identify opportunities for increasing social interactions among Messiah members

Energy

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

There is currently much optimism throughout the church membership as we go forward with the process of formally identifying our strengths, weaknesses and desires for the future of Messiah. The various opportunities for worship (including taking communion to those unable to attend services), social activities separate from worship, and quarterly community outreach programs provide Messiah members various outlets for their desire to share God's love. There is continual discussion regarding new outreach programs we might investigate. Our eight confirmands are a blessing to a church with an older population. There is great excitement regarding our first annual community Easter egg hunt this year. This joins our annual outreach programs of summer clothing swap meet (no money involved), providing backpacks and school supplies to various elementary schools in our immediate neighborhood, and the new Trunk or Treat Halloween program we started last year. Each of the ongoing activities is very well attended by the community and very well supported by Messiah members.

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?

Partnership - Messiah members are active participants in a number of community activities. Some of these include:
Lutheran Advocacy Mission; Campus Ministry; Jesus Christ Disciple Corp - the city-wide Lutheran high school youth program - co-leader; Semi-annual meetings of the Northern NM Lutheran churches; Annual Synod Assembly - annual voting members; NM Conference of Churches; Rocky Mountain Synod WELCA; Santa Fe County Emergency Food and Shelter Program; Church Women United

PART II: OUR VISION FOR MISSION

6. MINISTRY SITE CHARACTERISTICS

As you think of your congregation or organization and the way it tends to live out its corporate life and pursue its mission, what tends to characterize your life together? You may make only one selection in each of the comparisons below or you may leave the line blank if this item does not apply to your ministry site.

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 type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | We tend to be informal and spontaneous. |
| We have clearly defined goals and plans for our future. | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | We have no stated goals or plans. |
| We are racially and economically diverse. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | We are demographically homogeneous. |

OUR LEADERSHIP STYLE

| | A LOT LIKE US | A LITTLE LIKE US | A LITTLE LIKE US | A LOT LIKE US | |
|--|-----------------------|-----------------------|-----------------------|----------------------------------|---|
| We welcome ideas that are provoking and challenging. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | We prefer ideas that are tried and true. |
| We rely on our leaders for direction. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | We rely on group decision-making. |
| We have learned how to use conflict constructively. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | We tend to perceive conflict as something destructive |

OUR PROGRAMMING

| | A LOT LIKE US | A LITTLE LIKE US | A LITTLE LIKE US | A LOT LIKE US | |
|--|-----------------------|----------------------------------|----------------------------------|-----------------------|--|
| Our facilities are often used by community groups. | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | Our facilities are only used for our activities. |
| We train people to minister outside our walls. | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | We train people to minister inside our walls. |
| We focus on ideas and beliefs. | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | We focus on skills and action. |

OUR THEOLOGICAL PERSPECTIVE

| | A LOT LIKE US | A LITTLE LIKE US | A LITTLE LIKE US | A LOT LIKE US | |
|---|-----------------------|----------------------------------|----------------------------------|-----------------------|--|
| We are obviously Lutheran in identity and practice. | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | We are less obvious about our Lutheran heritage. |
| We participate in synod and ELCA activities. | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | We are not very active in the synod and ELCA. |
| We focus on Biblical studies and doctrine. | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | We focus on contemporary issues and topics. |

7. PURPOSE, GIFTEDNESS AND MISSION

The mission of a congregation or organization is found at the intersection of its purpose, giftedness and context. That is, a clear sense of mission will grow directly out of an assessment of your identity and purpose, your resources and gifts, and your understanding of the needs and trends within your community. Please offer thoughtful responses to the following questions. (Approximately 250 words maximum)

Purpose

How does this congregation or organization understand its reason for being in light of God's call to mission and service? Who are you? Why are you here? (You may wish to refer to your congregation's or organization's Mission or Vision statements.)

The Congregation at Messiah Lutheran Church feels that our mission is to care for and serve those that are not only members of our church, but also members of our community.

We are a small church family that feels it very important to focus on each other and to develop a sense of family within. We recognize that, with the need to make changes in our dynamics, we have differences in opinion and therefore, have been experiencing difficulties in relationships. Like a family, we are choosing to work out our differences, rather than to turn our backs and hope they "go away". We have made great progress.

The members of our congregation have emphasized the strong importance of outreach into our community, and have been coming together in these efforts. We have been developing programs that can be all inclusive, and allows for participation by anyone in the congregation that desires to participate. This is a means to take care of ourselves and to serve others at the same time. Working together brings people closer, as does including everyone.

We have been working on a new mission statement, and it will be something similar to: "Caring for and Serving others so all may share in God's Love".

Giftedness

What are your gifts and resources for fulfilling this purpose? What are the congregation's or organization's top three assets and how are they being used? Are there obstacles that must be overcome to be able to use these gifts and accomplish the mission?

Our Congregation is comprised of members that come from completely diverse backgrounds. We have highly skilled professionals, school teachers, stay at home parents and more. We have retired members and working members. Some have more time to commit to our efforts than others. Similarly, some are in better position to contribute financially than others. One of the gifts in our congregation is that of creativity. We have a group that meets twice a month to create beautiful quilts for the needy. We also have the generosity of giving. We do several charitable projects throughout the year, and the giving is always there. We all seem to understand how important it is to recognize the needs of those who are not as fortunate as us. Kindness and Generosity is a gift. We also have several people with many ideas and are willing to put in the time to make them successful. We have developed ways to serve large numbers of the community through our annual Trunk or Treat event, and will hold a Community East Egg Hunt/Community social. New ideas are being suggested and being considered all the time.

Our biggest obstacle is that, as a small congregation, we have limited "human resources" to make all of our ideas a reality. As in most communities, you have the truly committed few, but could always use more help.

Mission

In light of the way you have described your ministry context in this Ministry Site Profile, what are the top three mission priorities which, if accomplished, hold the most promise for the continued development of this ministry?

The Mission of Messiah Lutheran Church is caring for and serving others so that all may share in God's love.

Top Three Mission Priorities:

- Expanding Bible Study and Christian Education/Sunday School
- Increasing our Community Outreach
- Building community among members of the two Sunday worship services that will improve communication, foster inclusiveness, increase participation and reduce misunderstandings that lead to conflict.

8. SUMMARY DESCRIPTION

Please describe your ministry setting and position opening in 75 words or less. This is the brief description that will be publicized.

Established family congregation in the Northeast Heights section of Albuquerque, New Mexico, in a primarily mature residential neighborhood. Main focus areas are Sunday Worship, Christian education, and social outreach. We seek a solo pastor who will lead us, nurture us, and teach us to be successful in these areas.

9. REFERENCES

In addition to your synodical bishop, please list four people who know your congregation or organization well and who would be willing to share their perspective on the life and ministry of the congregation or organization. One reference should be a person who is currently a member or employee/client; one reference should be someone from the community who is able to regularly observe your ministry; and one should be an ordained ELCA clergyperson.

Synodical Bishop

Name:

Synod

Day Phone: Evening Phone: Cell: FAX:

e-mail:

Someone from inside the congregation or organization

Name:

Organization and Title:

Day Phone: Evening Phone: Cell: FAX:

e-mail:

Someone from outside the congregation or organization

Name:

Organization and Title:

Day Phone: Evening Phone: Cell: FAX:

e-mail:

A member of the ELCA clergy roster

Name:

Organization and Title:

Day Phone: Evening Phone: Cell: FAX:

e-mail:

Anyone else who knows your setting well

Name:

Organization and Title:

Day Phone: Evening Phone: Cell: FAX:

e-mail:

PART III: LEADERSHIP NEEDS

Use this section to describe both the gifts for ministry and the style of leadership that your position requires.

10. THE LEADER WE SEEK

Roster type: (Check all whom you would be open to interviewing)

- | | | |
|---|--|--|
| <input type="checkbox"/> Associate in Ministry | <input type="checkbox"/> Deaconess | <input type="checkbox"/> Diaconal Minister |
| <input checked="" type="checkbox"/> Ordained Clergy | <input type="checkbox"/> In Candidacy / First Call | |

Position type: (Select the most descriptive option)

Solo Pastor

This ministry position is:

Full time

Education: (Select the minimum level of education required)

Master's Degree (seminary or graduate school)

Language (proficiencies preferred)

Primary language: English

Proficiency: Fluent

Second language:

Proficiency:

Third language:

Proficiency:

Experience: (Select all you would consider for this position)

- ☒ 0 - 3 years ☒ 4 - 9 years ☒ 10 - 15 years ☒ 16 - 20 years ☒ 21 + years

11. TOP FIVE MINISTRY TASKS (Select the five most critical tasks required in this position.)

- | | | |
|--|---|---|
| <input type="checkbox"/> Administration | <input checked="" type="checkbox"/> Building a Sense of Community | <input type="checkbox"/> Campus / Young Adult Ministry |
| <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 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 checked="" 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 checked="" type="checkbox"/> Pastoral Care and Visitation | <input checked="" type="checkbox"/> Preaching / Worship Leadership | <input type="checkbox"/> Public Policy / Advocacy |
| <input type="checkbox"/> Recruit and Equip Leaders | <input type="checkbox"/> Self Care / Family Life | <input type="checkbox"/> Small Group Ministry |
| <input type="checkbox"/> Social Ministry | <input checked="" 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 | | |

12. GIFTS FOR MINISTRY

Every rostered leader can offer a variety of gifts, skills and personality characteristics that would be helpful in a ministry setting. Identify a maximum of five gifts for ministry that the rostered leader must bring to your ministry setting in the left-hand column. In the right-hand column, identify five more gifts that would be helpful in your ministry setting. (If your setting is a congregation and your search is for a pastor, this survey of gifts assumes that the pastor is able to offer worship leadership and preaching.)

| Top Priority | Our new leader needs to be able to... | Very Helpful |
|----------------------------------|---|----------------------------------|
| <input checked="" type="radio"/> | Help people develop their spiritual life. | <input type="radio"/> |
| <input type="radio"/> | Help people understand and act upon issues of social justice | <input type="radio"/> |
| <input type="radio"/> | Provide care and nurture. | <input checked="" type="radio"/> |
| <input type="radio"/> | Be active in visitation of members and non-members. | <input type="radio"/> |
| <input type="radio"/> | Be effective in working with children. | <input checked="" type="radio"/> |
| <input checked="" type="radio"/> | Build a sense of community among the people with whom he/she works. | <input type="radio"/> |
| <input type="radio"/> | Help others develop their leadership abilities and skills for ministry. | <input type="radio"/> |
| <input type="radio"/> | Be an effective administrator. | <input type="radio"/> |
| <input checked="" type="radio"/> | Be an effective communicator. | <input type="radio"/> |
| <input type="radio"/> | Be an effective teacher. | <input checked="" type="radio"/> |
| <input type="radio"/> | Encourage support of the Church's wider mission. | <input type="radio"/> |
| <input type="radio"/> | Work regularly in the development of stewardship growth. | <input type="radio"/> |
| <input type="radio"/> | Be active in ecumenical relationships. | <input type="radio"/> |
| <input type="radio"/> | Be effective in working with youth. | <input checked="" type="radio"/> |
| <input type="radio"/> | Organize people for community action. | <input type="radio"/> |
| <input type="radio"/> | Be skilled in planning and leading programs. | <input type="radio"/> |
| <input type="radio"/> | Have a strong commitment and loyalty to the Lutheran Church. | <input type="radio"/> |
| <input type="radio"/> | Understand and interpret the mission of the Church from a global perspective. | <input type="radio"/> |
| <input type="radio"/> | Deal effectively with conflict. | <input checked="" type="radio"/> |
| <input checked="" type="radio"/> | Bring joy and good humor to relationships. | <input type="radio"/> |
| <input checked="" type="radio"/> | Be able to share leadership and work in a team. | <input type="radio"/> |
| <input type="radio"/> | Be creative and innovative about his or her tasks. | <input type="radio"/> |
| <input type="radio"/> | Be able to use technology and media. | <input type="radio"/> |
| <input type="radio"/> | Appreciate cultural diversity in language and customs. | <input type="radio"/> |
| <input type="radio"/> | Have talents in the areas of music, arts and writing. | <input type="radio"/> |

13. MUTUAL EXPECTATIONS

Please list the five primary areas of activity or focus that you wish your newly-called rostered leader to give special attention to during the first year of his or her ministry at this congregation or organization:

- A. Bible study and Christian education/Sunday School
- B. Building community among members of the two Sunday Worship Services
- C. Address and mediate conflict/disagreement among members
- D. Develop a lay team to assist/support the care ministry (including home communion)
- E. Visit with Messiah members/families in settings other than Sunday Worship

Please list five ways that this congregation / organization will support and encourage the rostered leader during the first year in order to help her or him accomplish these responsibilities:

- A. Congregation will communicate clearly and effectively,
- B. Allow the leader to shape worship,
- C. Live out our core values (sense of family, welcoming, inclusiveness),
- D. Be involved, support actively, and
- E. Be open to new leader's ideas and suggestions.

14. COMPENSATION

Indicate the maximum amount that is available for the "Defined Compensation" of this ministry position. Defined Compensation is described by the ELCA Board of Pensions as the gross cash salary paid to the staff member. In the case of clergy, Defined Compensation includes any housing allowance (whether in cash or the annual cash value of a parsonage,) Social Security Tax offset, and/or furnishings allowance if paid directly to the staff member.

You may choose to use the button below to access the ELCA Board of Pensions Defined Compensation calculator in assisting you to determine Defined Compensation.

Parsonage ☐ Yes ☒ No (If yes, include the annual dollar value in the "Defined Compensation" below)

Social Security Tax offset ☒ Yes ☐ No (If yes, include the annual dollar value in the "Defined Compensation" below)

The maximum amount available
for Defined Compensation

\$60,000 - \$65,000

15. BENEFITS

The ELCA Board of Pensions has complete information about the benefits program of the church at www.elcabop.org including online calculators to help you estimate costs.

Pension ☒ Yes ☐ No

Medical ☒ Yes ☐ No

Vacation weeks:

4 weeks

(Recommended: Four weeks per year. For an ordained or lay rostered minister in a congregation, this should include four Sundays.)

- Sabbatical Policy ☐ Yes ☒ No
- Parental Leave Policy ☒ Yes ☐ No
- Are Background Checks required? ☒ Yes ☐ No (Recommended for all paid staff and key volunteers.)

16. PROFESSIONAL EXPENSES

- Auto / travel reimbursement ☒ Yes ☐ No
(Recommended: Auto reimbursement at the IRS business mileage rate for actual miles driven.)
- Professional Expense account ☒ Yes ☐ No
(A reimbursement account for professional expenses - books, publications, memberships, vestments, uniforms and the like.)
- Continuing Education ☒ Yes ☐ No
(Recommended: Two weeks per year, plus \$700 per year from the congregation or organization and \$300 per year from the rostered leader; funds to be held in a separate account.)
- First Call Theological Education ☒ Yes ☐ No
(Recommended: Meeting synod expectations for First Call rostered leaders to participate in FCTE, including financial support and continuing education time.)

Comments

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

We have granted paternal leave to our previous pastor on two occasions.
We've never been asked to consider a sabbatical, therefore we have no policy.

17. OTHER SUPPORTING RESOURCES

Are you able to supply the following items, if requested?

- | | |
|--|---|
| Mission and Vision statement of the congregation or organization | <input checked="" type="radio"/> Yes <input type="radio"/> No |
| Printed history of the congregation or organization | <input checked="" type="radio"/> Yes <input type="radio"/> No |
| Strategic Plan: Goals and Objectives | <input checked="" type="radio"/> Yes <input type="radio"/> No |
| Budget | <input checked="" type="radio"/> Yes <input type="radio"/> No |
| Annual Report | <input checked="" type="radio"/> Yes <input type="radio"/> No |
| Position description: Duties and Responsibilities | <input checked="" type="radio"/> Yes <input type="radio"/> No |
| Communications Piece (publicity, newsletter, etc.) | <input checked="" type="radio"/> Yes <input type="radio"/> No |

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 promote and commend your ministry possibilities. To see some examples, please [click here](#). If your congregation is a part of a Multiple-Point Parish, please [click here](#).

The core values of Messiah Lutheran Church are:

- A sense of family - we nurture and support each member of our church family.
- Welcome - we welcome all to join our church family.
- Inclusiveness - we honor the gifts that each person brings to our church family.

We are pleased with the results of our strategic planning conducted during this time of transition. It is undoubtedly the desire of this church to be involved in community outreach. We have the desire, but we need encouragement, training, and creative thinking to achieve our goals.

In the immediate neighborhood, there is tremendous opportunity to attract unchurched families. We are eager to develop outreach programs for this underserved community.

Messiah Lutheran Church recognizes and abides by ELCA guidance that it is the Pastor's prerogative to determine whom to marry in his or her church, whether it be heterosexual or gay/lesbian unions.

Messiah Lutheran Church respects the privacy and family life balance for our Pastor. We place no expectations on the Pastor's family members' levels of participation.

18. SEVEN REFLECTIONS

[Seven Reflections on Ministry and Context](#)

If you would like to enhance your Ministry Site Profile with additional reflections on several key questions, you may download the extra form.

PART V: COMPLETION OF PROFILE

19. 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)

A Transition Team comprised of six members of the congregation and the Interim Pastor was formed. The Congregation Council hired Rich Nelson, a professional strategic planner and ELCA member to help facilitate 3 congregation-wide meetings conducted to discern the personality and desires of the congregation. Mr. Nelson helped us to quickly reach consensus on subjective elements of the Profile. Two ad hoc were commissione to fto dig deeper into two areas. The ministry gifts and minstry tasks sections were discerned by congregational survey followed by discussion at a congregation-wide meeting. Profile required Council approval.

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

05/08/2014

20. CALL PROCESS CONTACT PERSON

Enter the name of the person on the synod staff who is the contact person or call process administrator for your call process. You may need to contact the synod office to verify this information.

Name: The Rev. Sarah Moening

Title: Synod Minister for Deepened Discipleship

e-mail:

Office Phone:

☒ Click here to allow a change in the CALL PROCESS CONTACT PERSON'S information.

21. REFERENCE'S RECOMMENDATION

Please give the name of someone from outside the congregation or organization who has agreed to comment on the life and ministry of this ministry site.

Reference agreeing to do this:

Name: The Rev. Tim Orlowski

Day

Phone:

e-mail:

Evening

Phone

Cell:

FAX:

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