



5. 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 you primary ZIP may be helpful.

Prince of Peace Lutheran Church is located within the city of Roseville. Four major highways (35W, 35E, Hwy 36, 694) connect Prince of Peace to the wider Twin Cities metro area. This first-ring suburb location offers easy access to the many amenities of the metropolitan area, including 17 Fortune 500 companies, more than 20 colleges and universities, theaters, concert halls, museums, major league sporting venues, high quality health care facilities, and abundant parks, trails and open spaces. Although 64% of members live less than 5 miles from the church, we draw from more than seven suburban communities, and the cities of St. Paul & Minneapolis. The Roseville Area School District ISD 623, serves children and adults from parts of Arden Hills, Falcon Heights, Little Canada, Lauderdale, Maplewood, Roseville, and Shoreview. Median incomes in the cities covered by the district range from \$49,518 to \$79,485 and 46% of residents have completed a 4-year college degree or higher. The city of Roseville is considered the retail and commercial hub of the northeast Twin Cities suburban area (#2 retail center in the metro) and has a low crime rate.

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.

Similar to cities across the U.S., the Roseville area is evolving as a result of an aging population. Over 40% of the community is age 50 and older. Senior housing is growing and new units continue to be built in the neighborhoods surrounding and adjacent to Prince of Peace. Enrollment in the local school district is also growing and represents a very diverse population with 48% white, 21% Asian, 17% Black, 13% Hispanic and 1% American Indian. Almost 30% of area students speak languages other than English at home and a growing number (almost half) are eligible for free and reduced lunches. Similar to other communities of increasing diversity, the Roseville area faces various issues of social justice. At Prince of Peace, senior ministry and support for local students are both areas of focus as we continue to assess our local environment and our role and impact in the community.

Trends

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

- 1) In 2016 first the Associate Pastor left for a new call and the Senior Pastor retired. Our new Lead Pastor was installed in early 2017 and a team was formed to propose a vision and staffing configuration. The former Children & Family Ministry Director resigned at the end of 2017. The new configuration calls for a more collaborative leadership model.
- 2) We are blessed to be a generationally diverse congregation. Recently we have concerns that young families are struggling to participate in our faith community; at the same time we are expanding ministry with and for our senior members. We are wondering how to develop our faith formation efforts cross-generationally.
- 3) The congregation is responding with enthusiasm to new mission outreach opportunities, as the opportunities to partner within the community become known. For example, we have developed partnerships with a local elementary school and the Karen refugee community (in addition to other outreach efforts reflected under the Programs section on the following page).

Note: Our online ELCA trend report reflects a statistical correction in 2012 that is not reflective of actual membership changes (and figures were not reported in 2013 and 2014). Our Annual Reports reflect a stable trend in both membership and giving over the past five years.



Programs

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

Programs for mission and ministry are aligned with our three part mission statement:
We are Claimed: We seek to embrace and develop our faith through on- and off-site educational activities for all age groups, including adult bible and book studies, school year and summer programs for children and youth, and weekly speaker forums and discussions.
We are Gathered: We worship at two services on Sunday morning, where we enjoy a variety of worship styles enriched by both traditional and contemporary instrumental and vocal music and ensembles. Community life is overseen by several committees that coordinate help for members in need, fellowship opportunities throughout the year, and hospitality for funerals and Sunday services.
We are Sent: We live out our mission and ministry together both locally and globally. Our Service and Advocacy ministry comprises a variety of outreach efforts through our commitment of both time and funding. Examples include Habitat for Humanity and Meals on Wheels, knitted and quilted items for those in need, support for a local food shelf, funding for the Plymouth Christian Youth Center, scholarships and other assistance to members of our partner congregation in Tanzania, and weekend food for families at Central Park Elementary. Our building is opened to the community for many uses, including Roseville Early Childhood Family Education, Scout troops, blood drives, and voting. Additionally, a portion of our space is leased to an independently owned and operated on-site child care center.

Goals

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

Prince of Peace began a strategic planning process in 2015 by convening a Listening Group to gather insights from members about future priorities. The results of that process and a congregational assessment (CAT administered by Holy Cow!) have affirmed that we are an energetic congregation seeking ways to further integrate our faith into daily life. Five goals emerged from our planning (listed below) and the process continues.

- Call a lead pastor who can help us implement a strategic plan that aligns and focuses our energies to make the greatest impact in the community and world. (Pr. Christ instltd. 2/17)
- Develop a staffing plan that allows us to implement program priorities and fulfill our mission, including pastoral care, a vibrant senior ministry, and lively, faith-forming and fun children, youth and young adult ministries. (Staffing configuration adopted 1/18)
- Enhance our learning, faith formation, and spiritual growth.
- Expand our reach to new people and incorporate them into the life and work of the church.
- Enhance our stewardship to fully fund our mission with higher levels of financial support.

Energy

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

Even as we make progress on the five goals described in the section above, we are excited about four current developments.

- Over the past three years we have been developing missional partnerships within our community, including community gardens with Karen refugees on our adjacent property and a relationship with a local elementary school. We are excited to focus and further strengthen our engagement in these efforts.
- We want to build upon our growing base of families with children by re-imagining Faith Formation programming (including Sunday mornings) in light of changing cultural dynamics.
- We continue to be energized by music and seek ways to share the talents of our members and community within our ministry.
- Our faith community is excited to welcome a new pastoral team (Lead Pastor, Faith Formation Pastor, Congregational Care Pastor) to work collaboratively on our emerging strategic plan.

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?

We see ourselves as active supporters and partners with the synod and the ELCA. Pastors and lay people participate in events like Synod Assembly, conference gatherings and the Tool Kit workshop. As part of the St. Paul Area Synod's Bega Kwa Bega ministry, we join with our companion congregation in Bomalang'ombe Tanzania in prayer, regular visits and projects such as student scholarships, building programs, and microfinance. We maintain strong mission support to the synod, totaling \$25,250 in the past year, and also give to local Lutheran organizations like LSS and through ELCA Disaster Response. We have collaborative partnerships with Luther Seminary, Lyngblomsten Senior Care Center, and an ELCA youth camp, which involve teaching, preaching, board representation, outreach and/or other community involvement.

Part II: OUR VISION FOR MISSION

6. 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 type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We tend to be informal and spontaneous.
We have clearly defined goals and plans for the future.	<input type="checkbox"/>	<input checked="" 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

	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="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 directions.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We rely on group decision-making.
We have learned how to use conflict constructively.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	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 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 type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	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="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We are less obvious about our Lutheran heritage.
We participate in synod and ELCA activities.	<input type="checkbox"/>	<input checked="" 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.

7. Purpose, Giftedness, and Mission

Purpose

How does this congregation or organization understand its reason for being in the light of God's call to mission and service?

Mission: We are claimed, gathered, and sent to build the Church and love the World.

Vision: We will realize this mission as we...

- deepen our sense of how God's story and activity shape life.
- co-create with God to practice transforming love in the world.

Giftedness

What are your gifts and resources for fulfilling this purpose? What are the congregations or organizations 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?

Prince of Peace is blessed with a variety of gifts used to do God's work within our congregation, the larger community, and world. Our members are well-educated, thoughtful and passionate about service, as observed through a variety of mission activities including Karen refugee community gardens, school partnerships, and a sister congregation in Tanzania. We have a lot of ideas and enthusiasm for expanding our ministries, and can benefit from staff leaders who provide a strategic focus to our missional work and engage more members to help with our efforts. We are also blessed with a generous membership who respond to financial appeals and recently completed two successful capital campaigns that funded many large projects, as well as a tithe for missional micro-grants. We are on sound financial footing, with no debt, although increasing health insurance costs are an ongoing challenge. Our church is in an excellent location, in the heart of Roseville, adjacent to a city lakeside park and with a large, and partially utilized, piece of property. We've made many recent updates and share our building with members and various non-profit organizations in the community, as well as lease space to an independently owned and operated child care center.

Mission

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?

In light of

Our top three mission priorities provide an opportunity for our pastoral leaders to creatively and thoughtfully develop staff, programs and congregants by:

- Integrating faith and daily life. Beyond allowing God's presence to fill us at church, we long to carry that relationship into all we do, to strengthen our ability to act out our faith in our daily life, and to bring the concerns of daily life into our community of faith.
- Enhancing faith formation and spiritual growth. We question and quest into who we are as children of God and work to help those who seek a deeper faith to develop their relationship with God.
- Carrying our mission and vision into the community. We are passionate about our desire to serve others. We have many ideas and need to continue efforts to align our community involvement to match our vision, to understand our limits, and to strengthen our effectiveness in the projects we select.

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.

Prince of Peace seeks an engaging and energetic Associate Pastor or Deacon to collaborate with our Lead Pastor as, together, they build upon our strong foundation of faith, inspire our spiritual growth, fuel our passions, focus our energies, and guide us in living out our faith in the world; a strong communicator to engage members within our church and build relationships within our community as we grow in mission and membership. We are excited to welcome another new pastor or deacon for our journey together.

9. References

Synodical Bishop

<u>Patricia Lull</u> NAME	<u>Saint Paul Area</u> SYNOD	<u>Patricia.lull@spas-elca.org</u> E-MAIL	
<u>651-224-4313</u> DAY PHONE	<u></u> EVENING PHONE	<u>651-236-0208</u> CELL	<u></u> FAX

Inside Congregation or organization

<u>T.B.D.</u> NAME	<u>Prince of Peace Member</u> SYNOD	<u></u> E-MAIL	
<u></u> DAY PHONE	<u></u> EVENING PHONE	<u></u> CELL	<u></u> FAX

Member of the ELCA Clergy roster

<u>Senior Pastor John Klawiter</u> NAME	<u>ELCA</u> SYNOD	<u>Johnklawiter.elca@gmail.com</u> E-MAIL	
<u>651-464-3323</u> DAY PHONE	<u></u> EVENING PHONE	<u>651-399-5184</u> CELL	<u>651-464-5384</u> FAX

Anyone else who knows your setting well

<u>Becky Berkas</u> NAME	<u>Principal, Central Park Elementary</u> SYNOD	<u>Rebecca.berkas@isd623.org</u> E-MAIL	
<u>651-481-9951</u> DAY PHONE	<u></u> EVENING PHONE	<u>651-336-3408</u> CELL	<u></u> FAX

10. The Leader We Seek

Roster Type:

- Deacon In Candidacy/First Call
 Ordained Clergy

Associate Pastor for Faith Formation
POSITION TYPE

MDIV (MA Deacon)
EDUCATION

Full-time
FULL TIME/PART TIME

Language Proficiencies:

English
PRIMARY LANGUAGE (PROFICIENCY)

SECOND LANGUAGE (PROFICIENCY)

THIRD LANGUAGE (PROFICIENCY)

Experience:

- 0-3 Years 4-9 Years 10-15 Years 16-20 Years 21+ Years

11. Top Five Ministry Tasks

Select five top tasks from the following list:

- | | | |
|---|--|---|
| <input type="checkbox"/> Administration | <input type="checkbox"/> Building a Sense of Community | <input type="checkbox"/> Campus/Young Adult Ministry |
| <input type="checkbox"/> Chaplaincy | <input checked="" type="checkbox"/> Children's Ministry | <input checked="" type="checkbox"/> Christian Education |
| <input type="checkbox"/> Communications/Media | <input type="checkbox"/> Community Organizing | <input type="checkbox"/> Conflict Management |
| <input type="checkbox"/> Evangelism/Mission | <input type="checkbox"/> Early Childhood Administration | <input type="checkbox"/> Ecumenical Work |
| <input type="checkbox"/> Innovation/Creativity | <input type="checkbox"/> Financial Management | <input type="checkbox"/> Global Work |
| <input type="checkbox"/> Interpersonal Climate | <input type="checkbox"/> Interim Ministry | <input type="checkbox"/> Interpret Theology |
| <input type="checkbox"/> Ministry with Seniors | <input type="checkbox"/> Ministry in Crisis | <input type="checkbox"/> Ministry in Daily Life |
| <input type="checkbox"/> Outdoor/Camping Ministry | <input type="checkbox"/> Multicultural Ministry | <input type="checkbox"/> Music/Worship/Arts |
| <input type="checkbox"/> Pastoral Care and Visitation | <input type="checkbox"/> Parish Nurse/Health | <input type="checkbox"/> Participant in the Larger Church |
| <input checked="" type="checkbox"/> Recruit and Equip Leaders | <input checked="" type="checkbox"/> Preaching/Worship Leadership | <input type="checkbox"/> Public Policy/Advocacy |
| <input type="checkbox"/> Social Ministry | <input type="checkbox"/> Self Care/Family Life | <input type="checkbox"/> Small Group Ministry |
| <input type="checkbox"/> Strategic Mission Planning | <input type="checkbox"/> Spiritual Formation/Direction | <input type="checkbox"/> Stewardship |
| <input checked="" type="checkbox"/> Youth and Family Ministry | <input type="checkbox"/> Teaching | <input type="checkbox"/> Volunteer Coordination |

12. Gifts for Ministry

From the list below, identify the five top priority and most helpful gifts for ministry in the leader you seek:

Top Priority

Very Helpful

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



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. Develop positive relationships and build a sense of community with members, staff, and lay leaders at Prince of Peace, and with members of the broader community with whom Prince of Peace interacts.
- B. Collaborate with the Lead Pastor and other leadership teams in developing a fully integrated ministries organized around annual and seasonal themes that deepen our sense of how God's story shapes our lives.
- C. Collaborate with planning teams to create worship experiences that are engaging, insightful, and thought provoking.
- D. Specifically lead the Children, Youth & Family ministry committees to design and deliver opportunities to help members of all ages deepen their faith and relationship with God, and to connect their faith to what goes on in the world around them.
- E. Facilitate the practice of transformational love in partnership with our congregational care teams as well as our numerous local and global ministry partners, considering all the ways to reinforce the full breadth of our ministries as co-creational with God.

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

- A. We are an open and receptive congregation; we will warmly welcome you, introduce you to our members, help you build relationships, and integrate you within our communities. We will form a Welcome Committee to lead in these efforts.
- B. We are a loving and caring community; we will support you through prayer, caring and our time and attention.
- C. We are actively involved in the mission and ministry of our church; we are ready to work collaboratively, and partner with you in addressing our vision and goals.
- D. We listen to new ideas and are not afraid to try to something different; we will be receptive to new ideas and partner with you to manage change effectively within our congregation.
- E. We believe in open dialog and transparent communication; we will be intentional about communicating with you honestly, listening to you openly, and providing regular and timely feedback.

14. Compensation

n/a

yes

PARSONAGE

SOCIAL SECURITY TAX OFFSET

Prince of Peace is committed to honoring Synod guidelines.

MAXIMUM AMOUNT AVAILABLE FOR DEFINED COMPENSATION

15. Benefits

10% contribution thru Portico

Portico Gold Plus*

4

PENSION

MEDICAL

VACATION WEEKS

Yes (3mos after 5 years)

Up to 6 weeks paid

SABBATICAL POLICY

PARENTAL LEAVE POLICY

yes

IS BACKGROUND CHECK REQUIRED

Professional Expenses

\$1,000 per year

AUTO/TRAVEL REIMBURSEMENT

\$500 per year (1st 3 years)

FIRST TIME CALL THEOLOGICAL EDUCATION

\$1,000 per year

PROFESSIONAL EXPENSES ACCOUNT

Included in Prof. Expense Reimbursement

CONTINUING EDUCATION

Comments:

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

* per staff policies for all full-time employees, Prince of Peace will cover 100% of annual health insurance premiums for employee, 50% for spouse (or only children), and 25% for children.

16. Other Supporting Resources

Are you able to provide 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	NO _____
Budget	YES _____
Annual Report	YES _____
Position Description: Duties and Responsibilities	YES _____
Communication 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 promote and commend your ministry possibilities.

From the people of Prince of Peace to our next Associate Pastor for Faith Formation:

The past two years have been filled with a significant amount of transition for our community of faith. The Associate/ Youth Pastor left for a new call and the Lead Pastor retired, both in 2016. Then, our long-time Director of Children & Family Ministry resigned to pursue ordained ministry. We loved each of these leaders but recognized that their departures also provided a great opportunity to reimagine how our ministry could be led into the future.

This re-imagining began with an in depth listening during the summer and fall of 2016 as we prepared to search for a new Lead Pastor. We compiled factual evidence and listened to the thoughts and feelings of the people at Prince of Peace. We crafted an MSP to help tell the story of a congregation that knows itself well but needed new leadership to realize the vision God was crafting for us. Much of that work is still reflected in this document. We were blessed to discover the next Lead Pastor was already close at hand and we called Pastor Peter Christ in January of 2017.

Together with Pastor Peter, a "Mission Staffing Exploration Team" (MSET) was formed in July of 2017 to take on the task of visioning the configuration of the remaining staff positions and potential for additional pastoral leadership. Ministry assessments, exploratory interviews and congregational input lifted up a variety of needs and themes. The MSET crafted a proposed staffing configuration around the following:

- **Collaborative leadership** that removes "silos" and is integrated throughout the many expressions of our life together.
- A renewed focus on **faith formation** (spiritual dev.) across all ages.
- Aging demographics are creating growing needs for how we tend to **congregational care** and **visitation**.
- Welcoming newcomers and focusing our outreach through both internal and external **community engagement**.
- Improving and adapting our print and digital **communication**.
- Deepening the hospitality we offer by increased organizational oversight of our **kitchen & event coordination**.
- Our existing **worship & music** life, employing a variety of preachers, liturgical styles and quality music remains strong.
- There are **budget** constraints but let's create a **vision** for the future.

Chief within the proposed staffing configuration's recommendations was for the addition of a full-time Associate Pastor or Deacon for Faith Formation. The person who is called to this position will be the primary collaborator with the Lead Pastor on developing and leading fully integrated ministries within the church and with our many partners. In particular, this new leader will take the lead on faith formation initiatives to offer a cross-generational approach to deepening our connections to God and to the world. Our Pastoral team is specifically supported in the ministry of faith formation by a number of lay-led committees: Children's Ministry, Youth Ministry, Adult Education, and Worship Planning. The Pastoral team should also expect to integrate faith formation initiatives into the work of every ministry initiative. This is a big job!



Guided by this vision, we are launching a search for you. We want you to know that preparing this Ministry Site Profile has been a reflective and prayerful exploration to answer two basic questions: "Who are we?" and "Who is the person we seek?" The conversations have been inclusive, honest and joyful. We are speaking directly to you, and hope the Spirit calls you to say "yes" to serve as our Associate Pastor for Faith Formation.

We know our place. We are deeply embedded in the Roseville area community. Look at our location on Google Earth and you will see that we are located in the midst of the Twin Cities - a "hub" of activity with easy access from all directions. While we recognize the diversity of our local area, we know we can't be all things to all people, yet we are committed to providing an inclusive and open environment to all who come to worship in our space and/or utilize our church and grounds. Our membership and giving trends are stable, creating a solid foundation for growth, which we desire.

The person we seek will help us bring incremental change and walk with us through the tensions change can bring. At the same time, you will inherit our commitment to tithe and generous giving to missions and outreach activities, as well as strong partnerships with our synod, Lutheran-related agencies, and local schools. All of our commitments have strong advocates within the congregation. We are willing to experiment and explore, yet also want our passions to be respected. We appreciate transparent communications and a clear rationale for change that can help motivate and energize us.

We know our mission. A powerful sense of vocation exists here; you will not have to lead us in mission clarification. You will be asked to partner with us to further develop and implement the goals that have emerged from our MSET exploration and help us to capitalize on our human, financial and capital assets to accomplish those goals. We are blessed with an abundance of gifts, but we sometimes feel stretched and can benefit from a greater focus.

We know our culture. We are theologically progressive and adaptable, willing to make changes and take chances to do God's work with our hands. We embrace the wandering aspect of faith and appreciate preaching that both declares the Word and raises questions of its interpretation and application. We are intellectually curious and liturgically flexible. Given all of this, we welcome your theological insights as well as your guidance as we focus and channel our energies into ministries with even greater impact on those we serve.

Equipped with this self-understanding, what do we expect of you?

The person we seek is one who brings energy and creativity towards innovation of our faith formation efforts. We know that historical methodologies need to change and we're ready to experiment with new ideas. We will expect you to bring best-practices from other sources to help shape our efforts, adapting them for our context. You will regularly seek feedback and adjust our programs accordingly.

The person we seek will bring joy and good humor to relationships, challenge and nurture us as stewards of God's gifts, and help us develop our leadership abilities as ministers of God's grace. Take the work seriously but don't forget to laugh, love and reflect the joy of a life richly rooted in the blessings of God.

The person we seek will bring an enthusiasm to dig into a re-design of our faith formation efforts within the first year of ministry, experimenting and adapting as we go. In return, we will bring a plan to welcome and encourage you. Mutuality, collaboration, transparency and trust guide our actions. We are thoughtful and respectful Christians who want a pastoral partner with comparable gifts to help us renew and refresh our call to serve, and to bring new people, new voices, and new perspectives to be claimed, gathered and sent with us into the world.

We hope this letter brings context for understanding our call. The leader we seek is an engaging, energetic, and creative pastor who can build upon our strong foundation of faith, inspire our spiritual growth, fuel our passions, focus our energies, and guide us in living out our faith in the world; a strong communicator to engage members within our church and build relationships within our community as we grow in mission and membership. We are excited to welcome you and look forward to our journey together.

Grace and peace in your discernment.

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.)

This MSP was adapted from a prior version created in preparation for calling the current lead pastor. That process was led by a "Mission Exploration Team." Subsequently, another "Mission Staffing Exploration Team" gathered around the task a defining a fuller staffing configuration, which considered the full range of staffing needs for the congregation. This resulted in recommending a two-phase configuration of which the position of Associate Pastor for Faith Formation is a central role.

This profile is founded on information gathered through prior listening sessions and congregational surveys. The MSET also reviewed and expanded the congregation's mission and vision and then hosted a series of listening and feedback sessions. The draft profile was shared with the congregation for feedback before finalizing.

20. Call Process Contact Person

T.B.D.

Call Committee Chair

NAME

TITLE

OFFICE PHONE

E-MAIL

[Click here to allow a change in the call process contact person's information](#)

21. Reference's Recommendation

T.B.D.

NAME

E-MAIL

DAY PHONE

EVENING PHONE

CELL

FAX