



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.

Date Completed: **01/28/2015**

PART I WHO WE ARE

1. Name and Location

CONGREGATION

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

Reynoldsburg, OH, 43068

CITY, STATE, ZIP

Southern Ohio Synod (6F)

SYNOD

Suburb within 10 miles of a large city

SIZE OF COMMUNITY

Messiah Lutheran Church

NAME

13289

CONG ID

US

COUNTRY

Congregation - Organized

TYPE OF MINISTRY SITE

1958

YEAR ORGANIZED

2. Contact Information

1200 Waggoner Rd

ADDRESS LINE I

Reynoldsburg, OH, 43068

CITY, STATE, ZIP

US

COUNTRY

lthompson@messiahlutheran.net

E-MAIL

http://messiahlutheran.net/

WEB SITE

6148664863

PHONE

FAX

Chairperson of Congregation or Head of the Organization

Glenn Harris

NAME

1027 Roland E. Gardner Court

ADDRESS LINE I

Reynoldsburg, OH, 43068

CITY, STATE, ZIP

US

COUNTRY

6142607728

EVENING PHONE

CELL PHONE

FAX

DAY PHONE

glenn.harris@us.sogeti.com

E-MAIL

Chairperson of Call or Search Committee

Janeen Smith-Hughes

NAME

5179 Ivyhurst Dr

ADDRESS LINE I

Columbus, OH, 43232

CITY, STATE, ZIP

US

COUNTRY

6143615226

EVENING PHONE

CELL PHONE

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DAY PHONE



mrsjgsh@hotmail.com

E-MAIL

Language Spoken

In the congregation/ organization

English

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

In the surrounding community

English

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

Race/ Ethnicity (In the Congregation)

Caucasian (95%)

African American (5%)

Other (0%)

LARGEST

SECOND

THIRD

FOURTH

Race/ Ethnicity (Surrounding Community)

Caucasian (70%)

African American (25%)

Other (5%)

LARGEST

SECOND

THIRD

FOURTH

Gender comparison

52%

48%

MALE

FEMALE

Age distribution

25%

15%

20%

20%

20%

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

Number of Paid Staff

2

0

0

1

1

10

CLERGY

LAY ROSTERED

OTHER LAY PROFESSIONALS

SECRETARIAL SUPPORT

CUSTODIAL SUPPORT

OTHER

Congregational Information

251 - 400

101+

Single site

AVE WEEKLY WORSHIP ATTENDANCE

AVE ATTENDANCE IN CHRISTIAN EDUCATION

PARISH TYPE

Distance members live from church facilities:

0%

5%

25%

70%

1/2 MILE OR LESS

1/2 - 1 MILE

1 - 3 MILES

MORE THAN 3 MILES

Community Type

Bedroom community

College or University

Farming

Inner City

Mining/logging

Ranching

Industrial

Resort

Retirement



4. Budget of the Congregation/ Organization 2014

	LAST FISCAL YEAR
\$575,000	\$1,200,000
TOTAL BUDGET FOR THE LAST FISCAL YEAR	TOTAL DEBT OF THE CONGREGATION/ ORGANIZATION AT THE END OF THE LAST FISCAL YEAR
\$27,600	\$80,000
MISSION SUPPORT TO THE ELCA/ SYNOD FOR THE LAST FISCAL YEAR	TOTAL SAVINGS, RESERVES, ENDOWMENT AT THE END OF THE LAST FISCAL YEAR

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 your primary ZIP codes may be helpful.

The greater Reynoldsburg area is economically diverse, with every part of the economic continuum well represented. We have a rich cross section of many ethnic groups. Primary employment includes logistical/warehouse and service industries with a large portion of commuter employment into greater Columbus. Lifestyle within the area are consistent with small town America with many local festivals and gatherings. We have an excellent park system with great bike paths connecting us to the greater Columbus metro park system. Reynoldsburg has a highly rated school system that is known for their innovation. We have three major highway entrances that make access to the rest of the city very convenient. We have a major regional hospital here, also.

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.

1. Community was challenged by a recent strike of the local teacher's union within Reynoldsburg. This put a great deal of stress and pressure on all of those involved and will take time to heal all wounds.
2. Reynoldsburg has been overlooked for several recent economic projects in central Ohio over the last several years including casino, brewery and manufacturing.
3. Construction in the community is limited by land constraints for both commercial and residential. This hampers growth in a suburb.

Trends

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

Messiah continues to attract new people to the congregation. We attract visitors by our active work in the community, large preschool and generous building use policy. We have an effective program to greet and welcome our visitors and move them to not only membership but integrate them into the congregation by calling on their gifts. We have had 22% growth in membership on the trend report.

Messiah is experiencing worship attendance stagnation over the last five years. We had great growth from 2003 until 2009. We can't seem to bust through the 400 a Sunday barrier, hovering in the 370's and 380's. 2014 worship average worship attendance is 387. While we celebrate that our worship attendance has not fallen, our expectation is to grow. Authentic and relevant worship full of ritual and good music is a core focus for us.

Messiah continues to remain strong and grow in financial giving. Yet to be reported 2014 will show about \$650,000 in giving including fundraising for the renewal of our sanctuary. Year after year our members become more passionate about the ministries of their church and more committed to support them financially.

Programs

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



As a whole, Messiah Lutheran is extremely active in community outreach ministries; taking the lead in two huge ecumenical projects called Joseph's Coat clothing ministry and HEART food pantry. We have eight choirs, including our praise team that add to our Sunday morning worship. Among other programs is a robust Wednesday community dinner that leads into educational classes for all ages, an active Senior group and even more active and enthusiastic youth programs. In addition, Messiah Lutheran hosts homeless families at the request of local shelters as needed and serves meals at many local shelters. Messiah Lutheran is proactive not reactive in it's ministry and mission.

Goals

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

Our strategic plan, called Vision Narrative 2015, was created by leadership in 2010 and will be completed this year. The central goal of this plan was the renewal of our worship space. We have raised the necessary money for the project, \$180,000 and contractors will begin in the spring. We will accomplish this goal without incurring debt. Another goal accomplished was to create a new worship experience that is different than the other two. Last year we began a Sunday 4:30 PM worship service which is intimate, quiet and led by two professional musicians. Other goals that were accomplished was to create an endowment fund, a columbarium, and to move our preschool to near capacity.

Energy

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

The congregation remains excited about the variety of outreach and mission programs offered throughout the year. Our Outreach is focused on three major ministries. Weekly we prepare a meal in our commercial kitchen with volunteers and with other volunteers take it down to one of five shelters in the area to feed anywhere from 150-350 people. Second, we are primary supporters for HEART Food Pantry, a large pantry run by 13 local churches. Our members are in leadership at HEART, make up a large portion of the volunteers and our church raises money and food for HEART. Third, we created a ministry called Joseph's Coat and Furniture 17 years ago that has grown out of our garage into a large double warehouse space with a shopping up front. Joseph's Coat is a free store for clothes, household goods and furniture. We now run Joseph's Coat with four partner churches: Reynoldsburg United Methodist Church, St Pius X, Eastpointe Christian and Parkview Presbyterian. Joseph's Coat constitutes a large budget and leadership commitment plus many members volunteer for this ministry.

In addition, the congregation has approved designs for a remodeled and updated Sanctuary; construction of which is to begin after Easter of this year. The design will update our finishes, i.e. flooring, walls, lighting, refinish our pews and add padding, and recreate our chancel area allowing room for our Praise Band in a well thought out space.

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?

This is a growth area that we are hoping a new leader can help us.

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 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 our future.	<input checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input 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"/>	<input type="checkbox"/>	We prefer ideas that are tried and true.



- | | | | | | |
|---|-------------------------------------|-------------------------------------|--------------------------|--------------------------|--|
| We rely on our leaders for directions. | <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 checked="" type="checkbox"/> | <input type="checkbox"/> | <input 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 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

- | | | | | | |
|---|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--|
| We are obviously Lutheran in identify 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 type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | We are not very active in the synod and ELCA. |
| We focus on Biblical studies and doctrine. | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input 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? Who are you? Why are you here?

Our Mission Statement was developed in 2005 and remains relevant, Loving God... Loving Each Other. Our expression of our love for God is first through worship, the center of our community. We live out that love by loving God's creation. We work hard at fellowship ministries that make us a stronger community and at outreach that calls us outside our doors to love our neighbors and the stranger. There is a heavy emphasis on community in this statement, loving each other. Our Values emphasize the importance of community, treating everyone with respect as an image of Christ, being empowered to serve your neighbor, growing your faith and the church so together we are a stronger body of Christ.

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 top asset is our people. We are blessed with people who are touched by the Spirit and anxious to use the gifts that God has given them. There are few active members in our congregation that do not use their gifts to serve in the church or outside the church in one of many ministries.

Our next asset would be our building. An addition in 2007, added a large meeting hall and commercial kitchen, plus created an open, bright and welcoming entrance. This addition has changed our internal perception of who we are. We have become people who fellowship more, who know each other better and linger when gathered. Plus, we have made great use of the hall and kitchen for our own ministries and opened it up to the needs of the community. Nearly every night at Messiah some group affiliated or unaffiliated with the church is using some part of the building.

Our final asset is the amount of visitors that we regularly receive at Messiah. This is due to our location, our strong preschool and our active Outreach ministry. Our location is ideal because we are on a major route to the highway for commuters in our suburb. Our sign is changed timely and throughout the week to share a ministry or activity that we are about. The majority of our visitors that are not invited by friends, come here because after reading our sign for years and being intrigued by our level of activity.

A major obstacle for Messiah is to continue to identify and prepare leaders. We have an abundance of volunteers but we have not found an effective way to encourage and take advantage of the gifts of leadership of our people.

Another obstacle is to create a better system to work one on one with our new members to help them match their gifts to God's needs in this community. Every year a few of our new members who were once so enthusiastic fall through the cracks and don't find their passion in serving.

A third obstacle is demographic. Reynoldsburg is a changing community with our Latin American and African American population growing faster than our White population. Economically the community remains strong, but Messiah will have to intentionally invite our newest neighbors to worship and serve with us. This will be a challenge for us into the future, but one we are already talking about and addressing in our life together.

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?

Outreach will remain our top mission priority. There is great need in God's world that surrounds us and calls out for our attention. We are committed to not ignore this need, but respond. If we stay true to God's call, to love our neighbor, we will remain a strong body of Christ.

There are people constantly curious about the church today, visiting us and measuring us up to see if we match their negative notions or if something different is going on here. If we accept them where they are at, listen to them and rejoice in their God questioning, allow them to change us as they are transformed, then we will be able to serve them and be served by them into the future.

If we continue to stay engaged in our local community, Reynoldsburg, then we will remain relevant to this place. This means being leaders ecumenically with our brothers and sisters in Christ, serving in government and being active in helping the local government shine a light on the need, take seriously our call to look like our community in our pews on Sunday, and help local businesses use their resources to serve. We are tied to this place. This is where God needs Messiah.

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.



Messiah Lutheran Church in Reynoldsburg, Ohio is a vibrant and growing community of Christ followers who are seeking a full-time Associate Pastor to join our leadership team. We are looking for a pastor who shares our passion for Worship and Servant ministries with a specific focus on youth leadership and developing greater discipleship within our church. God is using Messiah Lutheran throughout Reynoldsburg and nearby Columbus to bless and minister to people of all walks of life with a passionate response to Grace. We are 'Loving God... Loving each other.'

9. References

Synodical Bishop

Bishop Suzanne Dillahunt

Southern Ohio Synod

bishopsdillahunt@southernohiosynod.org

NAME	SYNOD	E-MAIL	
6144643532			
DAY PHONE	EVENING PHONE	CELL	FAX

Inside Congregation or organization

Ross McClain

Past President

mcclain.31@sbcglobal.net

NAME	ORGANIZATION AND TITLE	E-MAIL	
6148667961			
DAY PHONE	EVENING PHONE	CELL	FAX

Outside Congregation or organization

Sue Ellen Miller

Methodist Pastor, Operations Chair HEART Food Pantry

revsemiller@sbcglobal.net

NAME	ORGANIZATION AND TITLE	E-MAIL	
		6149401684	
DAY PHONE	EVENING PHONE	CELL	FAX

Member of the ELCA Clergy roster

Thadd Book

Pastor, St. Matthews Lutheran, Chester Springs, PA

joeb17@yahoo.com

NAME	ORGANIZATION AND TITLE	E-MAIL	
6144585675		6143904086	
DAY PHONE	EVENING PHONE	CELL	FAX

Anyone else who knows your setting well

NAME	SYNOD	E-MAIL	
DAY PHONE	EVENING PHONE	CELL	FAX

PART III: LEADERSHIP NEEDS

10. The Leader we Seek



Roster Type:

- | | | |
|---|--|--|
| <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 | |

Associate / Assistant Pastor

POSITION TYPE:

Master's Degree (seminary or graduate school)

EDUCATION:

Full time call

FULL TIME/PART TIME:

Language Proficiencies

English/Fluent

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

- | | | |
|--|---|---|
| <input type="checkbox"/> Administration | <input 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 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 | <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 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 checked="" type="checkbox"/> Youth and Family Ministry | | |

12. Gifts for Ministry

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.	
	Be effective in working with children.	
Yes	Build a sense of community among the people with whom he/she works.	
Yes	Help others develop their leadership abilities and skills for ministry.	
	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.	Yes
	Organize people for community action.	
	Be skilled in planning and leading programs.	Yes
	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.	
	Be creative and innovative about his or her tasks.	
	Be able to use technology and media.	
Yes	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. **Fellowship is a key focus. There are over 350 families at Messiah, but it feels like close community. Our new leader should be outgoing and eager to know everyone. Messiah is a well established congregation with diverse and extensive ministries. We want our new leader to get to know us, by spending time the first year visiting many different sort of ministries. We hope that they will use their excellent interpersonal skills hearing our stories, sharing their own, discovering our passions and sharing their own.**



- B. Worship is one of our core competencies. There are currently 4 services every Sunday, 8 and 11 are traditional, 9:30 and 4:30 pm are more contemporary, with additional opportunities in and around the community. The pastor will be a key leader for the worship team that meets all Monday morning reviewing and planning worship for the weeks ahead. They will also be present at all Sunday morning worship either presiding or preaching. It is expected that they will have 40-50% of the preaching responsibilities. Semi annually, the pastors will retreat to plan preaching worship themes six months out. We hope this person will be creative and enthusiastic in their worship leadership, preaching and planning. Further, this leader will be the key contact with our worship support groups, such as Altar Guild, Ushers, Acolytes, Greeters, Communion Assistants, etc...**
- C. Confirmation and High School Youth ministries will be our new leader's responsibility. Our current program is active, meeting at some point nearly every week. We not only hope they lead their spiritual growth, but encourage parents and other adults to be a part of a vibrant ministry, according to their gifts. We also hope that leaders within the youth are raised and enabled for ministry. Finally, we hope that our youth are integrated well into the congregation, actively serving and being served.**
- D. Stewardship of talents will be a primary focus for this new leader. Our hope is that this person will help our members identify their spiritual gifts and put them to use in the creation. This work is especially important to integrate our newest members into the community and help find their passion and share with us the joy of serving God's world. To this end, this new leader will work with our Welcome team to identify our many visitors, hear their story and encourage them in their own journey of faith.**
- E. Pastoral Care will be a shared responsibility with the Senior Pastor, but one that it is hoped this new leader will excel. The pastoral team will develop a team of gifted members to aid in this mutual ministry.**

Please list the 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. We will provide a home for them in our parsonage asking before hand if there is any way we can make it feel like their place. We will give them privacy in this space. We want to be responsive to their needs, but not insinuate ourselves into their space.**
- B. We will enable them to grow in their craft. We will provide money for continued education and necessary books for their continued learning and growing. We will encourage them to retreat with colleagues to learn from each other. We will encourage them to take advantage of lectures and classes at our local seminary. We will encourage our pastoral team to not only work together but learn from each other in a way that benefits both.**
- C. We will insist on good work/life balance. Our pastor will have a day off that is honored by the congregation and staff. Our pastoral team will work together to make sure each has the time they need for family obligations. Vacations are expected to be taken.**
- D. We will be in ministry with our new pastor. They are not being hired to do ministry for us. We will be leaders, looking to the pastor for encouragement and knowledge.**
- E. We will keep our financial promises to our pastor. We will be good stewards of our wealth, sharing abundantly to support all the ministries of Messiah. Our pastor can trust us to meet our financial commitment.**

14. Compensation

Yes	Yes
PARSONAGE	SOCIAL SECURITY TAX OFFSET

Synod Guidelines



MAXIMUM AMOUNT AVAILABLE FOR DEFINED
COMPENSATION

15. Benefits

Yes	Yes	4 weeks
_____	_____	_____
PENSION	MEDICAL	VACATION WEEKS

Yes	Yes
_____	_____
SABBATICAL POLICY	PARENTAL LEAVE POLICY

Yes

ARE BACKGROUND CHECK
REQUIRED

16. Professional Expenses

Yes	Yes
_____	_____
AUTO / TRAVEL REIMBURSEMENT	PROFESSIONAL EXPENSES ACCOUNT

Yes	Yes
_____	_____
FIRST CALL THEOLOGICAL EDUCATION	CONTINUING EDUCATION

Comments:

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

We offer all of these professional expenses paid, but possibly not at the level indicated in the guideline remarks.

17. 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	No
Position description: Duties and Responsibilities	Yes
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 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.

Our Mission at Messiah is simple: Love God...Love One Another.

We accomplish this by focusing on Our Values as a congregation

Our Values

- Welcome - We are excited to invite and welcome all to our church. We embrace visitors with God's love through hospitality, warmth, and acceptance.
- Worship - We gather to share the dynamic experience of the presence of God through Word, sacrament, and music. Worship is the greatest gift we can give God.
- Teach - We preach and teach the good news of Jesus Christ using Scripture, creeds, and the teachings of the church. We related these eternal truths in a way that is relevant to people today.
- Grow - We are committed to the change God has in store for each of us and our church. The growth of each person in their faith journey is essential.
- Serve - We are committed to serve the world with our time and wealth. With our service in this community, we model the support, patience, and love God provides us.
- Respect - We are all created in the image of God. Therefore we will be honest and loving with one another and expect open communication in all areas of church life.
- Empower - We celebrate that through baptism God has given each of us great gifts. We encourage and help all to use these gifts to enrich the lives of others.

Messiah offers an opportunity to work closely with a colleague who values team ministry. Senior Pastor Karl Hanf has been in team ministry nearly all of his sixteen years of ordination. He is committed to using the different gifts of each to effectively lead the congregation, sharing completely the pastoral ministry obligations of the congregation, and mutually encouraging and supporting one another.

Messiah delights in creativity and new ideas. We fail all of the time, but it would not be faithful not to try.

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).

The church council elected 9 members of the congregation, of varying backgrounds and ages, including our Pastor, to the Call Committee. The Committee met with members of the congregation to discuss character traits, responsibilities, and passions of a potential candidate. The Committee met to compile and discuss results from the questionnaire sessions with members of our congregation. Then we, the committee, filled out the Ministry Site Profile, read and analyzed it, then met again to discuss our thoughts to create Messiah Lutheran's Ministry Site Profile.

Enter the date on which this Ministry Site profile was adopted by vote of the Congregation Council or organization's **1/27/2015** board:

20. Call Process Contact Person

Jeff Wick

NAME

6144643532

OFFICE PHONE

Assistant to the Bishop

TITLE

jwick@southernhiosynod.org

E-MAIL



21. Reference's Recommendation

Monsignor David Funk

NAME

E-MAIL

6148662859

DAY PHONE

EVENING PHONE

CELL

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