

MINISTRY SITE PROFILE
Trinity Lutheran Church

Rolling Meadows, IL

Completed:



Evangelical Lutheran Church in America
 God's work. Our hands.

The Ministry Site Profile (MSP) is intended for use by congregations and church-related organizations that are seeking to call an ordained or lay rostered minister of the Evangelical Lutheran Church in America, or a First Call candidate for rostered ministry. Congregations must complete the entire MSP. Church-related organizations may, with the concurrence of the synod bishop, complete only the required sections (Part I, III and IV). Once complete, this form is submitted electronically to your synod bishop for review and posting to the "Current Openings" listing on the ELCA website (www.ELCA.org/call).

Summary Description

We are seeking either a shared Full Time Pastor with another ELCA church, or a Part Time Pastor (approx 26 hrs/week) to:
Preach and teach the Word of God.
Preside at worship services and administer the sacraments according to the practices of the Lutheran Church;
Engage in our Community and our Community Ministries to serve God in his Kingdom
See that the members' needs for pastoral care are met through either pastoral or lay ministry;
Give pastoral leadership to council, committees, organizations and activities of the congregation;
Be responsible for the supervision and evaluation of staff

PART I: WHO WE ARE

Name and Location

CONGREGATION	Trinity Lutheran Church	20070
CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION	NAME	CONG ID
Rolling Meadows, IL, 60008	US	
CITY, STATE , ZIP	COUNTRY	
Metropolitan Chicago Synod (5A)	Congregation - Organized	1955
SYNOD	TYPE OF MINISTRY SITE	YEAR ORGANIZED
Small city (10,000 - 49,999)		
SIZE OF COMMUNITY		

Contact Information

Ministry Site (preferred contact information)

3201 Meadow Drive	Rolling Meadows, IL, 60008	US
ADDRESS LINE 1	ADDRESS LINE 2	CITY, STATE, ZIP
rick@rickyjohn.com	www.tlcrm.com	(847) 398-7122
E-MAIL	WEB SITE	PHONE
		(847) 398-7122
		FAX

Chairperson of Congregation or Head of the Organization

Richard Johnson

3111 N. Stratford Road	Arlington Heights, IL, 60004	US
ADDRESS LINE 1	ADDRESS LINE 2	CITY, STATE, ZIP
(630) 874-9750	(847) 219-1024	



DAY PHONE	EVENING PHONE	CELL PHONE	FAX
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rick@rickyjohn.com

E-MAIL

Chairperson of Call or Search Committee

Richard Johnson

NAME

3111 N. Stratford Road		Arlington Heights, IL, 60004	US
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ADDRESS LINE 1	ADDRESS LINE 2	CITY, STATE, ZIP	COUNTRY
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(630) 874-9750		(847) 219-1024	
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DAY PHONE	EVENING PHONE	CELL PHONE	FAX
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rick@rickyjohn.com

E-MAIL

Demographics

Language Spoken

In the congregation/ organization

English

PRIMARY LANGUAGE	SECOND LANGUAGE	THIRD LANGUAGE
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In the surrounding community

English

Spanish

PRIMARY LANGUAGE	SECOND LANGUAGE	THIRD LANGUAGE
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Race/ Ethnicity (In the Congregation)

Caucasian (90%)	Asian / Pacific Islander (10%)
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LARGEST	SECOND	THIRD	FOURTH
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COMMENTS OR EXPLANATION

Race/ Ethnicity (Surrounding Community)

Caucasian (60%)	Hispanic (25%)	Asian / Pacific Islander (10%)	African American (5%)
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LARGEST	SECOND	THIRD	FOURTH
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COMMENTS OR EXPLANATION

Gender comparison

40%	60%	Age distribution			35%	40%
MALE	FEMALE	19 YEARS OR YOUNGER	20 - 34	35 - 49	50 - 65	OVER 65

Number of Paid Staff

1	0	2	0	0	0
CLERGY	LAY ROSTERED	OTHER LAY PROFESSIONALS	SECRETARIAL SUPPORT	CUSTODIAL SUPPORT	OTHER

Congregational Information



1 - 50	0 - 25	Single site	
AVE WEEKLY WORSHIP ATTENDANCE	AVE ATTENDANCE IN CHRISTIAN EDUCATION	PARISH TYPE	
Distance members live from church facilities:			
25%	25%	30%	20%
1/2 MILE OR LESS	1/2 - 1 MILE	1 - 3 MILES	MORE THAN 3 MILES

Community Type

- | | | |
|---|--|-------------------------------------|
| <input checked="" type="checkbox"/> Bedroom community | <input type="checkbox"/> College or University | <input type="checkbox"/> Farming |
| <input type="checkbox"/> Inner City | <input type="checkbox"/> Mining/logging | <input type="checkbox"/> Ranching |
| <input type="checkbox"/> Industrial | <input type="checkbox"/> Resort | <input type="checkbox"/> Retirement |

Budget of the Congregation/ Organization

\$157,931

TOTAL BUDGET FOR THE LAST FISCAL YEAR

\$4,769

MISSION SUPPORT TO THE ELCA/ SYNOD FOR THE LAST FISCAL YEAR

2018

LAST FISCAL YEAR

\$50,155

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

\$271,241

TOTAL SAVINGS, RESERVES, ENDOWMENT AT THE END OF THE LAST FISCAL YEAR

PART II: OUR VISION FOR MISSION

Trends in the Community Context of the Congregation or Organization

Characteristics:

Write a description of your community in terms of socio-economic status, demographics, primary areas of employment and lifestyle. The Demographic ZIP Code report for your primary ZIP codes may be helpful.

Rolling Meadows has a population of around 24,000 people. The greatest percentage of people are aged 18-65, the next greatest is people under age 18 with 23%, and the next greatest after that is people over age 65 with 14%. Of the population, over 50% are female. 71% of people own their dwelling and the average value of the dwellings are \$225,000.

**Average of 2+ people per household. 90% of households own a computer
Cultural diversity is: 69% White/Caucasian, 29% Hispanic, 10% Asian, and 4% African American.
About 40% of people speak a language other than English in their home. 85% of people over age 25 have at least a high school diploma and possibly some college. Only 36% of people over age 25 have a bachelor's degree or higher.**

Medium household income is \$65,000 with about 8% living at the poverty level. Types of businesses in town: banks, retail, wholesale, grocery, manufacturing, distributors, entertainment, restaurants, banquet halls, bars, hotels, healthcare (medical/dental/rehab/chiropractic), services, churches, recreation, office work, insurance, mechanical repair, auto sales, financial services etc.

Trends:

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

- 1. Due to declining worshipers, we have moved to a single Sunday worship service rather than the 2 we have traditionally held.**



2. Reduced number of youth or younger congregants that attend church regularly. This results in a congregational body that continues to age.
3. Lack of continuity in our Pastoral position as we have had 3 Pastors within the last 3 years.

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. The community age of the average resident has increased, as it seems more of the population are older residents, as some of the younger people who grew up in Rolling Meadows have moved elsewhere.
2. The Hispanic population has increased, requiring community services, education, policing etc, requiring sensitivity to cultural, language and other needs of this growing demographic.
3. There have been difficulties in re-developing commercial areas that were unable to sustain themselves, leaving large tracts of real estate in the heart of the downtown district shuttered and unused

Programs:

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

1. A community Garden Ministry to grow fresh produce for people within the community and for distribution at local food banks.
2. A weekly held Bible Study led by lay leaders of the congregation.
2. An annual community Pet Blessing where people come to an event on our church lawn to have their pets blessed by the Pastor.
3. Operation ChristmasChild. We participate in the Samaritan's Purse program to provide Christmas gifts to needy children around the world.
4. We work with the city to annually host a Christmastime "Radio Show" in conjunction with a community dinner at the firehouse next door to us.
5. We provide space to a theater group named ArtReach who stage plays and musical events in the northwest suburbs.
6. We participate in campaigns to help those in need like "The Souper Bowl of Caring". At Lenten time we collect personal health items for those in need. We also collect food items for the LCC Food Pantry.

Goals:

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

Our Mission statement is:

Telling others about Jesus - Reaching Out | Learning to live and love like Christ - Reaching In | Connecting to God through Christ - Reaching Up

Through our work with the 12 keys program, 4 points have stood out that outline our goals

1. Uplifting Worship to the Glory Of God at Trinity.
2. Increasing our visibility in our community of Rolling Meadows - to Reach Out more than we have in the past.
3. Choose & support our ministry programs to the best of our ability.
5. Rebuilding our congregation with families of parents & children.
4. Continue to be a giving congregation in feeding those in need through our Garden Ministry.

Energy:

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

Though we are small - we are optimistic of the future and eager to experience God's plans for us. To that end....

1. We are energized to welcome a new permanent Pastor - to lead our church and build on our strengths
2. We look to the future with new Ministries, programs and initiatives.
3. Looking forward to re-establishing a healthy growing congregation
4. Continue to enhance and develop our Worship
5. Taking our tradition of fellowship and focusing on embracing the community.
6. Embracing new methods of collaboration and synergy with like ELCA churches within our region - as led by the ELCA.



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?

- 1. We are active participants & supporters in LSSI, Lutheran World Relief, and other initiatives of the Synod.**
- 2. We appreciate and are grateful for the ELCA governance tools that we use. Example "The Model Constitutions", Bylaws etc.**
- 3. We are thankful for the recent initiatives on congregational collaboration & synergy that are being championed by the Synod.**
- 4. We are grateful for the support given us by the Synod in Pastoral Supply, Interim Ministries and the work of so many people in the synod who are helping us through this Call Committee process. We give thanks for the help from Pastor Cynthia Hileman going back 12 years in helping us here at Trinity.**



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"/>	We tend to be informal and spontaneous.
We have clearly defined goals and plans for our 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

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

OUR PROGRAMMING

Our facilities are often used by community groups.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Our facilities are only used for our activities.
We train people to minister outside our walls.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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 checked="" 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.



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?

We are here to serve God in His kingdom. We wish to proclaim the word of God, guided by the Bible & Lutheran doctrines. We are a loving, welcoming, caring family - oriented congregation that seeks to nurture and fulfill the needs of its members and community.

We have a commitment & actions toward Community Outreach and believe in the power of Prayer.

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 a caring, approachable group of Christians with a deep abiding faith. Our congregation is made up of a lot of people with big hearts. We enjoy having a good time in "Fellowship" in a relaxed atmosphere. Nothing "Stuff" about us.

We have a beautiful building in a great location, with a beautiful yard, that can be used for many community gatherings and events. Our Church Garden is a source of food in the community and at a local food pantry.

In terms of obstacles, we could use more diversity of age, race or culture to better contribute ideas to the best use of our gifts. We have a history of "Talking" better than "Walking" our Community Outreach efforts. Specifically, an inconsistent level of community & youth programming that runs regularly - that residents can count on.

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?

We want our Mission to be concise, actionable and easily understandable. To that end:

1. Provide compelling, exciting & uplifting worship which feeds our Spiritual Life.
2. Focused, continuous & resourced Outreach to Families.
3. Serving the Community in needs THEY find value in.

References

Synodical Bishop

Bishop Wayne Miller

Metropolitan Chicago Synod

wmiller@mcselca.org

NAME

SYNOD

E-MAIL

DAY PHONE

EVENING PHONE

CELL

FAX

Inside Congregation or organization

Dan Phillips

Church Treasurer

dphillips@tlcrm.com

NAME

ORGANIZATION AND TITLE

E-MAIL

DAY PHONE

EVENING PHONE

CELL

FAX

Outside Congregation or organization



Ron & Phyllis Ostrand **Past Congregants than have moved out of state** **ron.ostrand1945@gmail.com**

NAME ORGANIZATION AND TITLE E-MAIL

DAY PHONE EVENING PHONE CELL FAX

Member of the ELCA Clergy roster

Pastor Carole Willer **Interim Pastor** **cpwiller@comcast.net**

NAME ORGANIZATION AND TITLE E-MAIL

DAY PHONE EVENING PHONE CELL FAX

Anyone else who knows your setting well

Gary Powell **Life Long Member & Past Council President** **gsphawk@comcast.net**

NAME SYNOD E-MAIL

DAY PHONE EVENING PHONE CELL FAX

PART III: LEADERSHIP NEEDS

The Leader we Seek

Roster Type:

- Minister of Word and Sacrament Minister of Word and Service In Candidacy/First Call

Solo Pastor

POSITION TYPE:

Master's Degree (seminary or graduate school)

MINIMUM DEGREE REQUIRED:

Either full or part time

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

Top Five Ministry Tasks

The five most critical tasks required in this position.

- | | | |
|--|--|--|
| <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 checked="" type="checkbox"/> Evangelism/ Mission | <input type="checkbox"/> Financial Management | <input type="checkbox"/> Global Service |
| <input checked="" type="checkbox"/> Innovation / Creativity | <input type="checkbox"/> Interim Ministry | <input type="checkbox"/> Interpret Theology |
| <input type="checkbox"/> Inter-personal Climate | <input type="checkbox"/> Ministry in Crisis | <input type="checkbox"/> Ministry in Daily Life |
| <input type="checkbox"/> Ministry with Seniors | <input type="checkbox"/> Multicultural Ministry | <input type="checkbox"/> Music / Worship / Arts |
| <input type="checkbox"/> Outdoor/ Camping Ministry | <input type="checkbox"/> Parish Nurse / Health | <input type="checkbox"/> Participant in the Larger Church |
| <input type="checkbox"/> Pastoral Care and Visitation | <input checked="" type="checkbox"/> Preaching / Worship | <input type="checkbox"/> Public Policy / Advocacy |
| <input type="checkbox"/> Recruit and Equip Leaders | <input type="checkbox"/> Self Care / Family Life | <input type="checkbox"/> Small Group Ministry |
| <input checked="" type="checkbox"/> Social Ministry | <input type="checkbox"/> Spiritual Formation / Direction | <input type="checkbox"/> Stewardship |
| <input type="checkbox"/> Strategic Mission Planning | <input type="checkbox"/> Teaching | <input type="checkbox"/> Volunteer Coordination |
| <input checked="" type="checkbox"/> Youth and Family Ministry | | |

Gifts for Ministry

The five gifts essential in this position, and the five that are very helpful in this position.

Top Priority		Very Helpful
Yes	Help people develop their spiritual life.	
	Help people understand and act upon issues of social justice.	
	Provide care and nurture.	Yes
	Be active in visitation of members and non-members.	Yes
	Be effective in working with children.	
Yes	Build a sense of community among the people with whom he/she works.	
	Help others develop their leadership abilities and skills for ministry.	
	Be an effective administrator.	
Yes	Be an effective communicator.	
	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.	
	Bring joy and good humor to relationships.	
	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.	Yes
Appreciate cultural diversity in language and customs.	
Have talents in the areas of music, arts and writing.	Yes

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. **Worship Experience - We believe at the heart of serving God is in providing exciting, compelling, fulfilling worship experience. An experience that fills the soul. An experience that excites both our congregation, but also serves as a tool to excite the community as well.**

Proclaiming God's Word, singing & hearing stirring music, receiving compelling messages, are all vitally important to elevating our worship experience.
- B. **Community Outreach - It seems like most churches many times are more inward looking - than outward serving. In some ways Trinity has historically been that way as well. But through discernment and reflection, we have learned that we serve God when we serve his community. To that end we desire to look to develop additional programs - not as much from a perspective of gaining new members (though that would be nice), but how we can uplift our community in the needs they have.**
- C. **Enhance Our Congregational Community - Trinity is looking for a Pastor to be our leader. To bring talents and energies to our Pastoral position - to lead us, to focus us where needed. Just having a permanent Pastor would go a long way to being able to build and sustain a relationship that will enhance our congregational community.**
- D. **Lead Family Friendly Programs - We would like to rebuild our church with families - not just youth or retirees - or any single targeted demographic. And as families take many forms today - we want to focus on bringing the Word of God to families. That is exciting for us.**
- E. **Utilize positive communication skills to mitigate any negativity. We want a Pastor who has a positive outlook and communication skills to communicate that to all. Every church has occasional discord - and when they do, it needs to be handled in an intentional, positive manner. Where we look to resolving any issues by focusing on what unites us instead of what divides us.**

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. **Worship Experience - The congregation has many ideas about worship elements, including music, including lay participation in our worship experience - whether it is through utilizing Assisting Ministers, Readers, and/or dedicated roles for our Deacons that would help to elevate our worship experience. We are willing partners in new ideas that we will support our new Pastor to implement together.**
- B. **Community Outreach - We will mentor the new Pastor in assimilating knowledge of the communities we serve as an aid to rapidly grow our Community Outreach programs. We will enthusiastically participate in civic bodies with the Pastor to promote Christianity and God's word in our community.**

We will continue our Ministries, like our Community Garden, participation in food pantries, and identify other areas of need that we can help support.
- C. **Enhance Our Congregational Community. We will embrace change and new ideas that a new Pastoral leader will bring to us. We will partner with her/him to align us all in new initiatives.**

We will work to increase the number of volunteers that support our committees and other work groups of the Church - so as not to overly rely on the Pastor to lead these efforts.



- D. **Lead Family Friendly Programs - We will lead programs with our Pastor, to identify and reach out to families to make available the Word of God and the presence of Trinity in the community. We have ideas around promoting "Baptism" in our community as a way to not only grow Christ's flock but showcase how Trinity welcomes all people - especially families.**
- E. **Utilize positive communication skills to mitigate any negativity - We will support our Pastor in any areas of negativity and/or conflict. We realize the importance of ensuring that the Pastor feels supported, and empowered when WE deal with any issues that may arise.**

Compensation

No	Yes
PARSONAGE	SOCIAL SECURITY TAX OFFSET
Synod Guidelines	
MAXIMUM AMOUNT AVAILABLE FOR DEFINED COMPENSATION	

Benefits

Yes	Yes	4 weeks
PENSION	MEDICAL	VACATION WEEKS
No	No	
SABBATICAL POLICY	PARENTAL LEAVE POLICY	
Yes		
ARE BACKGROUND CHECKS REQUIRED		

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 are open to 2 possibilities - either a full time pastor that we share with another Lutheran Church in close proximity OR engage a Part-Time Pastor (Up to 26 Hours Per week). Our intention however, is in time, to grow our church to where we would utilize our own full time Pastor.

Other Supporting Resources

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

Mission and Vision statement of the congregation or organization	Yes
Printed history of the congregation or organization	Yes
Strategic Plan: Goals and Objectives	Yes



Budget	Yes
Annual Report	Yes
Position description: Duties and Responsibilities	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 creatively promote and commend your ministry possibilities.

We are a welcoming church that has a long history in Rolling Meadows going back to the late 1950's. We have a beautiful church building. Though we are currently challenged in terms of congregation size, we are very optimistic of our future.

Our interim Pastor has led us through a framework based on "12 Keys To An Effective Church" by Kennon Callaghan. This process of discernment & strategizing our future was a major initiative of our Congregation last year. The results of that session are captured in a 40+ page powerpoint deck that can be seen at this link:

www.tlcrm.com/12keys

We urge you to review our findings, desires and strategies that we are hopeful you will join with us to achieve.....

Let us SERVE GOD TOGETHER!

PART V: COMPLETION OF PROFILE

Discernment Process and Adoption

Please describe the process used to gather information, formulate responses, and officially adopt this Ministry Site Profile. (Approximately 100 words maximum).

Our interim Pastor led us in a process of Reflection & Discernment called "Twelve Keys To An Effective Church" In that process it identified not only what type of Church we are - but what we want to be.

We formed a Call Committee of 6 members, with diversity of gender & age to collectively create the Ministry Site Profile. We did that over a period of 3 months meeting weekly after worship. We ALL contributed to this document and presented it to the Church Council and then to the Congregation for approval.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's **5/9/2019** board:

CALL PROCESS ADMINISTRATOR

The name of the person on the synod staff that the bishop has designated as the Call Process Administrator for this call process.

Pastor Cynthia Hileman

NAME

TITLE

ckhileman@mcselca.org

OFFICE PHONE

E-MAIL

Reference's Recommendation

Not sure

rick@rickyjohn.com



NAME

E-MAIL

DAY PHONE

EVENING PHONE

CELL

FAX