

MINISTRY SITE PROFILE

Messiah Lutheran Church of Yorba Linda

Yorba Linda, CA

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

Messiah Lutheran Church, in the Southern California community of Yorba Linda, is seeking a Pastor that brings passion and compassion to developing active faith in others, mentoring staff, guiding ministries, and leading worship. The title and duties are not Associate/Assistant Pastor—you will be a leadership partner. On a strong foundation of teaching and equipping, we're intentional about our mission to "Love God • Love One Another" in congregational, local, and global settings.

PART I: WHO WE ARE

Name and Location

CONGREGATION

Messiah Lutheran Church of Yorba Linda

14043

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

NAME

CONG ID

Yorba Linda, CA, 92886

US

CITY, STATE, ZIP

COUNTRY

Pacifica Synod (2C)

Congregation - Organized

1963

SYNOD

TYPE OF MINISTRY SITE

YEAR ORGANIZED

Medium city (50,000 - 249,999)

SIZE OF COMMUNITY

Contact Information

Ministry Site (preferred contact information)

4861 Liverpool Street

Yorba Linda, CA, 92886

US

ADDRESS LINE 1

ADDRESS LINE 2

CITY, STATE, ZIP

COUNTRY

jim.harter@messiahyl.com

www.messiahyl.com

(714) 528-1247

(714) 528-8239

E-MAIL

WEB SITE

PHONE

FAX

Chairperson of Congregation or Head of the Organization

Diane Sherwood

NAME

2330 Clear Creek Ln

Diamond Bar, CA, 91765

US

ADDRESS LINE 1

ADDRESS LINE 2

CITY, STATE, ZIP

COUNTRY

(909) 861-4922

(714) 345-1596

(714) 345-1596

DAY PHONE

EVENING PHONE

CELL PHONE

FAX



diane_sherwood@outlook.com

E-MAIL

Chairperson of Call or Search Committee

Jeff Rogers

NAME

2615 N Dunbar St

ADDRESS LINE 1

(949) 465-4197

DAY PHONE

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E-MAIL

ADDRESS LINE 2

(714) 998-8148

EVENING PHONE

Orange, CA, 92865

CITY, STATE, ZIP

(714) 300-5214

CELL PHONE

US

COUNTRY

FAX

Demographics

Language Spoken

In the congregation/ organization

English

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

In the surrounding community

English

PRIMARY LANGUAGE

Spanish

SECOND LANGUAGE

THIRD LANGUAGE

Race/ Ethnicity (In the Congregation)

Caucasian (95%)

Other (5%)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Race/ Ethnicity (Surrounding Community)

Caucasian (65%)

Hispanic (15%)

Asian / Pacific Islander (15%)

Other (5%)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Gender comparison

44%

56%

Age distribution

25%

15%

15%

25%

15%

MALE

FEMALE

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

Number of Paid Staff

1

0

9

3

0

27

CLERGY

LAY ROSTERED

OTHER LAY PROFESSIONALS

SECRETARIAL SUPPORT

CUSTODIAL SUPPORT

OTHER

Congregational Information

401 - 700

101+

Single site



AVE WEEKLY WORSHIP ATTENDANCE

AVE ATTENDANCE IN CHRISTIAN EDUCATION

PARISH TYPE

Distance members live from church facilities:

10%

25%

25%

40%

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

Budget of the Congregation/ Organization

2018

\$2,270,466

TOTAL BUDGET FOR THE LAST FISCAL YEAR

\$58,325

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

LAST FISCAL YEAR

\$5,237,125

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

\$923,260

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.

Messiah is located in the city of Yorba Linda, but straddles the border with Placentia, where many of our members reside. We also serve residents of Brea and Anaheim Hills. Located south and east of Los Angeles in northern Orange County, Yorba Linda has a population of 67,000 and for the last few decades has been a bedroom community with single family homes on large residential lots, often housing horses and small farm animals. Within the past six years, there has been substantial building for two distinct populations. Much of the rural and open spaces have been developed with very large homes, small lots, and command expensive listing prices. These homes are strategically located near the new, award winning high school. The second groups of housing are located throughout the city on redeveloped lots, and consist of two and three story condominium units. Placentia generally consists of smaller homes on smaller lots in established neighborhoods.

Yorba Linda's workforce enjoys a median earning of over \$79,000 with a household median income of over \$120,000. An interesting aspect of employment in Yorba Linda is that over 17% of the labor force is self-employed with earnings being the highest income in the city. Both poverty rates and unemployment rates are very low. The average commute to work time for Yorba Linda residents is 32 minutes; however, nearly 10% commute from 60 to 90 minutes. Yorba Linda is known for its low crime rate, expansive street landscaping, parks, and equestrian trails, as well as the excellent school system.

Placentia has a population of 53,000 and is much more densely populated, with smaller residential lots, numerous apartment complexes, and a lower growth rate of 3%. Placentia's population is 37% Hispanic as opposed to Yorba Linda with a 16% Hispanic population.

Placentia's workforce has median earnings of \$51,000 with a median household income of \$80,000. Of the Placentia population, 12% is self-employed with annual self-employment income of \$39,000. Commute times for Placentia



residents are longer with 7% commuting 40-45 minutes, and over 21% commuting 45 minutes or more. The highest wage earners in Placentia work for the Federal government. Placentia is also known for their excellent schools, which is a joint system with Yorba Linda, and for its quiet neighborhoods. Both Yorba Linda and Placentia are known for their proximity to the beach, the mountains, and to entertainment destinations like Disneyland.

Trends:

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

Within the Messiah church family, we have largely remained a culturally homogeneous congregation. Our Preschool serves as a neighborhood school and is more reflective of the ethnic diversity of the community where we are located.

In the past four years, worship attendance has shifted some and although we are counting more total people participating in worship, they are attending less frequently per month and our weekly attendance has reflected this new distribution. Sunday School attendance has similarly shifted as the children who attend reflect family attendance patterns. Financial giving has been generally steady—down slightly and then holding constant for two years. Partner in Ministry engagement through online giving has increased steadily as a percentage of offerings. Generosity towards needs adoption is strong and consistent.

We have welcomed two new staff members in the past year: Director of Children's Ministry and Financial Administrator. We have invested in employee development, leadership coaching, and team building which has continued to enhance performance and connection between staff members in everyday ways. We have refreshed personnel and organizational policies, added new employment classifications, and established position duties and ranges in line with peer organizations.. We see this all as positive steps forward.

To meet the worship preferences of our congregation, we hold two services each Sunday: one is a traditional service with choir, hymns and liturgy; and one is with a more contemporary praise focus. We've adjusted service times on Sunday morning (to 8:30am and 10am) and combined a previous third service to bring our worship community closer together. We practice other ways to bridge these services with occasional blended services, shared activities (like picnics and socials), and community service initiatives.

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.

Yorba Linda has seen a population growth rate of nearly 5% between 2010 and 2016, and more recent statistics would show an even higher growth rate. Much of this growth is due to offshore home buyers who seek an investment in the United States and/or wish to have their students enrolled in the excellent school system. For most of its existence, Yorba Linda has been a community composed predominantly of affluent, white families living in a somewhat isolated part of northeast Orange County. Recently, the new housing has resulted in a more urban atmosphere with longer commute times, a higher cost of living, and greater ethnic, racial, social and economic diversity. Many of the new homes have been purchased by off-shore, Asian families. Some communities within Placentia, with its larger population of Hispanics, has been challenged by language, immigration, and gang-related issues.

In seeking input from our community leaders for this site profile, one City councilperson asked our congregation to "stay involved with community issues and be active participants in improving our city through dissemination of good will". That is what we continue to strive for, advancing our mission to Love God and Love One Another.

Programs:

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

The people of Messiah are service and action oriented with ministries that balance global and community outreach with inward care, connection, spiritual growth and worship.

Globally, we impact the world through ministries like Hope 4 Kids, Water 4 Kids, Mexico House-Building Mission, and Rise Against Hunger.

Locally, we provide outreach through Caring Hands Food Kitchen & Pantry, Crittenton Services, Love Placentia, Vacation Bible School and Trunk or Treat. We actively and enthusiastically reach the unchurched through our Messiah Fine Arts Ministry, Messiah Pre-School, and Homework House.

As Partners-in-Ministry, we care for those in need through Grief Support, Visitation, Helping Hands Meal Delivery and Prayer Chain. We connect through activities like our Annual Golf Classic (supporting HIS House), Book Club, Chicks with Sticks, and All God's Creatures.

We are moved by the Spirit to grow our small groups, expand our Bible study, Sunday School classes and outreach



opportunities while providing exceptional worship support with ushers, choir, pew keepers, communion servers and greeters.

Through our over fifty programs for mission and ministry, we joyfully strive in our journey to "Love God – Love One Another."

Goals:

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

Our five-year strategic plan aligns Messiah's outlook, energy, and resources to operate as an equipping life center. Extending beyond property edges, our church exists everywhere our partners in ministry go; each on a daily journey of extending God's love to others.

On a pathway to deeper spiritual formation, we envision Messiah as a connecting hub for people on faith journeys. Our role is welcoming everyone to the love of God; helping each fall deeply into it. Church life will bring recharge; potential for being friended, connected, and sent. Our collective engagement in needs adoption will elevate and evolve from funneling of resources to more hands-on participation and ownership of specific local and global initiatives. Emphasizing a continuous cycle of service, faith, and community, we acknowledge people are first loved by God and, therefore, must also be loved by us before they would consider a connection to a church.

As we go in service to others, we channel the love of God into neighborly care for our community and world. We plant seeds of breakthrough joy and hope into areas of human need and spiritual indifference. Specifically, we will 1) wrap around Messiah Preschool ministry with huge loving arms, aiding and encouraging staff, teachers, students, and families in their development as households of faith; 2) we commit to serving in the local Caring Hands food pantry ministry with full-participatory energy to study, grow, and extend this ministry to people at risk of homelessness and facing food needs.

As we grow in faith, we acknowledge the grace we've received from God, we gain a perspective to see what breaks God's heart, and we put ourselves into the world as light and salt for Jesus. Faith is a hearing-then-doing circle of learning and development.

We will offer relevant biblical instruction to everyone for Christian living and develop coaching in missional discipleship to equip leaders.

As we gather in community, we celebrate our unity in Christ. As a family, we embrace our differences, acknowledge our imperfections, inspire new friendships, and expand our giving of grace. We give honor to God for every blessing and connect to God's power for daily strength. We pledge to model a vibrant and engaging perspective of life-wide worship. We will nurture relationship building in small and large groups for heart-to-heart encouragement, faith exploration, and service partnerships.

Energy:

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

Messiah Lutheran Church is actively doing kingdom work that is centered on love and care ministries to people in global, local, and congregational settings. We are living the great commission and taking ourselves from our church into our world, community, and places of daily living to be conduits of compassion, justice, and mercy. We are excited to develop intentional outreach and education opportunities using the resources and facilities of the church as an outpost for equipping and training more people to live outbound lives of reflected generosity.

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?

Messiah is involved in the life of the ELCA through its attendance at Synod Assemblies and Leadership Conferences. Our pastors have served on Synod Council and various Synod task forces over the years. Over the years we have provided mission support for various mission congregations in our synod. Support is also given through benevolence dollars both to the Synod, Lutheran World Relief, the ELCA Polaris Project, Lutheran Immigration Services and through ELCA Disaster Relief. Much of the work that we do across the border in Mexico is through Lutheran Border Concerns. One of our most significant local outreach ministries is a partnership with Caring Hands Food Pantry and Kitchen with First Lutheran Church (ELCA) in Fullerton. We have a good relationship with our Synod staff and Bishop Andy Taylor. We have had and currently have a number of students attending California Lutheran University in Thousand Oaks, CA. Messiah is also active in our local Conference and an association church with our local Orange Lutheran High School.



Ministry Site Characteristics

AS A COMMUNITY

A LOT LIKE US	A LITTLE LIKE US	A LITTLE LIKE US	A LOT LIKE US
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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 type="checkbox"/>	<input checked="" 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"/>	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"/>	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 type="checkbox"/>	<input checked="" 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 type="checkbox"/>	<input checked="" 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 type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We are less obvious about our Lutheran heritage.
We participate in synod and ELCA activities.	<input checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input 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?

The two imperatives that call us to mission and service are the commandments and the commission articulated by Jesus. As instructed in the Gospel of Matthew, we are to, "Love the Lord your God with all your heart and with all your soul and with all your mind.' And the second [greatest commandment] is like it: 'Love your neighbor as yourself.'"

The mission of Messiah Lutheran Church is: "Love God • Love One Another." This unified expression is physically and prominently on display in our community facing property. More importantly, this purpose is firmly established within the hearts and minds of the people of the congregation as they enter the mission field that encompasses their everyday lives. Enabled by teaching and equipping, this deep love for God and others is practiced in regular worship and in abundant outreach ministries.

We embody His commission to "...go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you" through hand-in-hand service to people in our congregation, local community, and world.

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?

As the hands and feet of Christ, all Partners in Ministry are considered to be "ministers," endowed by the Holy Spirit with unique individual giftedness. Messiah is an equipping church, by virtue of the value upheld, that each partner shall give, serve, lead and be led by the Holy Spirit, using their spiritual gifts, experiences, passions, interests and skills.

As good stewards of our most precious resource, our Partners in Ministry, we have a comprehensive assimilation process which includes personally connecting conversations, guiding individuals to seek growth and serving opportunities best suited to their strengths. Our top three assets are hearts of service, compassionate spirits and unconditional acceptance of others.

- 1) Hearts of service. Messiah is incredibly service oriented. Generosity of time and talents abound, both on campus and in the community. We offer and encourage serving opportunities year round.
- 2) Spirit of Compassion. People love and care for one another organically. Messiah partners help when and where help is needed in a non-manufactured setting.
- 3) Unconditional Acceptance. Regardless of one's race, affluence, beliefs or gender orientation, the people of Messiah welcome all.

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?

Directly supporting our singular mission of "Love God • Love One Another," Messiah has these vision priorities:

Growth in faith maturity is essential to our kingdom work. This has been established through engaging service, worship, and education initiatives and will be expanded to promote further learning, application, and faith development.

Messiah has a strong focus on needs adoption including the continued development of partnered ministry and support for global, local, and congregational opportunities—concentrating further on targeted mission events, community food supply, and our Preschool families.

Promoting a spirit of grace and gratitude. This is an intentional awareness of God's grace personally received that leads to a humble and grateful outpouring of reflected love and generosity to others.



References

Synodical Bishop

Rev. Dr. Andrew A. Taylor	Pacifica Synod	andytaylor@pacificasynod.org	
NAME	SYNOD	E-MAIL	
(714) 692-2791			(714) 692-9317
DAY PHONE	EVENING PHONE	CELL	FAX

Inside Congregation or organization

Matt Bagne	Messiah Lutheran Church, Partner in Ministry	matt@plasticolorinc.com	
NAME	ORGANIZATION AND TITLE	E-MAIL	
(714) 525-3880	(714) 223-7320	(714) 812-2729	
DAY PHONE	EVENING PHONE	CELL	FAX

Outside Congregation or organization

Janet Shellenberger	Caring Hands Food Pantry	jshells25@att.net	
NAME	ORGANIZATION AND TITLE	E-MAIL	
(714) 529-1678			(714) 871-7820
DAY PHONE	EVENING PHONE	CELL	FAX

Member of the ELCA Clergy roster

Jerry Crawford		pjmjcrawford@aol.com	
NAME	ORGANIZATION AND TITLE	E-MAIL	
(714) 632-1682		(714) 273-0956	
DAY PHONE	EVENING PHONE	CELL	FAX

Anyone else who knows your setting well

Tom Eggum	Hope 4 Kids International, President and Founder	tom@hope4kidsinternational.org	
NAME	SYNOD	E-MAIL	
(623) 979-5516		(602) 524-1811	(623) 979-5244
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

Associate / Assistant Pastor

POSITION TYPE:

Master's Degree (seminary or graduate school)

MINIMUM DEGREE REQUIRED:

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

Top Five Ministry Tasks

The five most critical tasks required in this position.

- | | | |
|---|---|---|
| <input checked="" type="checkbox"/> Administration | <input checked="" type="checkbox"/> Building a Sense of Community | <input type="checkbox"/> Campus / Young Adult Ministry |
| <input type="checkbox"/> Chaplaincy | <input type="checkbox"/> Children's Ministry | <input type="checkbox"/> Christian Education |
| <input type="checkbox"/> Communications/ Media | <input type="checkbox"/> Community Organizing | <input type="checkbox"/> Conflict Management |
| <input type="checkbox"/> Counseling/ Social Work | <input type="checkbox"/> Early Childhood Administration | <input type="checkbox"/> Ecumenical Work |
| <input type="checkbox"/> Evangelism/ Mission | <input type="checkbox"/> Financial Management | <input type="checkbox"/> Global Service |
| <input type="checkbox"/> Innovation / Creativity | <input type="checkbox"/> Interim Ministry | <input 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 type="checkbox"/> Social Ministry | <input checked="" type="checkbox"/> Spiritual Formation / Direction | <input type="checkbox"/> Stewardship |
| <input type="checkbox"/> Strategic Mission Planning | <input checked="" type="checkbox"/> Teaching | <input type="checkbox"/> Volunteer Coordination |
| <input 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.	
	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.	Yes
	Be an effective administrator.	Yes
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.	Yes
	Deal effectively with conflict.	
	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.	
	Appreciate cultural diversity in language and customs.	
	Have talents in the areas of music, arts and writing.	

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. Helping people fall more deeply in love with God

B. Partnering and investing with the staff

C. Connecting with congregation and ministries

D. Preaching, teaching, and worship participation

E. Engaging in our mission and vision journey

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. Pray for the new leader

B. Say "yes" when asked to help

C. Offer encouragement through pastor/staff/congregational mentors

D. Help recruit, equip, and empower other leaders

E. Develop clear roles and responsibilities

Compensation

No

No



PARSONAGE

SOCIAL SECURITY TAX OFFSET

Synod Guidelines

MAXIMUM AMOUNT AVAILABLE FOR DEFINED COMPENSATION

Benefits

Yes

PENSION

Yes

MEDICAL

4 weeks

VACATION WEEKS

Yes

SABBATICAL POLICY

Yes

PARENTAL LEAVE POLICY

Yes

ARE BACKGROUND CHECKS REQUIRED

Professional Expenses

Yes

AUTO / TRAVEL REIMBURSEMENT

Yes

PROFESSIONAL EXPENSES ACCOUNT

No

FIRST CALL THEOLOGICAL EDUCATION

Yes

CONTINUING EDUCATION

Comments:

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

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.

Messiah is a church that takes joy in the difference we make every day in the lives of others. Grounded in the Great Commission and focusing on an equipping model for ministry, Messiah grows partners in ministry to dent the world with the love of Jesus Christ.

Examples of some very tangible ways that we do this can be seen in partnered ministry for fresh water wells in Uganda, child sponsorship (five countries), efforts to prevent child sex trafficking in Cambodia, a new roof on a local homeless intervention shelter, operational support for Caring Hands food pantry, operation of a Christian preschool, to name a few.

Messiah's Preschool and Fine Arts ministry are very effective community centered outreaches with multi-generational and multi-ethnic ministry components.

Over the past two decades Messiah's commitment to faith development, service outreach, and community building has grown tremendously. Our mission is centered on loving God and loving others. We place a high value on being Christians with a strong Biblical knowledge, a heart for justice, and to live each day loving God and loving others. That is the foundation of ministry here. You could say everything else is up for discussion. We are all people on a journey with a variety of perspectives and interpretations; people do not have to agree with us to be with us. We strive to see through the eyes of Jesus and act on what breaks his heart. A key Bible verse that we try to emulate is Micah 6:8, "do justice, love mercy and walk humbly with your God".

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).

A Ministry Site Profile (MSP) team of four lay leaders and two staff representatives was established to facilitate the gathering of broad-ranging input. This input involved (open forum) "Your Voice" workshop sessions with Messiah staff, church council, congregation leaders, and congregation members. A process of strategic values and visioning was included. The preparation of Ministry Site Profile responses was a shared effort of the participating stakeholders. The MSP was reviewed and approved by action of the church Council.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's **9/20/2018** 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.

Rev. Dr. Andrew A. Taylor

NAME

Bishop

TITLE

(714) 692-2791

OFFICE PHONE

andytaylor@pacificasynod.org

E-MAIL

Reference's Recommendation

Rev Angela Denker

NAME

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