

MINISTRY SITE PROFILE
Lake Nokomis Lutheran Church

Minneapolis, MN

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

Lake Nokomis Lutheran Church is a dynamic, welcoming faith community situated in the heart of a South Minneapolis neighborhood in the midst of a transformation from an older, homogeneous population to a younger, more diverse community. Our pastor wears multiple hats and is comfortable working with a diversity of ages, abilities, racial, and socioeconomic backgrounds. Energy, innovation, open-mindedness and appreciation for our history are essential for this full-time position. The ideal candidate will strike a balance between meeting the needs of more traditional congregants, who love the ritual of worship and Bible-study with younger members who are passionate about social justice and taking their faith beyond the church walls.

PART I: WHO WE ARE

Name and Location

CONGREGATION

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

Minneapolis, MN, 55417

CITY, STATE , ZIP

Minneapolis Area Synod (3G)

SYNOD

Large city (250,000 or more)

SIZE OF COMMUNITY

Lake Nokomis Lutheran Church

NAME

US

COUNTRY

Congregation - Organized

TYPE OF MINISTRY SITE

11840

CONG ID

1912

YEAR ORGANIZED

Contact Information

Ministry Site (preferred contact information)

5011 31st Avenue South

ADDRESS LINE 1

office@lakenokomis.org

E-MAIL

Chairperson of Congregation or Head of the Organization

William Awe, President of Council

NAME

5011 31st. Ave. S.

ADDRESS LINE 1

Minneapolis, MN, 55417

CITY, STATE, ZIP

(612) 729-2323

PHONE

Minneapolis, MN, 55417

CITY, STATE, ZIP

US

COUNTRY

FAX

US

COUNTRY



DAY PHONE	EVENING PHONE	CELL PHONE	FAX
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E-MAIL

Chairperson of Call or Search Committee

Kathryn Selin

NAME

5011 31st. Ave. S.

Minneapolis, MN, 55417

US

ADDRESS LINE 1

ADDRESS LINE 2

CITY, STATE, ZIP

COUNTRY

(612) 849-0381

DAY PHONE

EVENING PHONE

CELL PHONE

FAX

piakat04@hotmail.com

E-MAIL

Demographics

Language Spoken

In the congregation/ organization

English

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

In the surrounding community

English

Spanish

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

Race/ Ethnicity (In the Congregation)

Caucasian (95%)

Latino/Hispanic (5%)

African American/Black (5%)

Asian/Pacific Islander (5%)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

The congregation of Lake Nokomis Lutheran Church affirms that "All are welcome in this place."

Race/ Ethnicity (Surrounding Community)

Caucasian (65%)

Latino/Hispanic (15%)

African American/Black (10%)

Asian/Pacific Islander (5%)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Gender comparison

44%

56%

Age distribution

20%

20%

15%

15%

30%

MALE

FEMALE

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

Number of Paid Staff

1

1

5

1

0

0

CLERGY

LAY ROSTERED

OTHER LAY PROFESSIONALS

SECRETARIAL SUPPORT

CUSTODIAL SUPPORT

OTHER



Congregational Information

51 - 150	26 - 50	Single site	
AVE WEEKLY WORSHIP ATTENDANCE	AVE ATTENDANCE IN CHRISTIAN EDUCATION	PARISH TYPE	
Distance members live from church facilities:			
30%	20%	30%	20%
1/2 MILE OR LESS	1/2 - 1 MILE	1 - 3 MILES	MORE THAN 3 MILES

Community Type

- | | | |
|--|--|-------------------------------------|
| <input type="checkbox"/> Bedroom community | <input type="checkbox"/> College or University | <input type="checkbox"/> Farming |
| <input checked="" 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

2019

\$510,350	LAST FISCAL YEAR
TOTAL BUDGET FOR THE LAST FISCAL YEAR	\$412,585
	TOTAL DEBT OF THE CONGREGATION/ ORGANIZATION AT THE END OF THE LAST FISCAL YEAR
\$19,000	\$153,000
MISSION SUPPORT TO THE ELCA/ SYNOD FOR THE LAST FISCAL YEAR	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.

The neighborhood which LNL serves is a diverse community comprised of a spectrum of incomes and ages. The residents of the community historically have been blue collar workers, but the area is becoming more affluent with younger professionals with smaller families taking over the homes of older, long-time residents. Although the primary race is white, there is a small percentage of Latino, African-American and Asian residents. Many residents commute downtown and work in professional fields. Others work in nearby hospitals and schools. There is a growing component of workers who remain at home and telecommute. In South Minneapolis, outdoor activities are a primary source of recreation. Hiking, biking, swimming (in the warm months), fishing and boating are widely enjoyed by residents who focus on family-focused and community events.

Trends:

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

Within the last 3 - 5 years the congregation has gotten smaller. Older residents who pass on or who no longer attend church functions regularly are not being replaced by younger individuals.

There has been a movement away from paid staff positions to volunteers or contract workers to perform the tasks necessary for rich and diverse programming.

More traditional Bible studies have been replaced by education and action around social justice programs, such as



homelessness, hunger and housing.

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.

Growth of younger, more affluent populations is creating a more homogeneous community which is financially, socially, and often racially, separate from poorer, older residents. These different communities are also geographically separate from each other with the less wealthy populations living more on the fringes of the neighborhood.

Growth of residents who rent, rather than own, has resulted in less investment in the community, both socially and financially.

Newer, younger families and single residents crave an opportunity to connect, but there are a lack of spaces and occasions to do so.

Programs:

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

Current programming offered by LNL that support our mission include participation a number of social programs including Minnehaha Food Shelf Meals on Wheels, Loaves and Fishes, St. Joseph's Home for Children, and Beacon Interfaith Housing Initiative. Lake Nokomis Lutheran offers robust educational programming including Sunday school and adult education hours focused on spiritual, cultural and socioeconomic topics. Small group Bible study and faith discussion complement the ministry. LNL offers music programming for members of any age as well as a robust children and youth programming featuring vacation bible school, inter-generational events, mission trips to underserved areas, wilderness adventure programming, Lake Wapogasset Lutheran Bible Camp.

Goals:

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

Lake Nokomis Lutheran strives to be welcoming of everybody. Our welcome statement affirms that 'All are welcome here' and invite all to come as you are. We live this mission by embracing new members wholeheartedly, regardless of age, gender or race. Supporting this mission is our status as a Reconciling in Christ Congregation, a recognition which states that we believe all all people share the worth that comes from being loved and forgiven children of God. Our goal is to welcome all people--regardless of race, age, culture, national origin, ethnicity, sexual orientation, family status, marital status, gender identity, physical or cognitive ability, or economic condition.

LNL is also focused on a tri-church initiative, which would welcome congregations of other denominations into our physical space while maintaining our identity as an evangelical Lutheran congregation committed to inclusivity and progressive, outward facing ministries.

Energy:

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

Making connections and forming relationships with community groups as well as individual residents drives much enthusiasm throughout our congregation. Amplifying our activity in the community through outreach programs focusing on social justice issues creates a sense of purpose among our members. Establishing intergenerational events that bring together younger and older members creates a familiarity and camaraderie among our members based on shared histories and future goals.

Combining resources with other congregations through the tri-church initiative will not only provide financial solvency, but have the added effect of creating relationships between partners who might not otherwise connect.

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?

Lake Nokomis Lutheran views itself as an active player in the ELCA through our relationships and connectedness with one another. Our members come from a variety of backgrounds and have many differences, however when we gather for worship we are united as one body participating in the same worship as numerous others throughout our state, nation and world. Despite having different backgrounds, we share the same beliefs. By coming together to celebrate those beliefs, the differences fade away.



LNL participates in formal ways as well. We send congregational representatives to Synod Assembly and Triennial Convention.



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 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 direction.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	We rely on group decision-making.
We have learned how to use conflict constructively.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We tend to perceive conflict as something destructive.

OUR PROGRAMMING

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 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input 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 type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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?

LNL is a vibrant community of believers from different backgrounds with the shared desire to live out and share God's life and teachings. We are tasked to live and share the Good News with joy and humility both inside and outside the church walls by embracing our differences and celebrating how our uniqueness gives us different perspectives from which to learn. Remaining open to all and retaining open hearts and minds, especially for those who look and act differently, yields understanding and fosters relationships.

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?

Primary among our assets are a talented, diverse group of enthusiastic individuals willing and able to lead and advance the church's mission. From young to old, the volunteerism and call to service is strong.

The openmindedness and openheartedness among members is also an important asset in our quest to seek, build and sustain relationships both internally and externally as well as intergenerationally.

LNL maintains very visible youth and family outreach programming and takes pride in the talents and contributions of our youngest members.

In addition, our church structure itself is a core component of bringing together our assets for change and growth. We are blessed with a beautiful, expansive sanctuary as well as small and large meeting rooms, ample social areas and kitchen for larger congregational and community events.

Fear of difference and historic prejudices toward individuals who don't look or act the same that exists throughout the community are chief among obstacles we must overcome to foster relationships that tear down the walls of apathy and indifference that lead to stagnation. At LNL, our commitment to welcoming all must be nurtured and advanced to not only welcome those who appear different, but include them into our lives.

We must also move beyond preconceived ideas of roles and identities and how people should act in order to fully embrace our mission of welcoming and acceptance.

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?

Nurturing faith development and building educational programming that support social justice issues that directly impact members of our neighboring communities.

Translating Gospel teachings into real-life scenarios by integrating the word into our personal lives will foster authentic faith that translates into public works and actions.

Embracing opportunities to bring our faith into the world through action will allow members to be active participants in the idea that all are welcome, all are equal and deserve the love we are promised through God's saving grace.

References

Synodical Bishop

Ann Svennungsen

Minneapolis Area Synod

a.svennungsen@mpls-synod.org



NAME	SYNOD	E-MAIL
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DAY PHONE	EVENING PHONE	CELL	FAX
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Inside Congregation or organization

Diana Grundeen	LNL council member,	dgrundeen@gmail.com
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NAME	ORGANIZATION AND TITLE	E-MAIL
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(612) 296-5646

DAY PHONE	EVENING PHONE	CELL	FAX
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Outside Congregation or organization

Becky Seachrist	Pastor at Minnehaha United Methodist Church	office@minnehaha.org
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NAME	ORGANIZATION AND TITLE	E-MAIL
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(612) 724-3693

DAY PHONE	EVENING PHONE	CELL	FAX
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Member of the ELCA Clergy roster

Brenda Froisland	Pastor at Bethel Evangelical Lutheran Church	pastor@bethel-mpls.org
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NAME	ORGANIZATION AND TITLE	E-MAIL
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(651) 724-3693

DAY PHONE	EVENING PHONE	CELL	FAX
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Anyone else who knows your setting well

Nils Snyder	former member	nsnyder@kenwoodcommercial.com
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NAME	SYNOD	E-MAIL
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(612) 240-7967

DAY PHONE	EVENING PHONE	CELL	FAX
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PART III: LEADERSHIP NEEDS

The Leader we Seek

Roster Type:

- | | | |
|--|---|--|
| <input checked="" type="checkbox"/> Minister of Word and Sacrament | <input type="checkbox"/> Minister of Word and Service | <input type="checkbox"/> In Candidacy/First Call |
|--|---|--|

Senior Pastor / Head of Staff

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 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 checked="" type="checkbox"/> Ecumenical Work |
| <input 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 checked="" 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 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 type="checkbox"/> Spiritual Formation / Direction | <input type="checkbox"/> Stewardship |
| <input type="checkbox"/> Strategic Mission Planning | <input type="checkbox"/> Teaching | <input type="checkbox"/> Volunteer Coordination |
| <input type="checkbox"/> Youth and Family Ministry | | |

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.	Yes
	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.	
	Help others develop their leadership abilities and skills for ministry.	Yes
	Be an effective administrator.	
Yes	Be an effective communicator.	
	Be an effective teacher.	
	Encourage support of the Church's wider mission.	
	Work regularly in the development of stewardship growth.	



Yes	Be active in ecumenical relationships.	
	Be effective in working with youth.	Yes
	Organize people for community action.	
	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.	Yes
	Be able to share leadership and work in a team.	
Yes	Be creative and innovative about his or her tasks.	
	Be able to use technology and media.	
	Appreciate cultural diversity in language and customs.	Yes
	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. **Plan dynamic worship with the worship team that is engaging, joyful and inspires members to live out the word of God.**
- B. **Develop pathways to maintain and expand membership.**
- C. **Oversee the development of the three-church initiative.**
- D. **Foster a positive relationship with the church's tenant charter school, Hennepin Middle School, which rents classrooms and offices in the building's education wing.**
- E. **Focus on pastoral care, which involves not only visiting sick and home bound members, but emphasizing the value of all members through personalized communication.**

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. **Financial compensation and health care benefits**
- B. **Organized, strategic introduction to members**
- C. **Quarterly meetings with the executive/personnel committee**
- D. **Communicating with honesty, integrity and in good faith**
- E. **Continual, prayerful intentions for the success and evolution of the relationship**

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
Yes	Yes	
_____	_____	
SABBATICAL POLICY	PARENTAL LEAVE POLICY	
Yes		

ARE BACKGROUND CHECKS REQUIRED		

Professional Expenses

No	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.

Vacation policy is commiserate with experience: 0-3 years receives 23 days, 4-10 years receives 28 days, over 10 years 33 days paid time off.

Parental leave policy includes 6 weeks of paid time off, but the individual can take up to 12 weeks.

Budget for continuing education is \$800.00 per year.

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	No
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.

Our Mission Statement is as follows:

We are God's people being transformed by the Holy Spirit to live out the gospel of Jesus Christ in the world in word and action.

Our Welcoming Statement is:

The congregation of Lake Nokomis Lutheran Church affirms that "All are welcome in this place."

We celebrate the words of the apostle Paul: "There is no longer Jew or Greek, there is no longer slave or free, there is no longer male and female; for all of you are one in Christ Jesus" (Galatians 3:28).

Here are the words of invitation we use to welcome people to the table of the Lord: "The Risen Christ has invited us to this table. Whoever you are, however you feel, for whatever reasons you are here, come to the feast. Whatever your condition, whatever questions you have, wherever you are on your spiritual journey: know that our host is the one who has given his life for the world, the one who was raised to new life, and the one who invites us to come to the table."

We are a community whose members differ in age, ethnicity, social status, and vocation. Our journeys in life often look very different on the surface. But we believe that God's love changes everything--for everybody. Our faith tradition is based on a life-transforming story that is both ancient and timely. It is a story of a powerful and patient God who has boundless love for all people in the world. It is a story of Jesus Christ changing lives. It is a story that brings comfort and strength to all people today.

We believe all people share the worth that comes from being loved and forgiven children of God. We want it to be known that we welcome all people – regardless of race, age, culture, national origin, ethnicity, sexual orientation, family status, marital status, gender identity, physical or cognitive ability, or economic condition – into the life-transforming story of Jesus Christ at this congregation. We are a Reconciling in Christ congregation.

The basis of the three-church initiative plan is:

Lake Nokomis Lutheran Church has been exploring the idea of a "campus" of various ministries, several organizations under one roof. LNL already has a history of sharing space with Hennepin Middle School, Overeaters Anonymous, music groups and other community organizations. The 3-Church Initiative takes this another step from hosting to partnering.

This congregation is in discussion with Living Table United Church of Christ and with Spirit of St. Stephen's Catholic Community about partnering on one site for cooperative ministry. One idea is for each congregation to remain independent, but cooperate in some ministries and perhaps share some staff. A nonprofit corporation owned by each of the three congregations would then oversee and manage the building.

Before any plans are made, each congregation will need to take official vote on whether to proceed with a 3-church partnership. Congregation-wide conversations on implications and possibilities are ongoing. Periodic surveys and questionnaires are distributed as well so as to guide the LNL team in this discussion.

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 team of several members agreed to form the Transition committee, which met every other week for six months, to develop and implement a plan for completing the ministry site profile. A congregation-wide survey was made available to all members to ascertain members' thoughts and feelings about our current status and role in the community. Members of the transition committee reached out to and interviewed community stakeholders and church neighbors to learn more about changes and challenges in the community. In addition, several dozen individual congregants were interviewed and asked about their personal feelings on our mission, gifts and challenges. During the course of our meetings, the transition committee shared and synthesized data collected to generate responses to survey questions.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's board: **11/15/2019**

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.

Craig Pederson

Assistant to the Bishop

NAME

TITLE

OFFICE PHONE

E-MAIL

Reference's Recommendation

NAME

E-MAIL

DAY PHONE

EVENING PHONE

CELL

FAX