

MINISTRY SITE PROFILE  
**Immanuel Lutheran Church**

Eden Prairie, 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 a 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](http://www.ELCA.org/call)).*

**Summary Description**

The Senior Pastor provides overall spiritual and pastoral leadership to the people of Immanuel while working side by side with them for the sake of the gospel. The Senior Pastor provides oversight of administrative and operational functions of Immanuel in keeping with our Mission and Vision. The leader serves as champion of the effective use of church resources and serves as advocate of faith centered, practical systems and processes in carrying out Immanuel's strategic plans.

**PART I: WHO WE ARE**

**Name and Location**

**CONGREGATION**

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

**Eden Prairie, MN, 55346**

CITY, STATE , ZIP

**Minneapolis Area Synod (3G)**

SYNOD

**Suburb outside 10 miles of a large city**

SIZE OF COMMUNITY

**Immanuel Lutheran Church**

NAME

**US**

COUNTRY

**Congregation - Organized**

TYPE OF MINISTRY SITE

**11780**

CONG ID

**1961**

YEAR ORGANIZED

**Contact Information**

**Ministry Site (preferred contact information)**

**16515 Luther Way**

ADDRESS LINE 1

ADDRESS LINE 2

**Eden Prairie, MN, 55346**

CITY, STATE, ZIP

**US**

COUNTRY

**jkmaes@comcast.net**

E-MAIL

**https://www.immanu  
el.us/**

WEB SITE

**(952) 937-8123**

PHONE

FAX

**Chairperson of Congregation or Head of the Organization**

**Paul Savereide**

NAME

**17131 Trenton Lane**

ADDRESS LINE 1

ADDRESS LINE 2

**Eden Prairie, MN, 55347**

CITY, STATE, ZIP

**US**

COUNTRY

DAY PHONE

EVENING PHONE

CELL PHONE

FAX



E-MAIL

**Chairperson of Call or Search Committee**

**TBD**

NAME

**TBD**

**Eden Prairie, MN, 55346**

**US**

ADDRESS LINE 1

ADDRESS LINE 2

CITY, STATE, ZIP

COUNTRY

DAY PHONE

EVENING PHONE

CELL PHONE

FAX

E-MAIL

**Demographics**

**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%)**

**Latino/Hispanic (5% or less)**

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

**>50% of children entering the Eden Prairie Schools are non-white**

**Race/Ethnicity (Surrounding Community)**

**Caucasian (70%)**

**Asian/Pacific Islander (15%)**

**African American/Black (10%)**

**Other (5% or less)**

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

**Gender comparison**

**48%**

**52%**

**Age distribution**

**20%**

**25%**

**10%**

**25%**

**20%**

MALE

FEMALE

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

**Number of Paid Staff**

**2**

**1**

**6**

**2**

**2**

**6**

Ministers of Word and Sacrament (PASTORS)

Ministers of Word and Service (DEACONS)

OTHER LAY PROFESSIONALS

SECRETARIAL SUPPORT

CUSTODIAL SUPPORT

OTHER

**Congregational Information**



700+	26 - 50	Single site	
AVE WEEKLY WORSHIP ATTENDANCE	AVE ATTENDANCE IN CHRISTIAN EDUCATION	PARISH TYPE	
<b>Distance members live from church facilities:</b>			
<b>5%</b>	<b>10%</b>	<b>50%</b>	<b>35%</b>
1/2 MILE OR LESS	1/2 - 1 MILE	1 - 3 MILES	MORE THAN 3 MILES
<b>Community Type</b>			
<input checked="" type="checkbox"/> Suburban	<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**

**2024**

**\$1,320,000**

TOTAL BUDGET FOR THE LAST FISCAL YEAR

**\$118,800**

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

LAST FISCAL YEAR

**\$0**

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

**\$563,887**

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.

**Eden Prairie is an upper middle class suburb with a highly educated, predominantly Caucasian population, however the fastest growing segment are people of color. This is reflected in the school population which includes 53% of children of color.. Median household income is \$129,345 though there has been an increase in the number of people reaching out for assistance, with about 6% living in poverty. Challenges in this community include family lives that are burdened by busyness and overscheduling, a competitive atmosphere that focuses on personal achievement, and a growing number of people less connected to or disconnected from the life of the Church. The increase in non-Christian residents also provides opportunities and challenges in how Immanuel can reach out to understand and support our non-Christian neighbors.**

**Significant employers include CH Robinson, Starkey Labs, MTS Engineering, Winnebago Industries, and Optum/United Healthcare.**

**Trends:**

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

**Immanuel continues to see 35-40% of our members worshipping online, with this number remaining fairly high following the COVID pandemic.**

**Both Immanuel and our surrounding community have a substantial senior population. This group of members benefit from and require more support from our caring ministry team.**

**While we retired our debt in 2022 and have experienced strong congregational giving, expenses, especially in the area of insurance and facility maintenance, led to deficit spending in 2024. We anticipated this again as we budgeted for 2025 and have made adjustments to bring us closer to a balanced budget.**



### Context:

List three ways the community in which you are located has been challenged by change and transition in the last three to five years.

**Eden Prairie has a growing minority population and is home to one of the largest Somali populations in the state of Minnesota. The population of Eden Prairie is becoming more diverse but is still ~70% Caucasian. The community we serve is becoming more economically diverse, leading to a growing number of residents in need of assistance, taking advantage of the local food shelf and service providers (e.g., PROP and PROP Shop).**

**Eden Prairie is not experiencing significant population growth and is also home to an aging population (15.6% over the age of 65), with the accompanying needs of those in the later stages of life. That includes congregation members moving into senior living facilities who may need alternative transportation to attend worship services.**

**Other Eden Prairie demographics of interest include:**

- <18 years old - 24.5%
- <5 years old - 5.7%
- Foreign born - 16.6%
- Bachelor degree or higher - 65%
- Students of color in Eden Prairie Schools - 53%
- High density housing means more calls for service, increasing the need for partnerships between fire, police, and chaplain services

### Programs:

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

**Immanuel has excellent ministry programs that serve both members of the congregation and the wider community. Programs recognized for their excellence by congregation and community members include worship, music, confirmation, children's ministry, service ministries, and adult faith formation. Immanuel continues to attract families with young children due to the strength of children's and confirmation ministries.**

**Immanuel gives away 18% of our general budget to outside partner ministries and organizations, including 9% to the ELCA. Partner ministries have strong champions who serve side by side as genuine partners and engage Immanuel members in serving these ministries (see the Partnership section for more information). We also conduct special fundraising efforts for partner ministries when needed to support their work.**

### Goals:

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

**Immanuel adopted the following Strategic Priorities which were the focus of Congregational Council long range planning.**

- 1) We know who is at the center of all we do ±Christ.
- 2) We welcome, affirm, and celebrate diversity in all contexts as we work toward a fuller understanding of God's call to justice.
- 3) We have strong engagement within our community.
- 4) We are a growing congregation.
- 5) We are transitioning staff effectively.

### Energy:

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

**We provided input forums and tools to learn our congregation's and community's hopes and priorities as we look to Immanuel's future. Some of the priorities from these forums include:**

- Continued vision and leadership from our senior pastor, grounding us in strong spiritual principles guided by Christ's teaching, realized through a collaborative approach to leadership that balances respect for our established culture and traditions with growth and change.
- Continued focus on ministry and programming, which maintains and evolves our ministries to meet the needs of all members.
- Continued connection with and service to our community, forming meaningful relationships within the community and with ministry partners. This includes continuing to be known as a resource in times of crisis and need.



- Continued congregation growth by attracting young families, serving our aging members, and finding ways to facilitate intergenerational opportunities.
- Being welcoming to our LGBTQ+ community through intentional love and care for those seeking a Christian community.

**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?

**As noted above, Immanuel supports and works closely with our partner ministries. Locally these partners include Cristo Obrero, Redeemer Lutheran Church, Salem Lutheran Church, Cornerstone, Humanity Alliance, Loaves and Fishes, Lutheran Social Services, Eden Prairie School District, Onward Eden Prairie, PROP, PROP Shop, Redeemer Center for Life, Circle of Welcome, Simpson Shelter, Memorial Blood Donations, WAPO, World Bicycle Relief, and Habitat for Humanity. Additionally, we also support and work in partnership with Lutheran World Relief, ELCA Medical Missionaries, ELCA World Hunger, Jodi and Steven Swanson in Tanzania, and AMEXTRA in Mexico.**

**We consistently provide 9% of our benevolence to the ELCA with an additional 8% going to ministry partners. In addition to this, special offerings raise as much as \$40,000 more per year to share with partner ministries.**

**We also participate in Synod and Conference assemblies and forums.**



**Ministry Site Characteristics**

**AS A COMMUNITY**

	A LOT LIKE US	A LITTLE LIKE US	A LITTLE LIKE US	A LOT LIKE US	
We tend to be formal and programmatic.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We tend to be informal and spontaneous.
We have clearly defined goals and plans for 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 checked="" type="checkbox"/>	<input 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 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 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 checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We are not very active in the synod and ELCA.
We focus on Biblical studies and doctrine.	<input type="checkbox"/>	<input 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?

Immanuel's Mission statement declares that "We celebrate God with us, we grow as Christ works in us, and we serve as the Spirit loves through us." This Trinitarian mission is focused on transforming lives through the love and grace of God our creator, redeemer, and sanctifier. Our vision for ministry is that "God is calling us to reach deeper into our congregation and further out into our community to better know and care for one another." The purpose of all we do is to help people connect with God and one another in ways that bless and redeem life. This is lived out, not primarily in the internal ministries of the church or even in the externally focused work of mission and service, but in the lives of people as they connect their faith in God to daily life in ways that guide and inspire them to greater love, witness, and service. Additional information about Immanuel's mission, vision, and values can be found at <https://www.immanuel.us/about/about-us>.

Additionally, Immanuel has a mix of tenured and new staff members who bring great passion, excellence, deep faith, and gracious collegiality to their work. We appreciate the new ideas and energy that our new staff members, and lay leaders, bring to our congregation and programs, helping us fulfill our purpose. Spending time listening to staff, lay leaders, and congregation members will help a new senior pastor appreciate what is working and help us evolve and grow existing ministries.

**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?

Providing information on 3 of our Strategic priorities to further explain how they help us fulfill our mission.

1. Priority 2 - We welcome, affirm, and celebrate diversity in all contexts as we work toward a fuller understanding of God's call to justice. We believe that all people are created in God's image and that God's imagination for diversity and justice is limitless. We listen to and learn from diverse voices resulting in deeper relationships with individuals within and outside of Immanuel and with partner ministries. We participate in God's continuing work of restoration, reconciliation, and redemption for all creation. Engaged leadership is always essential in this area, especially as there are always voices in the larger community who may try to derail efforts at progress.

2. Strategic Priority 3 - We have strong engagement within our community. The engagement of members and ministry partners is high and broad. We do this by encouraging each member to maintain a personal ministry to help meet the needs within our church and surrounding community. We are demonstrating a love and faith in Jesus Christ through the programs we offer to our members. These programs support our faith and encourage members to seek Christ in all circumstances and situations. Based on feedback from our community leaders, they know that they can refer community members to Immanuel in times of crisis or need. Immanuel has a strong reputation for being caring, compassionate, and accepting. Our senior pastor needs to continue championing and driving existing ministries and programs.

3. Priority 4 - We are a growing congregation. We strive to welcome people of all generations, to understand their needs and perspectives, and help them grow in their relationships with Jesus Christ. Our activities and plans reflect a lively, rich, inclusive congregation with a deep and sincere passion for worshipping, learning, and serving God together with people of all ages. Our members are interested in even more intergenerational opportunities to build their relationships with each other. We have a healthy sense of community, a high level of trust in and engagement with its leadership and ministries, and an enthusiasm shared by the congregation that lends itself to compelling and effective hospitality and energized volunteers. A new senior pastor needs to support and evolve these ministries.

**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?



Our current capital appeal is focused on supporting our physical facility and infrastructure needs while providing a significant percentage of the funds to two ministry partners, continuing our connection with service and mutual ministry. This capital appeal will be completed in May 2025. The Immanuel staff along with the church council and ministry champions continue to support our community outreach and ministry partners. The Immanuel staff is committed to mentoring, spiritual direction, and faith formation ministry which focus our ministry efforts on people. Our overall goal is to continue to cultivate an external orientation to ministry, service, and daily faith and equip our volunteers to carry Jesus' love beyond our four walls. See the Goals and Giftedness sections for further information on how Immanuel is fulfilling our mission.

**References**

**Synod Bishop**

**Bishop Jen Nagel** **Minneapolis Area Synod** **j.nagel@mpls-synod.org**

NAME	SYNOD	E-MAIL	
DAY PHONE	EVENING PHONE	CELL	FAX

**Inside Congregation or organization**

**TBD** **TBD@comcast.net**

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

**Outside Congregation or organization**

**TBD** **TBD@comcast.net**

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

**An ELCA rostered minister**

**TBD** **TBD@comcast.net**

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

**Anyone else who knows your setting well**

**TBD** **TBD@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

**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 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 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 checked="" type="checkbox"/> Stewardship           |
| <input checked="" 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
<b>Yes</b> Help people develop their spiritual life.	
Help people understand and act upon issues of social justice.	



	Provide care and nurture.	
	Be active in visitation of members and non-members.	<b>Yes</b>
	Be effective in working with children.	
<b>Yes</b>	Build a sense of community among the people with whom he/she works.	
	Help others develop their leadership abilities and skills for ministry.	<b>Yes</b>
	Be an effective administrator.	<b>Yes</b>
<b>Yes</b>	Be an effective communicator.	
	Be an effective teacher.	
	Encourage support of the Church's wider mission.	
	Work regularly in the development of stewardship growth.	<b>Yes</b>
	Be active in ecumenical relationships.	
	Be effective in working with youth.	
	Organize people for community action.	
<b>Yes</b>	Be skilled in planning and leading programs.	
	Have a strong commitment and loyalty to the ELCA.	
	Understand and interpret the mission of the Church from a global perspective.	
	Deal effectively with conflict.	
	Bring joy and good humor to relationships.	
<b>Yes</b>	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.	<b>Yes</b>
	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 minister to give special attention to during the first year of his or her ministry at this congregation or organization:

- A. **Get to know Immanuel - our congregation and the gifts they bring, including how to better utilize those gifts. This will require the senior pastor to be a good listener and observer. We also believe it is important for the congregation to get to know our senior pastor both in the context of our shared ministry but also sharing personal insights and information.**
- B. **While getting to know the congregation, we believe time spent discerning how their gifts and strengths will benefit and grow the congregation and our ministries.**
- C. **Immanuel staff is important in providing our programs and ministry. We look to the senior pastor to get to know our staff, how we are organized, and each staff member's areas of responsibilities. Building these relationships and understanding strengths will help as we look to evolve and change for the future.**
- D. **As noted previously, expenses have outpaced giving in the past 1-2 years. Lifting up stewardship and bringing it into daily life will help our congregation appreciate the importance of offering their time, talents, and treasures as part of their faith development.**



- E. Our congregation knows there will be changes as a new senior pastor joins us. A focus on continued development of an already strong mission and building on community relationships along with promoting diversity will help guide the congregation forward without creating concerns that successful programs and ministries will be discontinued.**

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

- A. Set up meet and greet sessions to help the senior pastor get to know the congregation. Along with that, provide the detailed information gained during the input phase of this transition.**
- B. Provide time to meet with congregation members including having coffee with members, attending Bible study group sessions, and meeting with other organized groups (e.g., musicians, Faith groups, Tables of Eight).**
- C. Provide a small group of members and Council members to be a resource and sounding board to the senior pastor, helping set expectations and providing feedback in a safe environment.**
- D. Provide introductions to key community leaders and establish methods for them to connect periodically; provide support for involvement in community groups as appropriate, e.g., Lions, Rotary, community chaplaincy group.**
- E. Commit the congregation to pray for the new senior pastor and support them in their work.**

**Compensation**

<b>No</b>	<b>No</b>
PARSONAGE	SOCIAL SECURITY TAX OFFSET
Synod Guidelines	
MAXIMUM AMOUNT AVAILABLE FOR DEFINED COMPENSATION	

**Benefits**

<b>Yes</b>	<b>Yes</b>	<b>4 weeks</b>
PENSION	MEDICAL	VACATION WEEKS
<b>Yes</b>	<b>Yes</b>	
SABBATICAL POLICY	PARENTAL LEAVE POLICY	
<b>Yes</b>		
ARE BACKGROUND CHECKS REQUIRED		

**Professional Expenses**

<b>Yes</b>	<b>Yes</b>
AUTO / TRAVEL REIMBURSEMENT	PROFESSIONAL EXPENSES ACCOUNT
<b>Yes</b>	<b>Yes</b>
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.



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.

**Immanuel has strong programs and ministry and the congregation is looking for someone who can help us grow and evolve but is respectful of our culture and traditions. As might be expected, retirement of a long-term, beloved senior pastor is causing some concerns that a new senior pastor will make change for the sake of change or to realize their own agenda and will not connect with all members of the congregation to understand their needs and desires. The congregation has been open about their hopes and priorities for a senior pastor which has helped in developing this MSP content.**

**The senior pastor, in collaboration with our ministry team and staff, should continue to help the congregation focus on being a presence in the community. Immanuel is known to be available in a crisis as well as providing on-going support to the community through outreach and service. We are also a church that is open and welcoming to the LGBTQ+ community as they look for a faith community. These items have been noted as important to our congregation and a new senior pastor becoming connected within the community will help ensure that continues.**

**The Immanuel congregation is growing, though slowly, attracting young families that see the support for youth and positive interactions with our pastors and deacon. Our senior members want continued connection, care, and support, looking for intergenerational connection opportunities, and members would like continued focus on faith formation throughout all stages of life.**

**Our congregation appreciates the variety of musical offerings and wants to see that continue. A senior pastor with musical abilities would be desirable but, at a minimum, needs to see the value of music in worship and support a range of musical options.**

**Immanuel is still experiencing about 35-40% of the congregation worshipping online so there are opportunities to utilize and expand our online presence to connect with members and draw new people in that are looking for a faith community.**

**In order for us to realize these hopes and priorities, a senior pastor needs to provide support to our program and administrative staff as well as lay leaders. The ability to lead, inspire, and recognize the gifts of staff and lay leaders so they can provide effective programs and ministry, rather than trying to micromanage them, will be key to success in this call.**

**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).



**Immanuel completed the following in preparation for this transition and MSP development:**

- Gathered input through listening sessions, input boards and surveys, and discussions with confirmation students.
- Met with community leaders to understand the changes occurring in our community.
- Identified themes from congregation input and obtained top priorities through a congregation survey.
- Chartered a Transition team which compiled this MSP.
- Provided the draft MSP to the congregation and obtained Council approval of the final document.

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

_____	_____
NAME	TITLE
_____	_____
OFFICE PHONE	E-MAIL

**Reference's Recommendation**

_____	_____
NAME	E-MAIL
_____	_____
DAY PHONE	EVENING PHONE
_____	_____
CELL	FAX