

MINISTRY SITE PROFILE
Esperanza Lutheran Church

Phoenix, AZ

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

Esperanza Lutheran Church, a proud member of the ELCA and Grand Canyon Synod, is aiming to hire our next full time head pastor. Esperanza is located in the Phoenix Metropolitan area, in a beautiful bedroom community called Ahwatukee. Set among desert mountains and landscape, we are a friendly and welcoming community with weekly worship attendance averaging between 50-150. We are looking for a Pastor who will lead us with thoughtful sermons - tying in the Word to our lives today - minister and counsel us both as individuals and a community, and who has the energy and ideas to grow our congregation, reestablishing our youth program as one of the most vibrant in the area.

PART I: WHO WE ARE

Name and Location

CONGREGATION

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

Esperanza Lutheran Church

NAME

30023

CONG ID

Phoenix, AZ, 85048

CITY, STATE , ZIP

US

COUNTRY

Grand Canyon Synod (2D)

SYNOD

Congregation - Organized

TYPE OF MINISTRY SITE

1988

YEAR ORGANIZED

Large city (250,000 or more)

SIZE OF COMMUNITY

Contact Information

Ministry Site (preferred contact information)

2601 E Thunderhill Place

ADDRESS LINE 1

Phoenix, AZ, 85048

CITY, STATE, ZIP

US

COUNTRY

esperanza@myesperanza.org

E-MAIL

myesperanza.org

WEB SITE

(480) 759-1515

PHONE

FAX

Chairperson of Congregation or Head of the Organization

**Michelle Tinsley, Church Council
President**

NAME

2601 E Thunderhill Place

ADDRESS LINE 1

Phoenix, AZ, 85048

CITY, STATE, ZIP

US

COUNTRY

(480) 229-2272



DAY PHONE	EVENING PHONE	CELL PHONE	FAX
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E-MAIL

Chairperson of Call or Search Committee

TBD

NAME

2601 E Thunderhill Place	Phoenix, AZ, 85048	US
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ADDRESS LINE 1	ADDRESS LINE 2	CITY, STATE, ZIP	COUNTRY
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DAY PHONE	EVENING PHONE	CELL PHONE	FAX
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E-MAIL

Demographics

Language Spoken

In the congregation/ organization

English

PRIMARY LANGUAGE	SECOND LANGUAGE	THIRD LANGUAGE
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In the surrounding community

English

Spanish

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

Caucasian (85%)	Multi-racial (5%)	African American/Black (5%)	Asian/Pacific Islander (5%)
LARGEST	SECOND	THIRD	FOURTH

COMMENTS OR EXPLANATION

Race/ Ethnicity (Surrounding Community)

Caucasian (75%)	Latino/Hispanic (10%)	Asian/Pacific Islander (10%)	African American/Black (5%)
LARGEST	SECOND	THIRD	FOURTH

COMMENTS OR EXPLANATION

Data provided from ELCA Zipcode Demographic Report for 85048.

Gender comparison

Age distribution

50%	50%	10%	5%	20%	30%	35%
MALE	FEMALE	19 YEARS OR YOUNGER	20 - 34	35 - 49	50 - 65	OVER 65

Number of Paid Staff

1	0	3	1	0	2
CLERGY	LAY ROSTERED	OTHER LAY PROFESSIONALS	SECRETARIAL SUPPORT	CUSTODIAL SUPPORT	OTHER

Congregational Information



51 - 150

Single site

AVE WEEKLY WORSHIP ATTENDANCE

AVE ATTENDANCE IN CHRISTIAN EDUCATION

PARISH TYPE

Distance members live from church facilities:

15%

35%

15%

35%

1/2 MILE OR LESS

1/2 - 1 MILE

1 - 3 MILES

MORE THAN 3 MILES

Community Type

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

Budget of the Congregation/ Organization

2019

LAST FISCAL YEAR

\$330,947

\$433,522

TOTAL BUDGET FOR THE LAST FISCAL YEAR

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

\$10,600

\$83,766

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.

For detail, please see attached ELCA Demographic Zip Code report.

Esperanza Lutheran Church is in zip code 85048 in the metropolitan Phoenix area. The zip code accounted for 36,011 of Maricopa's 4.4 million population in 2019. The growth rate for 85048 is projected at 8.7% over the next several years.

The ethnicity of this zip code is predominantly white/Caucasian (78%), with Latino/Hispanic (13%), African American (5%), Asian (7.5%) and American Indian (1.5%) individuals also represented. The median age for 85048 is 41 years, and average household income is at \$145,209—considerably higher than the county average of \$90,308. Families below the poverty level in 85048 number 253 as of 2019; in Maricopa County, the count was 125,520. In 2019, 69.9% of households were employed, 3.1% were unemployed and another 7.7% were not in the labor force. Broken out by family type, 55% of households are married couples, 11.9% divorced, and 2.6% widowed. Seventy-one percent own their homes.

Trends:

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

Loss of members and decreasing attendance

Ageing of the membership. Although the median age in Ahwatukee is 41, at Esperanza 30 percent are now between 50 and 64, and 35 percent are over 65



Loss of once vibrant programs for children and youth, and programs for music and drama
Passive approach to enrollment/recruiting/families
Not enough committees to engage members

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.

Esperanza is part of Ahwatukee, a bedroom community east of Interstate 10 that for years was described as a large cul de sac. The moniker "cul de sac" applied because no roads led out of the neighborhood to the west or south and access to the north was blocked by South Mountain except for a sliver of land at the far east end. Motorists reached Ahwatukee from exits off I-10 and the roads that crossed it from the east.

Construction on a long-planned freeway extension began two years ago. The loop 202, which had terminated at Interstate 10, now passes over a right of way that traces the southern edge of Ahwatukee to the west, ultimately connecting to I-10 on the north side of South Mountain. The highway was designed with multiple interchanges in the neighborhood. Residents and through travelers including truckers may now reach the west side of Phoenix without driving through downtown.

The highway was hotly contested before and during construction. Homes and churches which were constructed in the right of way were forced to move. The Gila River Indian Community south of Ahwatukee also was affected. With construction essentially complete, most of the angst seems to be behind us, but it certainly was a challenging time for many.

Our community has not been immune to the impact of the current pandemic. Family and church life have been altered by social distancing. Schools closed March 17 and eventually the 2019-2020 school year was called off, creating challenges for parents and children. Many began working at home, and some were furloughed or let go. Many schools have provided online learning opportunities, however, and the community is supporting local businesses.

Programs:

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

Youth Ministry: Sunday School, Confirmation, High School Youth Group.

Music Ministry: Choir, Band

Bible Study: Thursday Matters

Women's Group: Mary's Circle, Thursday Evening Women's Bible Study

Prayer Ministry: Prayer Chain, Prayer Shawl Ministry

Community Outreach: Habitat for Humanity, Feed My Starving Children, Kyrene Resource Center, Garden of Eatin', Children of Hope Preschool, Arizona Needy Newborns. The church is a meeting place for Boy and Girl Scouts and AA groups.

Goals:

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

Reinvigorate the programs for children and youth, and music and drama programs. These were big draws for us in the past.

Grow the church through evangelism and strategic mission planning. Raise awareness in our neighborhood and improve follow-through with visitors and new members.

Expand our community outreach. Find new ways to serve those around us.

In the late '90s, Esperanza was a vibrant church - it was a happy, growing, new congregation with lots of young families. Many would like to see our church grow - while also keeping our friendly and welcoming community strong.

Energy:

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

Our primary focus is bringing on a new pastor.

A new fellowship and welcoming initiative seeks to improve our process for welcoming visitors and integrating new members to grow our church. A new finance team is applying its expertise to develop a clearer understanding of our financial position and our options. Even through our current pandemic we continue to have a strong, open, and welcoming bible study group. Our children join us in our desire to see a return to a more active and well-attended program for children and youth. We'd love to expand our preschool and expand our social activities and events. We would love to grow our music programs and bring back our children and youth plays.



More than two dozen members are energetically putting their hands to work addressing the pandemic by sewing more than 150 medical grade masks, preparing lunches for more than 50 healthcare workers every two weeks and organizing food drives for local food pantries

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?

We provide mission support and participate in ELCA World Hunger initiatives, and also support the ELCA and Grand Canyon Synod Support. We have a strong desire to be connected to the Grand Canyon Synod and ELCA churchwide.

Our most recent pastor had experience on the Synod Council and send a delegation to Synod Assemblies. In earlier years, our youth and their leaders attended regional and national youth gatherings. Also through the Synod, our congregation has experience with participation in Lutheran Advocacy Ministry in Arizona and Lutheran Social Ministry of the Southwest.



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 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Our facilities are only used for our activities.
We train people to minister outside our walls.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We are less obvious about our Lutheran heritage.
We participate in synod and ELCA activities.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We are not very active in the synod and ELCA.
We focus on Biblical studies and doctrine.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We focus on contemporary issues and topics.



Purpose, Giftedness and Mission

Purpose

How does this congregation or organization understand its reason for being in the light of God's call to mission and service? Who are you? Why are you here?

Who We Are:

We embrace God's word as a journey of discovery, rather than a destination of certainty, so we're a place where you may encounter as many questions as answers. All we're really sure of is that we all fall short and only through God's grace through Jesus can we live "the life that is truly life."

We're a place where youth are nurtured to grow in faith. From our thriving pre-school all the way up to our High School programs, our kids are not just learning and having fun; they are connecting to God and each other while discovering God's calling for their life.

We are a place where seeking justice and repairing God's perfect creation is more important than "what's in it for me." We seek to follow Jesus' example as we serve alongside the homeless, the hungry, the lost and the least – not just because we're called to do so, but because WE are transformed in the process.

Above all, we're a community that takes very seriously the call of our welcome statement to be a place where everyone belongs no matter their shape or size or color or age or sexuality or politics or anything else. Which is why we warmly invite you to come worship with us and see for yourself what makes Esperanza such a special place.

Come as you are, because all are welcome at the table of Hope.

Giftedness

What are your gifts and resources for fulfilling this purpose? What are the congregation's or organization's top three assets and how are they being used? Are there obstacles that must be overcome to be able to use these gifts and accomplish the mission?

Our greatest gifts are our people, sense of community and friendly, welcoming spirit. We have an incredible preschool which is flourishing. Strong friendships are evident among our congregation - 10 minutes in our post-service coffee hours easily prove that! We have willingness within our membership to donate time, talent and treasure. We also have many talented musicians in our congregation and an incredible choir.

As for obstacles, our congregation is not growing much and it is aging. Those with young children would love to see the church grow and expand the youth programs to what they once were.

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?

Mission: Serve God and Others; Celebrate and Rejoice!

Vision: Esperanza is a loving, joyful, vibrant, diverse, spirit-led community that transforms lives in worship, education, outreach, fellowship and service. Learning, celebrating, suffering, encouraging, worshipping, singing, praying and serving together.

Priorities:

Grow our children and youth and music programs

Bring in new members, especially families

Expand our outreach, serving our surrounding community



References

Synodical Bishop

Bishop Deborah Hutterer	Grand Canyon Synod	DHutterer@gcsynod.org	
NAME	SYNOD	E-MAIL	
(602) 957-3223			
DAY PHONE	EVENING PHONE	CELL	FAX

Inside Congregation or organization

Jayne Peterson	Congregation Member	Jayne476@cox.net	
NAME	ORGANIZATION AND TITLE	E-MAIL	
(480) 759-9685			
DAY PHONE	EVENING PHONE	CELL	FAX

Outside Congregation or organization

Andrea Northup	Habitat For Humanity	andrea@habitatcaz.org	
NAME	ORGANIZATION AND TITLE	E-MAIL	
(602) 558-1604			
DAY PHONE	EVENING PHONE	CELL	FAX

Member of the ELCA Clergy roster

Rev. Steve Holm	Retired clergy	sholm90@gmail.com	
NAME	ORGANIZATION AND TITLE	E-MAIL	
(602) 400-0122			
DAY PHONE	EVENING PHONE	CELL	FAX

Anyone else who knows your setting well

Jim Gisselquist	Congregation Member	jimgiz@gmail.com	
NAME	SYNOD	E-MAIL	
			(847) 363-5222
DAY PHONE	EVENING PHONE	CELL	FAX

PART III: LEADERSHIP NEEDS

The Leader we Seek

Roster Type:

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

Solo Pastor

POSITION TYPE:

Master's Degree (seminary or graduate school)

MINIMUM DEGREE REQUIRED:

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 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 checked="" 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 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 checked="" type="checkbox"/> Youth and Family Ministry | | |

Gifts for Ministry

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

Top Priority	Very Helpful
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.	
Be effective in working with children.	
Build a sense of community among the people with whom he/she works.	Yes
Help others develop their leadership abilities and skills for ministry.	Yes
Be an effective administrator.	Yes
Yes Be an effective communicator.	
Yes Be an effective teacher.	



	Encourage support of the Church's wider mission.	
Yes	Work regularly in the development of stewardship growth.	
	Be active in ecumenical relationships.	
Yes	Be effective in working with youth.	
	Organize people for community action.	
	Be skilled in planning and leading programs.	Yes
	Have a strong commitment and loyalty to the Lutheran Church.	
	Understand and interpret the mission of the Church from a global perspective.	
Yes	Deal effectively with conflict.	
	Bring joy and good humor to relationships.	
	Be able to share leadership and work in a team.	Yes
	Be creative and innovative about his or her tasks.	
	Be able to use technology and media.	
	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. **Re-establish and grow our children and youth programs.**
- B. **Grow membership through evangelism and strategic mission planning.**
- C. **Encourage stewardship.**
- D. **Community outreach.**
- E. **More Social Activities and Events.**

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. **The counsel, staff, and key members of the congregation are ready and willing to support our new pastor in any capacity needed. We are in the process of hiring a Children's Coordinator. The goal is to have this person hired and trained before the beginning of the next school year (August 2020).**

Many of our current youth are passionate and committed to helping grow our children and youth programs. They provided several ideas during the survey. Many of them serve as leaders during Sunday school and two of the youth also serve on the Inviting and Welcoming Team.
- B. **We will need a clear vision and strategy around evangelism and mission planning that will help bring in new visitors. The counsel will support and help in creating this vision and plan.**

Our new Inviting and Welcoming Team and Fellowship Team are working to help us turn more visitors into new members. The congregation are ready to make everyone feel welcome! We have a coffee hour after every service to visit with old friends and new.



- C. **We are committed to our mission and understand that dollars are needed to keep us afloat and even more dollars are needed to make us grow and thrive. We have a new Finance Team who are very knowledgeable and ready to provide support. We have a strong church council who understands our numbers and budget. Certainly, growing the membership will likely help grow our stewardship!**
- D. **Our current outreach programs, such as Habitat For Humanity, Kyrene Resource Center and Arizona Needy Newborns are all lead by members of the congregation. Our survey process revealed there are others interested in expanding service to the homeless community and would be willing participants to assist with leading these efforts.**
- E. **Our survey noted that there's a desire to have more social activities and events with our members and visitors. Our Inviting and Welcoming Team and Fellowship Team are in the process of planning such events and activities. We have people who are willing to volunteer their time to make events happen but we need a leader to provide an overall vision, organize a plan and determine a cadence for activities and events.**

COVID-19 has proven challenging, but many members look forward to helping in the planning and execution of fun church family events and social activities.

Compensation

No	Yes
PARSONAGE	SOCIAL SECURITY TAX OFFSET
\$55,000 - \$60,000	
MAXIMUM AMOUNT AVAILABLE FOR DEFINED COMPENSATION	

Benefits

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

Professional Expenses

Yes	No
AUTO / TRAVEL REIMBURSEMENT	PROFESSIONAL EXPENSES ACCOUNT
No	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.



Our compensation package meets or exceeds the Grand Canyon Synod guidelines.
Pension 10%
Social Security offset 7.5%
Auto/Travel Reimbursement \$4,500/yr
Continuing Education \$1,000/yr
We are in the process of looking at adopting a sabbatical policy.

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 Welcome Statement:

Welcome to new visitors and old friends; to believers, questioners, and questioning believers. Welcome to people of every shape and size, color and culture, age, ability, sexuality orientation, and family type.

We give thanks for the diversity of God's family and our unity as God's people. This is a safe place for celebration, healing, rejoicing and renewal.

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).

The Ministry Profile team engaged Pastor Miguel Rodriguez to facilitate several Zoom sessions with congregation members to collect information about our history, current state, moments of celebration, conflicts, and goals for the future. Our youth were also led through a similar process to collect their insights and hopes for the future. These sessions were followed up with an online survey collecting similar data from members. Paper copies were also sent to our congregants who do not have computer access. Data from all of these collection efforts was reviewed and summarized by the Ministry Profile Team and used to complete the Ministry Profile.

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.

Rev. Mark Holman

Bishop Associate for Mobility and Leadership



NAME

(612) 214-0392

OFFICE PHONE

TITLE

mholman@gcsynod.org

E-MAIL

Reference's Recommendation

Rev. Carol Breimeier

NAME

(480) 759-1515

DAY PHONE

pastor.carol@myesperanza.org

E-MAIL

EVENING PHONE

CELL

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