

DATA CHANGE PREVENTED



Evangelical Lutheran Church in America
Gods work. Our hands.

inFORMATION

MINISTRY SITE PROFILE

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 (Associate in Ministry, Deaconess or Diaconal Minister) of the Evangelical Lutheran Church in America or First Call candidates for rostered ministry. Congregations must complete the entire Ministry Site Profile. Church-related organizations may, with the concurrence of the synod bishop, complete only the required sections (1- 4 and 8 - 19). Once complete, this form is submitted electronically to your synod bishop for review and posting to the "ministry opportunities" listing on the ELCA web site.

PART I: WHO WE ARE

Date Completed: //

1. NAME AND LOCATION

CONGREGATION MULTIPLE POINT PARISH ORGANIZATION

Zion Evangelical Lutheran Church 01169

Name Congregation ID

Landisville PA 17538 U.S. Canada
City State / Province ZIP / Postal Code Country

Lower Susquehanna Synod 8D 1909
Synod Year Organized

Congregation - Organized Suburb near a medium city

Type of Ministry Site (select one) Size of Community

2. CONTACT INFORMATION

Mailing Address: 85 Brandt Boulevard

City: Landisville State / Province PA ZIP or Postal Code 17538

e-mail address: zionluth@comcast.net Country: U.S. Canada

Web site: www.zionhempfield.org

Phone: (717) 898-2911 FAX: (717) 898-8070

Chairperson of Congregation or Head of the Organization (preferred contact information)

Name: David Dumeyer

Address: 1665 Silver Spring Road

City: Landisville State / Province PA ZIP or Postal Code 17538

e-mail address: ddumeyer@verizon.net Country: U.S. Canada

Day Phone: (717) 898-8529 Evening Phone: (717) 898-8529 Cell: () - FAX: () -

Chairperson of Call or Search Committee (preferred contact information)

Name: John Frick

Address: 434 Barbara Street

City: Landisville State / Province PA ZIP or Postal Code 17538

e-mail: jmfelf@yahoo.com Country: U.S. Canada

Day Phone: () - Evening Phone: (717) 892-1412 Cell: () - FAX: () -

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3. DEMOGRAPHICS

Languages spoken

In the congregation / organization

Primary language:

Second language:

Third language:

In the surrounding community

Race / Ethnicity

Largest %

Second %

Third %

Fourth %

%

%

%

%

With more specific rounding, Caucasian would comprise 98%; Arab and Hispanic each 1%

Please explain 'OTHER' ethnicity.

Caucasian comprises 95%, Hispanic and Asian both about 2%, and African American just over 1%

Please explain 'OTHER' ethnicity.

Gender comparison *

% %

Male Female

Age distribution *

% % % % %

19 years or younger 20 -34 35 - 49 50 - 65 over 65

* Estimate based on the total congregational membership or the total number of the organization's principal staff and clientele.

Number of Paid Staff (Number of full or part time paid staff of the congregation or organization.)

Clergy	1	Secretarial Support	2
Lay Rostered	0	Custodial Support	1
Other Lay Professionals	2	Other	4

Enter the following congregational information.

Average weekly worship attendance	151 - 250
Average attendance in Christian education	76 - 100
Parish type:	Single site

Indicate the distance members live from the church facilities

1/2 mile or less	25 %	1 - 3 miles	25 %
1/2 - 1 mile	30 %	More than 3 miles	20 %

Community Type (Check any that apply.)

- Bedroom community College or University Farming
- Industrial Inner City Mining / logging
- Ranching Resort Retirement

4. BUDGET OF THE CONGREGATION / ORGANIZATION

Last fiscal year : 2008

Total budget for the last fiscal year	\$499,819	Total debt of the congregation/ organization at the end of the last fiscal year	\$0
Mission Support to the ELCA / synod for the last fiscal year	\$33,374	Total savings, reserves, endowment at the end of the last fiscal year	\$408,034

5. TRENDS IN THE COMMUNITY CONTEXT OF THE CONGREGATION OR ORGANIZATION

Please give a short answer to the following questions. (approx. 150 words maximum)

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 (available at www.elca.org/research) for your primary ZIP codes may be helpful.

The Landisville area is a middle class community with an average household income of \$76,866 (2003). Few families are living in poverty, but the condition does exist and is more pervasive in nearby towns. Housing is diverse, ranging from smaller midcentury dwellings to large newly-constructed residences. Near the center of town are homes closer to a century old, and some have historic significance. Prices range from the mid \$100,000's to \$500,000 and beyond. Education is held in high esteem: Hempfield, the public school district, is one of the top schools in the region, and virtually 45% of those who dwell in Landisville hold a post-secondary degree. Residents are predominantly white, although the surrounding area is becoming increasingly diverse. The median age of 40.3 (2003) is almost 3.5 years higher than the county average. More than three out of four workers here have a daily commute of less than 30 minutes. A strong rec. association, parks, tennis, swimming, golf, hiking/biking trails, and youth sports programs are just a few of the many opportunities for recreation in the area.

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.

In recent years, Landisville has seen a change in housing. Although the rate of construction has slowed, building in new subdivisions continues, creating increased density and traffic. This has obviously led to a reduction of farmland, but small and medium farms, in addition to a large school campus, parks, and recreation areas still provide abundant open space.

The Landisville area has also felt the impact of the economic downturn. The food pantry housed at Zion has experienced heavy use. In a program sponsored by the local district, some senior citizens have elected to volunteer in the schools in order to offset the costs of property taxes.

While not a new trend, and less evident in Landisville proper, the population continues to become more diverse, with about 5% of students in the local schools speaking English as a second language.

Trends

List three changes or trends within the congregation or organization which have occurred in the last three to five years. (If this profile is about a congregation, the Congregational Trend Report (available at www.elca.org/research) may be helpful to you.)

The early 2000's were a time of transition for Zion, but there is a strong resilient core, and people from many age groups have recently become members. The pool of volunteers for service inside the church, community, and beyond is both large and varied. Although the church's membership numbers decreased 35% in the past five years (and over 50% since 2001), a sizeable portion of this decline can be attributed to an update of the rolls (where names of long-inactive members were removed) that was conducted during these years. Over the same time period, weekly worship attendance fell only 14%. In fact, the percent of members attending weekly services has all but doubled. Further, the number of youth confirmed has been virtually the same in the last few years as it had been when the membership was listed as being more than twice what it is today. In terms of benevolence, the giving per confirmed-communing member has more than doubled over the past decade, even when current figures are adjusted for 2001 dollars.

Programs

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

We currently hold two Sunday worship services. The 8:00 AM service is intended for those who prefer the traditional liturgy and hymns. For those who like a more contemporary worship experience, the 10:30 AM service features contemporary music within a formal liturgical Lutheran structure. Both celebrate communion weekly. In terms of discipleship, Sunday school classes are available for those two years of age through adult, and we run a three-year confirmation program. In addition to an active youth group, we have senior and women's ministries, Bible studies, and have conducted the Alpha Course. Our evangelism efforts include hosting a nursery school and VBS program, housing and subsidizing the local food pantry, serving weekly community meals, and providing meeting space for local scouting groups. We also partner with many organizations including Habitat for Humanity/ Thrivent Builds and Operation Christmas Child. Beyond these long-term commitments, Zion has also sponsored the youth group and several volunteer teams to assist the needy in developing or disaster-ravaged areas.

Goals

If there is a Strategic Plan in place for the congregation or organization; what are the primary goals to which you are committed?

There is no formal Strategic Plan in place for the congregation at this time.

Please refer to the "Purpose," "Giftedness," "Mission," and "Mutual Expectations" sections for related information.

Energy

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

Currently celebrating its centennial year, our congregation is very excited to begin the next chapter in its history. While our previous pastors are remembered fondly, we are eager to collaborate with our new pastor. The transition, especially coming at such a pivotal point in our history, provides a wonderful opportunity for us to celebrate traditions while experiencing renewal. There are a great many people at Zion with innovative ideas for discipleship, ministry, and fellowship. We are currently expanding our technical capacities, for both worship and outreach, through our newly-formed tech committee. We are eager to put these and all of our ideas into action in order to grow our faith, membership, and ties to the community. We love our sizeable, vibrant group of children and youth; we enjoy watching the toddlers of yesterday become today's young men and women of God. Welcoming several new families has provided us with similar joy. We are also excited by our service to the community and hope to expand our congregation's role in the years to come.

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?

Our church is a faithful contributor to both the Lower Susquehanna Synod and the ELCA. During the past year of pastoral transition, we have benefitted greatly from our synod's support and appreciate its efforts. The congregation ensures that we are represented at local assemblies. While sharing much of the ELCA's vision, however, many congregants tend to perceive Zion more in relation to our community, traditional Lutheranism, and the one holy catholic and apostolic Church. The increasing liberalization of the ELCA has been one concern for many members. The social statement and changes to ministry policy resulting from the 2009 Churchwide Assembly were particularly troubling to these congregants, seeming to run counter to universal Christian and Lutheran traditions and to undermine the authority of scripture. Like many congregations, Zion has experienced conflict over this issue.

PART II: OUR VISION FOR MISSION

6. MINISTRY SITE CHARACTERISTICS

As you think of your congregation or organization and the way it tends to live out its corporate life and pursue its mission, what tends to characterize your life together? You may make only one selection in each of the comparisons below or you may leave the line blank if this item does not apply to your ministry site.

NOTE: The small purple box in the lower-right corner of "A LOT LIKE US" clears the entry for that line should you wish leave that response blank.

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.	○	○	⊙	○	We tend to be informal and spontaneous.
We have clearly defined goals and plans for our future.	○	○	⊙	○	We have no stated goals or plans.
We are racially and economically diverse.	○	○	○	⊙	We are demographically homogeneous.

OUR LEADERSHIP STYLE

	A LOT LIKE US	A LITTLE LIKE US	A LITTLE LIKE US	A LOT LIKE US	
We welcome ideas that are provoking and challenging.	○	○	⊙	○	We prefer ideas that are tried and true.
We rely on our leaders for direction.	○	⊙	○	○	We rely on group decision-making.
We have learned how to use conflict constructively.	○	○	⊙	○	We tend to perceive conflict as something destructive

OUR PROGRAMMING

	A LOT LIKE US	A LITTLE LIKE US	A LITTLE LIKE US	A LOT LIKE US	
Our facilities are often used by community groups.	⊙	○	○	○	Our facilities are only used for our activities.
We train people to minister outside our walls.	○	⊙	○	○	We train people to minister inside our walls.
We focus on ideas and beliefs.	○	⊙	○	○	We focus on skills and action.

OUR THEOLOGICAL PERSPECTIVE

	A LOT LIKE US	A LITTLE LIKE US	A LITTLE LIKE US	A LOT LIKE US	
We are obviously Lutheran in identity and practice.	○	○	⊙	○	We are less obvious about our Lutheran heritage.
We participate in synod and ELCA activities.	○	○	○	⊙	We are not very active in the synod and ELCA.
We focus on Biblical studies and doctrine.	○	⊙	○	○	We focus on contemporary issues and topics.

7. PURPOSE, GIFTEDNESS AND MISSION

The mission of a congregation or organization is found at the intersection of its purpose, giftedness and context. That is, a clear sense of mission will grow directly out of an assessment of your identity and purpose, your resources and gifts, and your understanding of the needs and trends within your community. Please offer thoughtful responses to the following questions. (Approximately 250 words maximum)

Purpose

How does this congregation or organization understand its reason for being in light of God's call to mission and service? Who are you? Why are you here? (You may wish to refer to your congregation's or organization's Mission or Vision statements.)

In the past few months, Zion commissioned a Mission Focus Team. This committee held cottage meetings using the above prompts as their cornerstone. The following mission statement was derived from congregational input during these conversations.

"Our mission is to be an inclusive and welcoming Lutheran Church home that educates and emboldens children, youth and adults of all ages to serve God and spread His Word in our local communities; guided by the Holy Spirit, nurtured by the words of our Lord Jesus Christ, firm in our desire for congregational in-reach and community outreach, and strengthened by our fellowship with each other, we strive as a church family to achieve spiritual growth and maturity."

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 first and most important resource for fulfilling our purpose is the general willing nature of our members to do God's work by serving the church, community, and beyond whenever help is needed. Our pool of volunteers is broad, is rich with varied talents, and spans all generations.

Zion is also blessed by its children and youth. Those 19 and younger comprise nearly 30% of our congregation; their energy and enthusiasm appear boundless. Because we view them as the future of the church, great care is taken in their Christian education. They begin Sunday school at two years old and enjoy many other opportunities including VBS, pageants, and a Little Lutherans program. The youth group is also extremely active.

Finally, we have strong ties to the community, including partnerships with schools, local organizations and other churches. These partnerships afford us the opportunity to reach more people and share Christ's love.

In terms of obstacles, we sometimes suffer from the local sensibility not to meddle in others affairs or to appear nosy or pushy. In order to serve others and evangelize effectively, we need to overcome this cultural shyness. We respond very well to needs that are brought to us, but there are surely many other opportunities. We have plenty of willing hands to help. We also need to build bridges across generations, worship services, etc., so we may serve God as a more effective team. While Zion, like every church, needs to learn more about God's Word, we would especially appreciate support in putting God's Word into action in our daily lives.

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?

The first priority is to increase our outreach efforts into the surrounding community and beyond. Regardless of whether a given member of the community ultimately chooses to attend this church or another, our most important task is to share the gospel and bring others to Christ. There are many opportunities in our community to do so through evangelism, service, and fellowship. A majority of our own members report that they first came to Zion because of personal contact with members.

In addition, we feel called to strengthen our in-reach programs, including ministering to shut-ins, further developing Bible studies and small groups, and holding more frequent fellowship events.

Children and youth have always been a top priority for our church. While Zion already has solid programs for our younger congregants, we feel that the Spirit is leading us to make them even stronger.

8. SUMMARY DESCRIPTION

Please describe your ministry setting and position opening in 75 words or less. This is the brief description that will be publicized.

As Example

An established mid-size congregation in suburban Lancaster county seeks a solo pastor. The church is situated in a middle class suburban/farming setting with a sense of community and excellent schools. The pastor will be required to conduct Sunday worship, provide sound Biblical instruction, maintain and strengthen outreach efforts and community partnerships, minister to the sick/shut-ins, and lead a staff of nine (full and part time) employees.

PART III: LEADERSHIP NEEDS

Use this section to describe both the gifts for ministry and the style of leadership that your position requires.

10. THE LEADER WE SEEK

Roster type: (Check all whom you would be open to interviewing)

- Associate in Ministry Deaconess Diaconal Minister
 Ordained Clergy In Candidacy / First Call

Position type: (Select the most descriptive option)

Solo Pastor

This ministry position is:

Full time

Education: (Select the minimum level of education required)

Master's Degree (seminary or graduate school)

Language (proficiencies preferred)

No further input is required.

Primary language: English

Proficiency: Fluent

Second language:

Proficiency:

Third language:

Proficiency:

Experience: (Select all you would consider for this position)

- 0 - 3 years 4 -9 years 10 -15 years 16 - 20 years 21 + years

11. TOP FIVE MINISTRY TASKS (Select the five most critical tasks required in this position.)

- | | | |
|--|---|---|
| <input checked="" type="checkbox"/> Administration | <input type="checkbox"/> Building a Sense of Community | <input type="checkbox"/> Campus / Young Adult Ministry |
| <input type="checkbox"/> Chaplaincy | <input type="checkbox"/> Children's Ministry | <input type="checkbox"/> Christian Education |
| <input type="checkbox"/> Communications / Media | <input type="checkbox"/> Community Organizing | <input type="checkbox"/> Conflict Management |
| <input type="checkbox"/> Counseling / Social Work | <input type="checkbox"/> Early Childhood Administration | <input type="checkbox"/> Ecumenical Work |
| <input checked="" type="checkbox"/> Evangelism / Mission | <input type="checkbox"/> Financial Management | <input type="checkbox"/> Global Service |
| <input 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 Leadership | <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 type="checkbox"/> Teaching | <input type="checkbox"/> Volunteer Coordination |
| <input type="checkbox"/> Youth and Family Ministry | | |

All 'Top Five Ministry Tasks' have been chosen.

12. GIFTS FOR MINISTRY

Every rostered leader can offer a variety of gifts, skills and personality characteristics that would be helpful in a ministry setting. Identify a maximum of five gifts for ministry that the rostered leader must bring to your ministry setting in the left-hand column. In the right-hand column, identify five more gifts that would be helpful in your ministry setting. (If your setting is a congregation and your search is for a pastor, this survey of gifts assumes that the pastor is able to offer worship leadership and preaching.)

NOTE: The small purple box at the end of each line clears the entry for that line should you wish to change your selection.

Top Priority	Our new leader needs to be able to...	Very Helpful
<input checked="" type="radio"/>	Help people develop their spiritual life.	<input type="radio"/>
<input type="radio"/>	Help people understand and act upon issues of social justice	<input type="radio"/>
<input checked="" type="radio"/>	Provide care and nurture.	<input type="radio"/>
<input checked="" type="radio"/>	Be active in visitation of members and non-members.	<input type="radio"/>
<input type="radio"/>	Be effective in working with children.	<input type="radio"/>
<input type="radio"/>	Build a sense of community among the people with whom he/she works.	<input type="radio"/>
<input type="radio"/>	Help others develop their leadership abilities and skills for ministry.	<input checked="" type="radio"/>
<input type="radio"/>	Be an effective administrator.	<input checked="" type="radio"/>
<input checked="" type="radio"/>	Be an effective communicator.	<input type="radio"/>
<input type="radio"/>	Be an effective teacher.	<input checked="" type="radio"/>
<input type="radio"/>	Encourage support of the Church's wider mission.	<input type="radio"/>
<input type="radio"/>	Work regularly in the development of stewardship growth.	<input type="radio"/>
<input type="radio"/>	Be active in ecumenical relationships.	<input type="radio"/>
<input type="radio"/>	Be effective in working with youth.	<input type="radio"/>
<input type="radio"/>	Organize people for community action.	<input checked="" type="radio"/>
<input checked="" type="radio"/>	Be skilled in planning and leading programs.	<input type="radio"/>
<input type="radio"/>	Have a strong commitment and loyalty to the Lutheran Church.	<input type="radio"/>
<input type="radio"/>	Understand and interpret the mission of the Church from a global perspective.	<input type="radio"/>
<input type="radio"/>	Deal effectively with conflict.	<input checked="" type="radio"/>
<input type="radio"/>	Bring joy and good humor to relationships.	<input type="radio"/>
<input type="radio"/>	Be able to share leadership and work in a team.	<input type="radio"/>
<input type="radio"/>	Be creative and innovative about his or her tasks.	<input type="radio"/>
<input type="radio"/>	Be able to use technology and media.	<input type="radio"/>
<input type="radio"/>	Appreciate cultural diversity in language and customs.	<input type="radio"/>
<input type="radio"/>	Have talents in the areas of music, arts and writing.	<input type="radio"/>

All 'Top Priority' choices have been made.

All 'Very Helpful' choices have been made.

13. 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.
- B.
- C.
- D.
- E.

Please list 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.
- B.
- C.
- D.
- E.

14. COMPENSATION

Indicate the maximum amount that is available for the "Defined Compensation" of this ministry position. *Defined Compensation is described by the ELCA Board of Pensions as the gross cash salary paid to the staff member. In the case of clergy, Defined Compensation includes any housing allowance (whether in cash or the annual cash value of a parsonage,) Social Security Tax offset, and/or furnishings allowance if paid directly to the staff member.*

You may choose to use the button below to access the ELCA Board of Pensions Defined Compensation calculator in assisting you to determine Defined Compensation.

[Click for ELCA Board of Pensions Defined Compensation calculator](#)

Parsonage Yes No (If yes, include the annual dollar value in the "Defined Compensation" below)

Social Security Tax offset Yes No (If yes, include the annual dollar value in the "Defined Compensation" below)

The maximum amount available for Defined Compensation

15. BENEFITS

The ELCA Board of Pensions has complete information about the benefits program of the church at www.elcabop.org including online calculators to help you estimate costs.

Pension Yes No

Medical Yes No

Vacation weeks:

(Recommended: Four weeks per year. For an ordained or lay rostered minister in a congregation, this should include four Sundays.)

- Sabbatical Policy Yes No
- Parental Leave Policy Yes No
- Are Background Checks required? Yes No (Recommended for all paid staff and key volunteers.)

16. PROFESSIONAL EXPENSES

- Auto / travel reimbursement Yes No
 (Recommended: Auto reimbursement at the IRS business mileage rate for actual miles driven.)
- Professional Expense account Yes No
 (A reimbursement account for professional expenses - books, publications, memberships, vestments, uniforms and the like.)
- Continuing Education Yes No
 (Recommended: Two weeks per year, plus \$700 per year from the congregation or organization and \$300 per year from the rostered leader; funds to be held in a separate account.)
- First Call Theological Education Yes No
 (Recommended: Meeting synod expectations for First Call rostered leaders to participate in FCTE, including financial support and continuing education time.)

Comments

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

Since we do not know beforehand whom we will be interviewing, much of the compensation package is conditional based upon his or her experience, specific needs/requests, etc.

17. OTHER SUPPORTING RESOURCES

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

- Mission and Vision statement of the congregation or organization Yes No
- Printed history of the congregation or organization Yes No
- Strategic Plan: Goals and Objectives Yes No
- Budget Yes No
- Annual Report Yes No
- Position description: Duties and Responsibilities Yes No
- Communications Piece (publicity, newsletter, etc.) Yes No

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 promote and commend your ministry possibilities. To see some examples, please [click here](#). If your congregation is a part of a Multiple-Point Parish, please [click here](#).

18. SEVEN REFLECTIONS

Seven Reflections on Ministry and Context

You are encouraged to enhance your *Ministry Site Profile* with additional reflections on several key questions. You may download the additional forms by logging into the Call Process website at <http://www.elca.org/call> Click "Access Account" in the left panel, log in and get the form.

The form is optional.

PART V: COMPLETION OF PROFILE

19. 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)

Background information was collected from the parish administrator, council, local school district, and ELCA. In order to discern what the Spirit is calling Zion to do and where He wants us to go next, a Mission Focus Team was commissioned. They held cottage meetings where every member of the congregation was invited to contribute. From this data, church documents, and input from council, call committee members, and church employees, responses were prayerfully formulated by the call committee chair. A draft was reviewed by the synod's contact person.

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

20. CALL PROCESS CONTACT PERSON

Enter the name of the person on the synod staff who is the contact person or call process administrator for your call process. You may need to contact the synod office to verify this information.

Name:

Title:

e-mail:

Office Phone:

Click here to allow a change in the CALL PROCESS CONTACT PERSON'S information.

21. REFERENCE'S RECOMMENDATION

Please give the name of someone from outside the congregation or organization who has agreed to comment on the life and ministry of this ministry site.

Reference agreeing to do this:

Name:

Day Phone: Evening Phone: Cell: FAX:

e-mail:

Finished! Thank you for the thoughtfulness and energy you have invested in completing this form. Be certain to **SAVE** your work on your computer and **PRINT** a hard copy for your files. Before submitting this form you must **DATE** and **LOCK** it to prevent accidental or unauthorized changes to your work. After you hit **SUBMIT** you will see a dialog box that confirms that your form has transmitted successfully.

What to do next: Once this form is submitted, go to www.elca.org/call and click on "Access Account" to download your Reference Recommendation and Seven Reflections forms. [Prosite](#)

<input type="button" value="SAVE AS"/>	<input type="button" value="PRINT"/>	1. Enter the SUBMIT date Submit Date: <input type="text" value=" / /"/>	2. Click the LOCK button <input type="button" value="LOCK"/> <input type="button" value="UNLOCK"/> <input type="button" value="DATA CHANGE PREVENTED"/>	3. Click the SUBMIT button <input type="button" value="SUBMIT"/>
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