



Evangelical Lutheran  
Church in America

God's work. Our hands.

# 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: 04/25/2010

### 1. NAME AND LOCATION

CONGREGATION     MULTIPLE POINT PARISH     ORGANIZATION

All Saints Evangelical Lutheran Church

04535

Name

Congregation ID

Worthington

OH

43085

U.S.     Canada

City

State / Province

ZIP / Postal Code

Country

Southern Ohio Synod

6F

1962

Synod

Year Organized

Congregation - Organized

Suburb outside 10 miles of a large city

Type of Ministry Site (select one)

Size of Community

### 2. CONTACT INFORMATION

Mailing Address: 6770 North High Street

City: Worthington

State / Province OH

ZIP or Postal Code

43085

e-mail address: ASLC@saintsonhigh.org

Country:  U.S.     Canada

Web site: www.saintsonhigh.org

Phone: (614) 885-0112

FAX: (614) 885-0199

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

Name: Jeff Glasgow

Address: 1181 Belle Meade Pl.

City: Westerville

State / Province OH

ZIP or Postal Code

43081

e-mail address: jglasgow@columbus.rr.com

Country:  U.S.     Canada

Day Phone: (614) 325-3493

Evening Phone: (614) 882-6174

Cell: (614) 325-3493

FAX: ( ) -

Chairperson of Call or Search Committee (preferred contact information)

Name: Dale Wirtz

Address: 8213 Storrow Dr

City: Westerville

State / Province OH

ZIP or Postal Code

43081

e-mail: dgwcoloh@wideopenwest.com

Country:  U.S.     Canada

Day Phone: ( ) -

Evening Phone: (614) 848-6259

Cell: (614) 260-7860

FAX: ( ) -

### 3. DEMOGRAPHICS

#### Languages spoken

In the congregation / organization

Primary language:

Second language:

Third language:

#### In the surrounding community

#### Race / Ethnicity

Largest   %

Second   %

Third   %

Fourth   %

%

%

%

%

Please explain 'OTHER' ethnicity.

Please explain 'OTHER' ethnicity.

#### Gender comparison \*

%  %

Male Female

#### Age distribution \*

%  %  %  %  %

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

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

Clergy	2	Secretarial Support	5
Lay Rostered	1	Custodial Support	3
Other Lay Professionals	15	Other	10

#### Enter the following congregational information.

Average weekly worship attendance	401 - 700
Average attendance in Christian education	101 +
Parish type:	Single site

Indicate the distance members live from the church facilities

1/2 mile or less	5 %	1 - 3 miles	20 %
1/2 - 1 mile	5 %	More than 3 miles	70 %

#### 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 : 2009

Total budget for the last fiscal year	\$1,036,000	Total debt of the congregation/ organization at the end of the last fiscal year	\$580,000
Mission Support to the ELCA / synod for the last fiscal year	\$100,000	Total savings, reserves, endowment at the end of the last fiscal year	\$558,000

#### 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](http://www.elca.org/research) ) for your primary ZIP codes may be helpful.

Worthington is one of three major suburbs located on the northern boundary of Ohio's capital city of Columbus. Founded in 1803, the same year Ohio gained statehood, Worthington mirrors its adjacent suburbs, as well as northern Columbus and southern Delaware County, in that its population generally is upper middle class, college educated and white collar employed. All Saints draws most of its membership from these areas.

##### **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.

As with most American communities, Worthington is being tested by the economic downturn of the last three years, though somewhat less severely than others owing to the upscale nature of residential incomes.

The area is also challenged by unprecedented growth of adjacent Delaware County, one of the fastest growing areas in the nation. While this is putting a strain on the local infrastructure (roads, highways), we have not yet maximized the opportunity for growth in attendance this represents.

As a church, we view with some concern the development of the area's "mega" churches that "compete" for our membership. We are a largely conservative community and many seem to feel more at home in these churches than in our own due to the liberalization of the ELCA.

##### **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](http://www.elca.org/research) ) may be helpful to you.)

Attendance at All Saints has been trending down over the last few years even though membership has remained steady. There was a decrease in giving in 2009 as compared with 2008. For 2010, giving is flat as compared with 2009.

Participation in some of our long standing ministries is down, but in other areas, such as our outreach ministries, we are seeing increased participation and enthusiasm.

Our lead pastor left All Saints two years ago because of a dispute involving the leadership roles apportioned to the three pastors. The resulting divide in congregation loyalties is not yet fully closed.

## **Programs**

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

All Saints offers multiple opportunities for adult education, including "Cross Training" and "Stephen's Ministry." We have historically and proudly maintained an outstanding music ministry that currently includes two adult choirs, three children's choirs, two bell choirs and three contemporary music teams. Choirs frequently perform sacred concert scores in the sanctuary with orchestras of up to twenty brass, string and percussion musicians.

Some of our outreach ministries include a nursing home ministry, food pantry volunteers, Faith Mission volunteers, Habitat for Humanity volunteers, and several projects in economically disadvantaged Lawrence County (more later). We also offer an accredited preschool program and a large and growing summer VBS program.

## **Goals**

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

1. Structure organization around key aspects of ministry: worship, spiritual development, congregational connection and service. 2. Determine pastoral and staffing leadership required to accomplish All Saints mission and vision. 3. Expand worship options based on needs and interest. 4. Determine facility needs and development options for current/other location(s). 5. Expand educational programs and staff to create and support youth and adult spiritual and leadership development. 6. Develop formal support programs to better serve the congregation. 7. Expand lay ministry programs as an integral part of congregation life and worship experience and implement a structured program to identify gifts and connect people to service opportunities. 8. Develop formal outreach programs to better serve central and southern Ohio. 9. Develop and host social and sports programs to enrich fellowship and outreach efforts. 10. Develop an Internet campus. 11. Provide opportunities and support for sharing personal faith experiences. 12. Establish partnerships.

## **Energy**

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

As noted above, our outreach ministries currently enjoy strong congregational support. We are also excited about the multi-generational nature of worship and service at All Saints. We are enthusiastic about incorporating new technology into the worship experience and recently completed the installation of two-way video cabling between the sanctuary and our parish hall. We used this pipe to interconnect simultaneous services in both locations during our One In Christ Sunday, switching audio/video feeds between the two locations. And our summer Vacation Bible School has presented the happy challenge of accommodating all the young people who want to attend. This has necessitated doubling the offering from one week to two and still results in sometimes overcrowded classrooms.

## **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?

All Saints works with St. Paul Lutheran Church in economically devastated Lawrence County (southern Ohio) to help families in need. In the fall we solicit, sort and package school supplies into donated or purchased backpacks and deliver them to the community's students in a program called "Tools for School." At the holidays we do much the same, delivering gifts that can be selected by community residents for giving to their loved ones in a program called "Christmas with Dignity."

Additionally, All Saints' members 1) donate countless hours volunteering at the LSS Food Pantry 2) provide the Synod with among the highest level of financial support of all its member churches 3) provide lay and rostered support of many Synod activities, and 4) provide the host site for some of these same events

## 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.*

#### 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="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	We tend to be informal and spontaneous.
We have clearly defined goals and plans for our future.	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	We have no stated goals or plans.
We are racially and economically diverse.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	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.	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	We prefer ideas that are tried and true.
We rely on our leaders for direction.	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	We rely on group decision-making.
We have learned how to use conflict constructively.	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	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.	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Our facilities are only used for our activities.
We train people to minister outside our walls.	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	We train people to minister inside our walls.
We focus on ideas and beliefs.	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	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.	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	We are less obvious about our Lutheran heritage.
We participate in synod and ELCA activities.	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	We are not very active in the synod and ELCA.
We focus on Biblical studies and doctrine.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	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. )

#### **Our Mission:**

##### **All Saints strives to:**

- give glory to God;
- share the good news of Christ
- grow in expression of faith and discipleship

#### **Our Vision:**

People are transformed into servants of Christ through the good news of the Gospel

#### **Our Values**

- We value our relationship with God
- service to others
- our church community
- creative ministry
- faithful giving

### **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?

All Saints is blessed by the number and quality of its congregation's gifts, including 1) a diverse and financially responsive membership who enjoy stable incomes and are consistent in their giving 2) a high level of professional expertise and lay common sense that has guided the congregation through a succession of successful building campaigns 3) a strong sense of personal identification with the core and culture of All Saints, resulting in 4) reliable volunteer response to any request.

The principal challenge to the congregation is an outgrowth of its own succeeding: we have become so large that we are not aware of all the additional resources - financial, cultural, intellectual - that come into the church with each class of new members. It is staggering to think of the kinds and amount of talent that go untapped simply because they have not been identified and asked into the service of the church.

## **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?

All Saints strives to give glory to God, share the good news of Christ, and grow in its expression of faith and discipline. All Saints is a place where people from all walks of life develop a personal relationship with God and learn to serve others with the gifts with which God has blessed them. The church consists of four integrated centers of ministry - worship, spiritual development, congregational ministry and service ministry - connecting people with God and each other on many different levels. All church activities focus on developing and connecting a community of people striving to love God and one another as they live out the calling and life God desires for them.

## **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.

We are an established congregation of 2500 baptized members located 10 miles north of Ohio's capital in Columbus in the suburban community of Worthington. All Saints is a traditional Lutheran church that has a focus on outreach, Christian education, and Sunday worship. We are seeking a pastor with large congregation experience to lead a team ministry in executing our mission and vision in family and youth ministries, spiritual direction, and community involvement.

## 9. REFERENCES

*In addition to your synodical bishop, please list four people who know your congregation or organization well and who would be willing to share their perspective on the life and ministry of the congregation or organization. One reference should be a person who is currently a member or employee/client; one reference should be someone from the community who is able to regularly observe your ministry; and one should be an ordained ELCA clergyperson.*

### Synodical Bishop

Name:

Synod

Day Phone:  Evening Phone:  Cell:  FAX:

e-mail:

### Someone from inside the congregation or organization

Name:

Organization and Title

Day Phone:  Evening Phone:  Cell:  FAX:

e-mail:

### Someone from outside the congregation or organization

Name:

Organization and Title

Day Phone:  Evening Phone:  Cell:  FAX:

e-mail:

### A member of the ELCA clergy roster

Name:

Organization and Title

Day Phone:  Evening Phone:  Cell:  FAX:

e-mail:

### Anyone else who knows your setting well

Name:

Organization and Title

Day Phone:  Evening Phone:  Cell:  FAX:

e-mail:

### **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 )

Senior Pastor / Head of Staff

This ministry position is:

Full time

Education: ( Select the minimum level of education required )

Master's Degree (seminary or graduate school)

Language ( proficiencies preferred )

- 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 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 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 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       |   |   |

## 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. )

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

### 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. Leadership - guiding, inspiring and motivating the pastoral team in service to the congregation
- B. Energy/enthusiasm - living with joy the Christian life
- C. Youth - providing direction and enthusiasm to our youth and pre-school programs
- D. Outreach - maintaining programs that provide the congregation with ways to "pay back" their blessings
- E. Worship and Music - respecting and encouraging the culture of our worship and music programs

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. We will work with the Lead Pastor in any way s/he chooses to achieve these expectations
- B. We will ensure that clear and measurable goals are established and provide appropriate feedback
- C. We will invite the Lead Pastor and his/her family to church, community and personal celebrations
- D. We will create a "facebook" of names and photos to assist in learning the congregation's names
- E. We pledge our best efforts to be willing and enthusiastic supporters of the Lead Pastor's vision for our church

### 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.

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](http://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.

The salary portion of the compensation package was developed using the Southern Ohio Synod recommendations. The experience component of the salary amount assumes a pastor with 12 years experience. The housing allowance component is based on the average fair market value of a single family residence in the Worthington/north Columbus area. It also includes assumptions for property taxes and utilities. The congregation's share of social security taxes is included in the salary amount. Apart from annual salary the congregation covers the expense of personal and family benefits (pension and medical, life, and disability insurances) through the ELCA board of pensions.

## **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](#).*

In 1961, when the tiny Lutheran mission congregation in Worthington determined to undertake its first building program, a Mission Developer with the Board of American Missions found himself walking a piece of farmland north of the city. It seemed perfect, if a bit large for the project, and he recommended its purchase.

No sooner was it done that the criticism began. Too much land for too great a price and too far out of town. But the years since have proved his recommendation was right on all counts. Today, All Saints Lutheran Church is using every inch of the land he bought, and the city has grown up and around it. And in 1971, All Saints sold a ten-foot strip of land along its northern property line for \$20,000 more than the original land cost.

It is part of All Saint's culture to dream bigger dreams than it can immediately achieve. It took three building programs extending over twenty five years to complete the sanctuary, parish hall and education wing we occupy today. And it required almost thirty years and the wearing out of two interim organs before the congregation could celebrate in 2007 the installation of a custom designed Kegg pipe organ.

The founders of the church had faith in themselves but also in the congregations that would follow them. And each has, in its own way, reaffirmed the vision of the founders by continuing to overreach its immediate grasp. In doing so, it has been lead by a succession of pastors and lay leaders who understand and value All Saints' unique culture.

Because of a recent upheaval in pastoral leadership, the church must rediscover its founding vision and once again be challenged to look beyond the present; to find resources of energy and capital it didn't know it had in quest of a goal beyond our immediate view. We know we can do it. The history and the evidence are apparent. The pastor we seek must re-energize and unite the congregation's will to make certain we continue to fulfill God's plan for All Saints' future.

Footnote:

On page 2 of this document, reference is made to  
Number of Paid Staff  
Other

This figure (10) represents the pre-school teachers who work in and for All Saints but not directly on church-related activities.

## 18. SEVEN REFLECTIONS

### [Seven Reflections on Ministry and Context](#)

If you would like to enhance your Ministry Site Profile with additional reflections on several key questions, you may download the extra form.

## 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 )

Using sources inside and outside the congregation, the Call Committee collected information required to complete the MSP. Use of the Southern Ohio Synod Community Demographic information as well as our own statistics and consultation with Parish staff were used to fill out the data sections of the MSP. Reference documents including the Mission and Vision Statement (recently completed), the Congregation Annual Report and experience of the Call Committee were used to assist with the formulation of essay type responses.

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

04/25/2010

### 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: Bill Wong

Title: Assistant to the Bishop

e-mail: bwong@southernohiosynod.org

Office Phone: (614) 464-3532

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

( ) -

Evening

( ) -

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](http://www.elca.org/call) and click on "Access Account" to download your *Reference Recommendation* and *Seven Reflections* forms.