



# All Saints LUTHERAN CHURCH

## Ministry Site Profile Report

The Ministry Site Profile (MSP) committee was tasked by the church council to draft the content for the MSP document. This is the first step in our 2024 Lead Pastor Call Process. Throughout January and mid-February, this team gathered information about All Saints, the energy within the church and the hopes members have for the future. We did this by working with staff to collect the most accurate data, reviewing the 2023 Annual Report and by conducting a “Share your Thoughts” four-question survey.

The survey was conducted from January 18-31, 2024. We developed a communication plan to inform members of our purpose and invite them to share their thoughts. This plan included an initial email, a highlight in the weekly update email, an insert in the Sunday bulletin, a stationed table in the Narthex, mailed inserts to shut-ins, and facilitated conversations by committee members within different ministry groups. This variety of communications was planned to reach a wide range of members and be as representative as possible of different demographics within All Saints. We collected responses from 96 individuals online, 13 individuals on paper, and various members in seven different ministry groups, amounting to over 150 responses total. We recognize that this input does not constitute a statistically accurate survey, though it does provide a snapshot of the pulse and dreams of our congregation.

The “Share your Thoughts” input form asked four questions around the past, present, and future of All Saints. Responses were analyzed and placed into categories. The top frequently-mentioned categories are highlighted for each question below:

<b>What brought you to All Saints?</b>	<b>What has kept you at All Saints?</b>	<b>Moving forward, what are your hopes for All Saints?</b>	<b>What qualities in a Lead Pastor would help achieve a bright future for All Saints?</b>
<ol style="list-style-type: none"> <li>1. Friend/Neighbor/Family</li> <li>2. Pastor</li> <li>3. Welcoming Community</li> <li>4. Lutheran (ELCA)</li> <li>5. Location</li> <li>6. Music Program</li> <li>7. Youth Program</li> </ol>	<ol style="list-style-type: none"> <li>1. Church Family</li> <li>2. Pastors</li> <li>3. Opportunities to Serve (faith in action)</li> <li>4. Youth Program</li> <li>5. Welcoming Community</li> <li>6. Music Program</li> </ol>	<ol style="list-style-type: none"> <li>1. Thrive &amp; Grow (Ministries &amp; Membership)</li> <li>2. Responsive to Community / Outreach</li> <li>3. Strong Youth Program</li> <li>4. Welcoming / Inclusive</li> <li>5. Strong Adult Ministry / Education</li> </ol>	<ol style="list-style-type: none"> <li>1. Personable &amp; Compassionate</li> <li>2. Faith-filled / Biblical Scholarship</li> <li>3. Engaging &amp; Thought-Provoking Sermons</li> <li>4. Support of Young Members / Connect with Youth</li> <li>5. Strong Leader</li> <li>6. Proactive Administrator</li> </ol>

In the first two questions about what brought members to All Saints and what has kept them here, the people in our church community were at the forefront of responses. 37 responses mentioned a friend, neighbor, or family member, who already attended All Saints, as the top reason why they came to All Saints. 42 responses mentioned the feeling of our church as

“family” as the number one reason why they stayed. This illustrates the importance of our own church community in engaging with faith-filled fellowship and the value of relationships nurtured through our church.

As we moved into thinking about the future, responses became more detailed and numerous. As respondents expressed their hopes for the future, two words stood out – support and growth – whether that be in outreach or faith formation. Many individuals indicated the need for adult Christian education opportunities and fellowship events for seniors. This group in particular, feels unfed.

In terms of what qualities in a lead pastor are essential to achieve a bright future at All Saints, responses greatly varied, yet are consistent with the values members expressed in the past and present nature of our church community. Many members indicated qualities seen in the top categories as avenues to grow our church. There is a longing to bring people back into the church.

While the responses are overwhelmingly positive and constructive, there were a handful of comments that harbored discontent. There was a sensitivity to ensuring a non-political atmosphere during worship.

Overall, the congregation is energized about the search for a new Lead Pastor and thoughtfully articulated trust in God’s timing to find the right fit.

Respectfully submitted,

Stacie Borger, Rachel Counts, Jeremy Florea, Holly Wooden  
MSP Committee

