

MINISTRY SITE PROFILE
Immanuel Lutheran Church

Eden Prairie, MN

Completed:



Evangelical Lutheran Church in America
God's work. Our hands.

The Ministry Site Profile (MSP) is intended for use by congregations and church-related organizations that are seeking to call a rostered minister of the Evangelical Lutheran Church in America, or a First Call candidate for rostered ministry. Congregations must complete the entire MSP. Church-related organizations may, with the concurrence of the synod bishop, complete only the required sections (Part I, III and IV). Once complete, this form is submitted electronically to your synod bishop for review and posting to the "Current Openings" listing on the ELCA website (www.ELCA.org/call).

Summary Description

Immanuel is a large, vibrant, suburban congregation committed to helping people know the love of God, the grace of our Lord Jesus Christ, and the communal love of the Holy Spirit at work in and through their lives. Our mission is to meet people where they are and help them grow in faith, service, and love for God and one another.

PART I: WHO WE ARE

Name and Location

CONGREGATION

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

Eden Prairie, MN, 55346

CITY, STATE , ZIP

Minneapolis Area Synod (3G)

SYNOD

Suburb outside 10 miles of a large city

SIZE OF COMMUNITY

Immanuel Lutheran Church

NAME

US

COUNTRY

Congregation - Organized

TYPE OF MINISTRY SITE

11780

CONG ID

1961

YEAR ORGANIZED

Contact Information

Ministry Site (preferred contact information)

Immanuel Lutheran Church

ADDRESS LINE 1

16515 Luther Way

ADDRESS LINE 2

Eden Prairie, MN, 55346

CITY, STATE, ZIP

US

COUNTRY

jkmaes@comcast.net

E-MAIL

https://www.immanuel.us

WEB SITE

(952) 937-8123

PHONE

FAX

Chairperson of Congregation or Head of the Organization

Paul Savereide

NAME

Trenton Lane

ADDRESS LINE 1

Eden Prairie, MN, 55347

CITY, STATE, ZIP

US

COUNTRY

(952) 294-0312

DAY PHONE

EVENING PHONE

CELL PHONE

FAX



pipersave@comcast.net

E-MAIL

Chairperson of Call or Search Committee

TBD

NAME

TBD

TBD, MN, TBD

US

ADDRESS LINE 1

ADDRESS LINE 2

CITY, STATE, ZIP

COUNTRY

DAY PHONE

EVENING PHONE

CELL PHONE

FAX

TBD@comcast.com

E-MAIL

Demographics

Language Spoken

In the congregation/ organization

English

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

In the surrounding community

English

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

Race/Ethnicity (In the Congregation)

Caucasian (95%)

Latino/Hispanic (5% or less)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Race/Ethnicity (Surrounding Community)

Caucasian (70%)

Asian/Pacific Islander (15%)

African American/Black (10%)

Other (5% or less)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Gender comparison

48%

52%

Age distribution

20%

25%

10%

25%

20%

MALE

FEMALE

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

Number of Paid Staff

2

1

7

2

2

6

Ministers of Word and Sacrament (PASTORS)

Ministers of Word and Service (DEACONS)

OTHER LAY PROFESSIONALS

SECRETARIAL SUPPORT

CUSTODIAL SUPPORT

OTHER

Congregational Information



700+

26 - 50

Single site

AVE WEEKLY WORSHIP ATTENDANCE

AVE ATTENDANCE IN CHRISTIAN EDUCATION

PARISH TYPE

Distance members live from church facilities:

5%

10%

50%

35%

1/2 MILE OR LESS

1/2 - 1 MILE

1 - 3 MILES

MORE THAN 3 MILES

Community Type

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

Budget of the Congregation/ Organization

2022

\$1,283,000

TOTAL BUDGET FOR THE LAST FISCAL YEAR

\$92,000

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

LAST FISCAL YEAR

\$0

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

\$600,000

TOTAL SAVINGS, RESERVES, ENDOWMENT AT THE END OF THE LAST FISCAL YEAR

PART II: OUR VISION FOR MISSION

Trends in the Community Context of the Congregation or Organization

Characteristics:

Write a description of your community in terms of socio-economic status, demographics, primary areas of employment and lifestyle. The Demographic ZIP Code report for your primary ZIP codes may be helpful.

Eden Prairie is an upper middle class suburb with a highly educated, predominately Caucasian population, though more people of color have become residents over the past 10 years. Median household income is \$115,227 which has dropped slightly and aligns with an increase in the number of people reaching out for assistance. Challenges in this community include family lives that are burdened by busyness and overscheduling, a competitive atmosphere that focuses on personal achievement, and a growing number of people less connected to or disconnected from the life of the Church. Significant employers include CH Robinson, Starkey Labs, MTS Engineering, UNFI, and Optum/United Healthcare.

Trends:

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

The COVID pandemic caused Immanuel to increase our online presence, shifting to completely online services during the height of the pandemic. We are seeing a return to in-person worship attendance but still have a significant percentage of people that worship remotely. Immanuel has experienced staff transitions due to retirements and resignations which has allowed us to evaluate staff positions, realign responsibilities, and bring in new perspectives. This supports our continued focus on mission and service, living out our vision, and providing the staff dedicated to managing and growing the associated programs. Even with the pandemic, we continue to experience strong congregational giving to the general budget, which supports staff, programs, and benevolence of 18%. Our congregation's faithful and generous response allowed us to retire our debt in early 2022. Our current capital appeal will allow us to address physical facility and infrastructure needs while continuing to give a significant percentage to two ministry partners. Finally, our strategic priorities include our dedication to welcoming all and supporting LGBTQ issues.



Context:

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

Eden Prairie has a growing minority population and is home to one of the largest Somali populations in the state of Minnesota. The population of Eden Prairie is becoming more diverse but still 70% Caucasian. Eden Prairie is not growing in population and, along with that, is also home to an aging population, with the accompanying needs of those in the later stage of life. The COVID pandemic led to more isolation for many people, especially those in the later stages of life and physically vulnerable individuals. Finally, the population is becoming more economically diverse, leading to a growing number of residents in need of assistance and who take advantage of the local food shelf.

Programs:

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

Immanuel has excellent ministry programs that serve both members of the congregation and the wider community. Programs recognized for their excellence by congregation members include worship, music, confirmation, children's ministry, service ministries, and adult faith formation. Immanuel continues to attract families with young children due to the strength of children's and confirmation ministries. Immanuel gives away 18% of our general budget to outside partner ministries and organizations, including 9% to the ELCA. Partner ministries have strong champions who serve side by side as genuine partners and engage Immanuel members in serving these ministries (see the Partnership section for more information).

Goals:

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

Immanuel has adopted the following Strategic Priorities which were the focus of Congregational Council long range planning in early 2022.

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

Energy:

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

Immanuel is focusing on the 5 strategic priorities listed above, including building them into our programs/ministry and helping the congregation members understand them through a sermon series in the fall of 2022. Congregation members had expressed concern about the number of staff transitions we were experiencing due to planned retirements and resignations, as have so many other congregations across the country. They have seen the effective onboarding new staff members, continuing our service to the congregation and broader community, while benefiting from the new perspective and approaches that new staff members bring. We continue to demonstrate that we have a shared concern for one another that helps the congregation deal with challenges and conflict in healthy ways. The staff have been energized by the opportunity that changes present, continuing the work of discipleship and faith formation through significant relationships and mentoring to help each person grow in living out their faith through their ministry and in daily life.

Partnership:

How does this congregation or organization see itself as a member and active participant in the Evangelical Lutheran Church in America and the synod?

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



Ministry Site Characteristics

AS A COMMUNITY

A LOT LIKE US	A LITTLE LIKE US	A LITTLE LIKE US	A LOT LIKE US
------------------	---------------------	---------------------	---------------------

- | | | | | | |
|---|--------------------------|-------------------------------------|-------------------------------------|--------------------------|---|
| We tend to be formal and programmatic. | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | We tend to be informal and spontaneous. |
| We have clearly defined goals and plans for our future. | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | We have no stated goals or plans. |
| We are racially and economically diverse. | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | We are demographically homogeneous. |

OUR LEADERSHIP STYLE

- | | | | | | |
|--|-------------------------------------|-------------------------------------|--------------------------|--------------------------|--|
| We welcome ideas that are provoking and challenging. | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | We prefer ideas that are tried and true. |
| We rely on our leaders for direction. | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | We rely on group decision-making. |
| We have learned how to use conflict constructively. | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | We tend to perceive conflict as something destructive. |

OUR PROGRAMMING

- | | | | | | |
|--|-------------------------------------|-------------------------------------|--------------------------|--------------------------|--|
| Our facilities are often used by community groups. | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Our facilities are only used for our activities. |
| We train people to minister outside our walls. | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | We train people to minister inside our walls. |
| We focus on ideas and beliefs. | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | We focus on skills and action. |

OUR THEOLOGICAL PERSPECTIVE

- | | | | | | |
|---|--------------------------|-------------------------------------|--------------------------|--------------------------|--|
| We are obviously Lutheran in identify and practice. | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | We are less obvious about our Lutheran heritage. |
| We participate in synod and ELCA activities. | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | We are not very active in the synod and ELCA. |
| We focus on Biblical studies and doctrine. | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | We focus on contemporary issues and topics. |



Purpose, Giftedness and Mission

Purpose

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

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

Additional information about Immanuel's mission, vision, and values can be found at <https://www.immanuel.us/about/about-us>.

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?

We noted our Strategic Priorities in the Goals section. Expanded information on 3 of those priorities is provided here to help explain how they help us fulfill our mission.

1. We welcome, affirm, and celebrate diversity in all contexts as we work toward a fuller understanding of God's call to justice. We believe that all people are created in God's image and that God's imagination for diversity and justice is limitless. We listen to and learn from diverse voices resulting in deeper relationships with individuals within and outside of Immanuel, and with partner ministries. We participate in God's continuing work of restoration, reconciliation, and redemption for all creation.

2. We have strong engagement within our community. The engagement of members and faith partners is high and broad. We do this by encouraging each member to maintain a personal ministry to help meet the needs within our church and surrounding community. We are demonstrating a love and faith in Jesus Christ through the programs we offer to our members. These programs support our faith and encourage members to seek Christ in all circumstances and situations.

3. We are a growing congregation. We strive to welcome people of all generations, to understand their needs and perspectives, and help them grow in their relationships with Jesus Christ. Our activities and plans reflect a lively, rich, inclusive congregation with a deep and sincere passion for worshipping, learning, and serving God together with people of all ages.

Immanuel has a very healthy sense of community, a high level of trust in and engagement with its leadership and ministries, and an enthusiasm shared by the congregation that lends itself to compelling and effective hospitality and energized volunteers. Finally, Immanuel has a mix of highly tenured and new staff members who bring great passion, excellence, deep faith, and gracious collegiality to their work. We have appreciated the perspective and energy that our new staff members have brought to our congregation and programs.

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?



Immanuel completed our 2016 capital appeal and were able to retire our mortgage. Our current capital appeal is focused on supporting our physical facility and infrastructure needs while providing a significant percentage of the funds to two ministry partners, continuing our connection with service and mutual ministry. The Immanuel staff along with the church council and ministry champions continue to support our community outreach and ministry partners.

The Immanuel staff is committed to mentoring, spiritual direction, and faith formation ministry which will focus our ministry efforts on people. Our overall goal is to continue to cultivate an external orientation to ministry, service, and daily faith and equip our volunteers to carry out our ministries beyond our four walls.

See the Goals and Giftedness sections for further information on how Immanuel is fulfilling our mission.

References

Synod Bishop

Rev. Ann M. Svennungsen	Minneapolis Area Synod	a.svennungsen@mpls-synod.org	
NAME	SYNOD	E-MAIL	
DAY PHONE	EVENING PHONE	CELL	FAX

Inside Congregation or organization

Paul Savereide	Congregation Council President	pipersave@comcast.net	
NAME	ORGANIZATION AND TITLE	E-MAIL	
		(612) 812-7474	
DAY PHONE	EVENING PHONE	CELL	FAX

Outside Congregation or organization

Jenifer Loon	People Reaching out to People (PROP), Exec Director	jeniferl@propfood.com	
NAME	ORGANIZATION AND TITLE	E-MAIL	
(952) 294-8380		(952) 270-0984	
DAY PHONE	EVENING PHONE	CELL	FAX

An ELCA rostered minister

Kelly Chatman		k.chatman@clne-mn.org	
NAME	ORGANIZATION AND TITLE	E-MAIL	
DAY PHONE	EVENING PHONE	CELL	FAX

Anyone else who knows your setting well

Tricia Wright	Onward Eden Prairie	tricia@onwardep.com	
NAME	SYNOD	E-MAIL	
		(612) 306-9000	
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

Associate / Assistant Pastor

POSITION TYPE:

Master's Degree (seminary or graduate school)

MINIMUM DEGREE REQUIRED:

Part 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 checked="" type="checkbox"/> Inter-personal Climate | <input type="checkbox"/> Ministry in Crisis | <input type="checkbox"/> Ministry in Daily Life |
| <input type="checkbox"/> Ministry with Seniors | <input type="checkbox"/> Multicultural Ministry | <input type="checkbox"/> Music / Worship / Arts |
| <input type="checkbox"/> Outdoor/ Camping Ministry | <input type="checkbox"/> Parish Nurse / Health | <input type="checkbox"/> Participant in the Larger Church |
| <input checked="" type="checkbox"/> Pastoral Care and Visitation | <input checked="" type="checkbox"/> Preaching / Worship | <input type="checkbox"/> Public Policy / Advocacy |
| <input type="checkbox"/> Recruit and Equip Leaders | <input type="checkbox"/> Self Care / Family Life | <input checked="" 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 | | |

Gifts for Ministry

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

Top Priority	Very Helpful
---------------------	---------------------



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

- A. Adult Faith Formation**
- B. Small group ministry, with focus on young adults and young families**
- C. Worship and preaching, typically one weekend per month**
- D. Work with the Fellowship committee and personally build relationships across all congregation member demographics**
- E. In all these areas, proactively reaching out and communicating to help people understand Immanuel's identity and how that may help meet their faith development and service to the community.**

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

- A. Immanuel has a strong, gifted, and collegial staff.**



- B. Immanuel is an energetic and healthy congregation with a history of handling conflict well.**
- C. Immanuel is welcoming of new skills and passions driving new ministry opportunities.**
- D. Immanuel has a history of supporting clergy and all staff in their daily work.**
- E. God's love is so very present in the people of this congregation.**

Compensation

No	No
PARSONAGE	SOCIAL SECURITY TAX OFFSET
Synod Guidelines	
MAXIMUM AMOUNT AVAILABLE FOR DEFINED COMPENSATION	

Benefits

Yes	Yes	4 weeks
PENSION	MEDICAL	VACATION WEEKS
Yes	Yes	
SABBATICAL POLICY	PARENTAL LEAVE POLICY	
Yes		
ARE BACKGROUND CHECKS REQUIRED		

Professional Expenses

Yes	Yes
AUTO / TRAVEL REIMBURSEMENT	PROFESSIONAL EXPENSES ACCOUNT
Yes	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.

We are targeting an Associate Pastor that would work ~25 hours/week, including two days in the office, Wednesday evenings, and Sunday mornings.

Other Supporting Resources

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

Mission and Vision statement of the congregation or organization	Yes
Printed history of the congregation or organization	Yes
Strategic Plan: Goals and Objectives	Yes
Budget	Yes
Annual Report	Yes



Position description: Duties and Responsibilities

Yes

Communications Piece (publicity, newsletter, etc.)

Yes

PART IV: COMMENTARY

You are encouraged to offer information or commentary that will help the reader appreciate the vision, opportunities, challenges and nature of your ministry site. Use this opportunity to creatively promote and commend your ministry possibilities.

Immanuel has a long history of using our mission and vision to help drive our ministry, both internally and with our broader community. The Strategic Priorities defined earlier were the focus of our Congregation Council 2022 retreat where we discussed how we could integrate those priorities into current and future programs and staff focus. We are also using each staff transition, either due to retirement or resignation, to evaluate how to most effectively meet our ministry needs. The Immanuel staff is committed to mentoring, spiritual direction, and faith formation ministry with a focus on equipping people for ministry, service, and daily faith development.

As noted in the Ministry Focus and Gifts sections, we value continued development of a strong community and relationships with our congregation and community, led by our ministerial staff of the Senior Pastor, Deacon, and Associate Pastor. This has been even more important as we see evolution of what community and worship mean to individuals and families in light of the COVID pandemic and how to reach out to those that have not or are unable to return to in-person worship and programs. Important focuses include adult faith formation (especially for adults in their 20s to early 40s and families), small group ministry, and caring ministries/visitation. The last is important as many of those that have not returned to in-person worship and programs are elderly or physically vulnerable and need us to reach out to them.

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).

This profile has utilized the Immanuel mission, vision, and Strategic Priorities as a foundation. Additionally, representatives from the congregation, Church Council, and staff came together to discuss our ministry needs and how an Associate Pastor could help continue our growth, both internally and in our community. Those representatives were then asked to review the draft profile and provide input prior to finalizing it. The process was also communicated to the congregation during worship and through email and online communications.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's **1/10/2023** 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.

TBD

NAME

TITLE

TBD@comcast.net

OFFICE PHONE

E-MAIL

Reference's Recommendation

Pastor Kelly Chatman

NAME

kchatman@clne-mn.org

E-MAIL



DAY PHONE

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FAX