

MINISTRY SITE PROFILE
Joy Lutheran Church

Eagle River, AK

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

At Joy Lutheran Church we are passionate about our faith, serving our community and one another with compassion and love. We seek a pastor who is not afraid to challenge us, but wants to laugh, sing, eat and drink and serve the community alongside us. We want you to share the liturgy and biblical teaching with us while encouraging both new ideas as well as celebrating traditions that bind us together in faith. We want to experience God's grace and extend it to the community around us. We hope you will joyfully join us and lead us forward amidst the glorious natural beauty that greets us every day in Eagle River, Alaska.

PART I: WHO WE ARE

Name and Location

CONGREGATION

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

Eagle River, AK, 99577

CITY, STATE , ZIP

Alaska Synod (1A)

SYNOD

Small city (10,000 - 49,999)

SIZE OF COMMUNITY

Joy Lutheran Church

NAME

07411

CONG ID

US

COUNTRY

Congregation - Organized

TYPE OF MINISTRY SITE

1975

YEAR ORGANIZED

Contact Information

Ministry Site (preferred contact information)

Joy Lutheran Church

ADDRESS LINE 1

joylutheran@gmail.com

E-MAIL

ADDRESS LINE 2

www.joy-lutheran.com

WEB SITE

**10111 E. Eagle River Loop Rd,
AK, 99577**

US

CITY, STATE, ZIP

(907) 694-9601

PHONE

COUNTRY

FAX

Chairperson of Congregation or Head of the Organization

Sue Weimer

NAME

10111 E. Eagle River Loop Rd

ADDRESS LINE 1

ADDRESS LINE 2

Eagle River, AK, 99577

US

CITY, STATE, ZIP

COUNTRY



(907) 317-5140

DAY PHONE

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slweimer@gci.net

E-MAIL

Chairperson of Call or Search Committee

Henry Huntington

NAME

23834 The Clearing Dr

ADDRESS LINE 1

ADDRESS LINE 2

Eagle River, AK, 99577

US

CITY, STATE, ZIP

COUNTRY

(907) 696-3564

DAY PHONE

EVENING PHONE

CELL PHONE

FAX

henryhuntington@gmail.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%)

Asian/Pacific Islander (5%)

African American/Black (5%)

American Indian/Alaska Native (5%)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Race/Ethnicity (Surrounding Community)

Caucasian (85%)

Latino/Hispanic (10%)

African American/Black (5%)

American Indian/Alaska Native (5%)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Gender comparison

Age distribution

40%

60%

25%

5%

15%

20%

35%

MALE

FEMALE

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

Number of Paid Staff

1

0

0

1

0

0



Ministers of Word and Sacrament (PASTORS)	Ministers of Word and Service (DEACONS)	OTHER LAY PROFESSIONALS	SECRETARIAL SUPPORT	CUSTODIAL SUPPORT	OTHER
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Congregational Information

51 - 150	0 - 25	Single site
AVE WEEKLY WORSHIP ATTENDANCE	AVE ATTENDANCE IN CHRISTIAN EDUCATION	PARISH TYPE

Distance members live from church facilities:

Community Type	5%	85%	5%
1/2 MILE	1/2 - 1 MILE	College or University	MORE THAN 3 MILES
<input checked="" 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

\$270,230	2019
TOTAL BUDGET FOR THE LAST FISCAL YEAR	LAST FISCAL YEAR
\$1,000	\$247,538
MISSION SUPPORT TO THE ELCA/ SYNOD FOR THE LAST FISCAL YEAR	TOTAL DEBT OF THE CONGREGATION/ ORGANIZATION AT THE END OF THE LAST FISCAL YEAR

\$53,047
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.

Eagle River is a small community (estimated population in 2015 was 27,754) within the municipality of Anchorage. The 2015 median age was 35, the median income was \$97,260 and the average income was \$119,586. There were 289 families below the poverty level. The median house price in 2015 was \$342,545. 41.9% of the 2015 population was married with children, 42.9% were married without children, and 9.5% were single parent households with children. Of the population, over 16 years of age, 3.7% were employed by the Armed Forces, 63.9% were employed as civilians, 3.5% were unemployed and 28.9% were not in the labor force. 53.6% of the population over 25 had an Associates Degree or higher. Many people are employed in the oil and gas industries and tourism plays an important role in Alaska's economy. Eagle River is part of the Anchorage School District which offers a quality education with a vast array of educational opportunities and options.

The city of Anchorage, which has all the amenities of a city, is easily accessible, while Eagle River maintains a small town feel to it. The natural beauty and vast outdoor opportunities contribute to significant participation in varied summer and winter activities from hiking and fishing to skiing and snowmobiling. The arts and music are also well represented in our area.

Trends:

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

- 1. While the general trend over the last five years has been a decline in membership and average worship**



attendance, in 2019 there were 18 additional members received, the highest yearly number in 8 years. While we are a small church and cannot compete with the robust youth programs of the newer "mega" nondenominational churches in our area, we have continued to engage our youth through confirmation and participation in worship.

2. In the last few years, our church has sought additional ways to engage with our community. This has included congregational participation in community outreach, particularly support for our local food bank, as well as using our church facilities to host community events.

3. Our congregation is very welcoming and has been trying to be a safe place to voice opinions even if we all don't agree. Through our faith and understanding series on different topics, we provided a forum to discuss different points of view within our community. While not everyone in the congregation attended, our church wants to be a place where respectful conversation can lead to better understanding and support for those who are suffering in our community.

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.

1. The 30 November 2018 earthquake hit our community particularly badly with more damage than the rest of the municipality of Anchorage. Many households, businesses and public buildings suffered extensive damage. Two of our schools are still not repaired and the students had to attend other schools in the area.

2. The Municipality of Anchorage, which includes Eagle River and the large military base JBER, is diverse both ethnically and politically. The Anchorage School District has been recognized as the most diverse school district in the US. However, Eagle River has always been a "city within a city". It is not as ethnically diverse but its population has been trending toward more diversity in the last 10 years. Politically Eagle River representation remains consistently on one side of the political spectrum. This can be frustrating to some as the population of Eagle River itself is becoming more varied in political outlook. In the midst of this context, Joy Lutheran has been and wants to continue to be a welcoming place for a wide spectrum of views. We challenge ourselves to be responsive to the needs of a wider group of people beyond our own reflected makeup. We believe there is a trend toward greater demographic diversity, underemployed and homeless. We want to respond.

3. As with the rest of the country and the world, the COVID-19 crisis has challenged our community. The municipality of Anchorage has instituted restrictions to help limit the spread, but the local economy is suffering. Alaska's dependence on oil and tourism for a significant part of the economy is having a huge economic impact right now. Even before COVID hit, the local economy had been challenged by budget shortfalls and different opinions on the best way to tackle them. Cuts to the school district and the University of Alaska are another challenge for local communities. Anchorage has a significant homeless population and the Anchorage Assembly has been working to find solutions for safe housing during COVID and into the future.

Programs:

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

Our current programs include: direct and continuous support for the food bank, monthly service group that tends to the building and yard, book club (welcoming both members and non-members of our church and periodically providing support for fellowship after services), Sew for Joy (producing handmade items both to celebrate church events and to give to the local community, including our current Face Mask Tree), VBS, seasonal children programs, Confirmation, seasonal choir, serving as host to the Thanksgiving blessing (distributing food and clothing to those in need in our local community), serving as an election polling location, running a community electronic recycling event, collecting and mailing Christmas boxes to military serving overseas during the holidays, serving as a community space for Boy Scouts, AA/NA meetings and serving as the facility for the Joy Child Development Center (a program the church believed was needed from our inception and that transitioned from a day care to a development center to better serve community needs). Due to COVID, we have creatively modified current ministry programs in order to effectively continue to reach out to members and the community. For example, recently at the death of a member, the congregation pulled together a beautiful pre-recorded Memorial service that ended with a ZOOM "Coffee hour" offered by a friend.

Goals:

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

Through conversation and contemplation, we identified many goals and determined the following to be our priority goals:

We want to complete our call process; building on the work of Pastor Karen Sonray and all the talents that have been used not only in this transition but in keeping the church vibrant during the pandemic.

We believe it is essential to build on our strengths as an open, welcoming and relevant congregation in all sense of



the words. This means we want to stay tuned in to the needs in our congregation, community and world through the community forums that have been held in the past.

In this time of pandemic and beyond, we want to take care of our congregation and create a caring ministry for the community

It is important to strengthen, build and expand our membership acknowledging that while we might be a graying congregation our hearts are focused on both young families and young members and thirsty for that new energy.

We want to continue to build on our music ministry including choir, bell choir, instrumentalists and offer a variety of services.

Energy:

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

We enthusiastically participate in fellowship and service through groups such as our book club and Sew for Joy. We are energized and are at our best through sharing meals and food in a variety of settings.

Our congregation has a passion for youth education including Confirmation and Vacation Bible School and we successfully designed and implemented a virtual VBS this summer.

We enthusiastically welcome all forms of special music we have been blessed with even when we are only able to meet virtually.

We embrace community service including continuous support for our local food bank, serving as the host for Thanksgiving blessing, sewing and distributing masks during COVID and openly sharing our building with the community.

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 congregation supports active participation in the ELCA and the synod and has been involved in the following ways: as an active participant in all ELCA synod meetings, by sending attendees to the National Youth Gathering, through involvement in the local ELCA Advent Brunch, by supporting interns in the past, through assisting (pastor travelled) with Confirmation in remote communities, in maintaining our benevolence with the Synod, and as partners with community organizations - Love, Inc., Eagle River Food Pantry, Boy Scouts as well as hosting a daycare for 30+ years. In 2020 our Benevolence has increased to \$500 per month (\$6000 for the year) and we hope to increase it again in 2021.



Ministry Site Characteristics

AS A COMMUNITY

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

OUR LEADERSHIP STYLE

	A LOT LIKE US	A LITTLE LIKE US	A LITTLE LIKE US	A LOT LIKE US
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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 type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	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
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Our facilities are often used by community groups.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Our facilities are only used for our activities.
We train people to minister outside our walls.	<input type="checkbox"/>	<input checked="" 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

	A LOT LIKE US	A LITTLE LIKE US	A LITTLE LIKE US	A LOT LIKE US
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We are obviously Lutheran in identify and practice.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We are less obvious about our Lutheran heritage.
We participate in synod and ELCA activities.	<input checked="" type="checkbox"/>	<input 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 type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We focus on contemporary issues and topics.



Purpose, Giftedness and Mission

Purpose

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

Joy Lutheran Church has long been a presence for both lifelong Lutherans and those who are looking to worship with a welcoming and inclusive congregation. Our communion is an open table for all. We seek to follow Jesus Christ and share the good news of Grace and unconditional love. We do this through worship, fellowship and service to our community.

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 gifts for fulfilling our church's purpose include the following: a willingness to listen to each other with open minds, a talented and generous congregation, a well-kept and well-used building, a childcare center, a commitment to Confirmation, and a supportive talent pool of pianists and lay assistants and presiders.

We believe our top three assets comprise the following:

1. Our people! They are willing to try new things. They genuinely want to help our community and establish human connections.
2. Our building and outdoor space which is used by a daycare center, the Boy Scouts, Alcoholics Anonymous, and Narcotics Anonymous and other community groups
3. Our heritage of service. We are consistent supporters of the Food Pantry, Thanksgiving Blessing, Christmas donations and an annual recycling event

We do face obstacles in fully embracing our gifts and harnessing them to further our mission priorities. While we have talent, resources and a will to serve and learn, we are in need of a strong leader to direct that enthusiasm. We know we live in a world of technology, but our congregation has not used that as effectively as we would like in order for our message and our potential impact to fully resonate with our community. We would like to draw more youth and families to Joy. The fact that we are smaller can be an advantage during this time of Covid 19 (we can actually meet and practice social distancing). Often youth are drawn to one of the local mega churches. Many youth and families might be seeking a community of faith like ours where we emphasize that God loves us and calls us to serve in a hurting world yearning for social justice. We need help inviting them to this vision.

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 following are our top three mission priorities:

1. Extend a welcome to all individuals and families in their rich variety of expressions - including those who are single, divorced, childless, widowed, regardless of their religious upbringing or sexuality. All are God's children and we seek to nurture them through worship and fellowship.
2. Reach outside of ourselves for community and social justice issues. Joy Lutheran is committed to serving the unmet and undermet needs of the community and this world God loves
3. Care for one another regardless of background, for it is in that caring that we show Christ's love working through us.



References

Synod Bishop

Bishop Shelley Wickstrom	Alaska Synod	aksynodbishop@gmail.com
NAME	SYNOD	E-MAIL
(907) 272-8899		
DAY PHONE	EVENING PHONE	CELL
		FAX

Inside Congregation or organization

Mona Mitton	monamitton514@gmail.com
NAME	ORGANIZATION AND TITLE
	(907) 622-2946
	(651) 295-3918
DAY PHONE	EVENING PHONE
	CELL
	FAX

Outside Congregation or organization

Fran Lange	langemfdkm@gci.net
NAME	ORGANIZATION AND TITLE
(907) 440-2273	
DAY PHONE	EVENING PHONE
	CELL
	FAX

An ELCA rostered minister

Karen Sonray	Interim Pastor Joy Lutheran Church	ksonray@gmail.com
NAME	ORGANIZATION AND TITLE	E-MAIL
(907) 694-9601		
DAY PHONE	EVENING PHONE	CELL
		FAX

Anyone else who knows your setting well

Melissa Johnson	Pastor, St. Paul Evangelical Lutheran Church	mjohnson003@luthersem.edu
NAME	SYNOD	E-MAIL
(651) 245-8237		
DAY PHONE	EVENING PHONE	CELL
		FAX

PART III: LEADERSHIP NEEDS

The Leader we Seek

Roster Type:

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

Solo Pastor

Master's Degree (seminary or graduate school)

Full time call



POSITION TYPE:

MINIMUM DEGREE REQUIRED:

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 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 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 checked="" 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 type="checkbox"/> Small Group Ministry
<input type="checkbox"/> Social Ministry	<input 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 checked="" type="checkbox"/> Youth and Family Ministry		

Gifts for Ministry

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

Top Priority	Very Helpful
Yes	Help people develop their spiritual life.
	Help people understand and act upon issues of social justice.
	Provide care and nurture.
	Be active in visitation of members and non-members.
	Be effective in working with children.
Yes	Build a sense of community among the people with whom he/she works.
	Help others develop their leadership abilities and skills for ministry.
	Be an effective administrator.



Yes	Be an effective communicator.	
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.	Yes
	Organize people for community action.	
	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
Yes	Bring joy and good humor to relationships.	
	Be able to share leadership and work in a team.	
	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. **Getting to know us - we will help by wearing name tags at first or having a bulletin board with photos and pictures ready for you. We would like you to visit with us over coffee or work or in small groups that we can help draw together for lunch or dinner.**
- B. **Participate in our Cluster and Synod events - attend text studies and collegiums**
- C. **Help us to focus on particular ministries that work in our area. Perhaps supporting outreach or offering a space for conversations to the public and ourselves over thought provoking topics.**
- D. **Help us continue to get more people involved in ministries including worship and education and outreach.**
- E. **Encourage us and support us to provide enrichment for all ages here.**

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. **We will pray for you and with you. If COVID limits our in-person gathering, we will set up zooms (with order-in food) so we can share prayer, food and connection.**
- B. **We will agree to form a Mutual Ministry Committee to provide feedback and support for you. We are also open to annual evaluations.**
- C. **Introduce you to us, the area AND people of Eagle River and important parts of our community including schools, university, neighborhoods, other denominational leaders, LSSA, the Foodbank, our own Day Care Center and leaders, Boy Scouts, hospitals, etc. In order for you to get to know our congregation better, we will put together some household photos and introductory emails from congregants to forward to you.**



D. **Invite you to experience various Alaskan wonders with us --- hiking, camping, fishing, skiing, snow-machining etc. as a way to get to know us and this beautiful part of God's world**

E. **We will partner with you to help begin ministries that make sense for us- Bible study, outreach etc. We will show up to these new opportunities.**

Compensation

No	Yes
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.

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	No
Strategic Plan: Goals and Objectives	No
Budget	Yes
Annual Report	Yes



Position description: Duties and Responsibilities

Yes

PART IV: COMMENTARY

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

Our church is an open, welcoming oasis where we are not afraid to tackle diverse ideas, consider social justice issues and want all people who walk through our doors to feel included by our community. We embrace the traditions of Lutheranism and love the liturgy and hymns but are also open to try new ideas, new music and even new ways of worship and service. As a congregation, we have agreed to be open to same-sex marriages. We are an older congregation but would very much like to expand with younger families and more children. There is lot of support among our congregants for more youth programs but we recognize the challenge for denominational churches and religious institutions in general to demonstrate relevance for today's society. We are certainly challenged by finances and although we love our beautiful and expansive facility, it does pose challenges in terms of size relative to our current congregation and available resources. For example, our 2020 approved budget was \$35,000 lower than the 2019 budget.

We are fortunate to be located in an absolutely stunning location with the glories of nature at our fingertips. Our church is conveniently located on a main street close to housing and a Walmart and within a mile of downtown Eagle River. This location allows us to serve the community through the use of our facility. While our community as a whole is conservative and relatively homogenous, many of our congregants have a heart for social justice issues and are far more inclusive than the congregations of other local churches. We do have differing views but embrace that as a good and positive thing rather than a reason to disparage others. Throughout the COVID pandemic, our congregation has reached out to one-another through calls, letters, socially-distanced small group gatherings, zoom meetings and by stepping up to serve one another through online and some in-person worship. Members of our congregation helped clean our facility, mow our grass, provide special music, preach sermons, gather food pantry items, write one-another letters of encouragement, and record and post services and other material to our facebook page. Our congregation may be small but we are mighty nonetheless!

PART V: COMPLETION OF PROFILE

Discernment Process and Adoption

Please describe the process used to gather information, formulate responses, and officially adopt this Ministry Site Profile. (Approximately 100 words maximum).

The MSP team, appointed by the church council, used surveys, both written and online, input from our church council as well as congregational meetings (in-person and on zoom) as our primary sources for this document. Throughout the process, we consulted with our interim pastor, our church council president and individual members of our congregation. After initially meeting in person, our team relied on email and multiple zoom meetings to discuss our roadmap to completion. After distribution to the congregation, we will seek congregational approval for the document.

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

CALL PROCESS ADMINISTRATOR

The name of the person on the synod staff that the bishop has designated as the Call Process Administrator for this call process.

Bishop Shelley

NAME

(907) 272-8899

TITLE

aksynodbishop@gmail.com

OFFICE PHONE

E-MAIL



Reference's Recommendation

Fran Lange

NAME

langemfdkm@gci.net

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