

MINISTRY SITE PROFILE
Messiah Lutheran

Madison, AL

Completed: 05/16/2024



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

The Pastor/Deacon of Faith Formation works to develop and nurture the growth of discipleship, Biblical knowledge, and an understanding of God's love through cross-generational experiences. Faith formation is a lifelong journey and requires deliberate attention at each stage of life. These stages include: early life, youth, young adults, and adult ministry. Each faith and life stage has its own opportunities and challenges. However, the primary responsibility of the Pastor/Deacon is faith formation in the first third of life, focused on our church youth.

PART I: WHO WE ARE

Name and Location

CONGREGATION

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

Madison, AL, 35758

CITY, STATE, ZIP

Southeastern Synod (9D)

SYNOD

Medium city (50,000 - 249,999)

SIZE OF COMMUNITY

Messiah Lutheran

NAME

US

COUNTRY

Congregation - Organized

TYPE OF MINISTRY SITE

30022

CONG ID

1990

YEAR ORGANIZED

Contact Information

Ministry Site (preferred contact information)

7740 Hwy 72 W

ADDRESS LINE 1

ADDRESS LINE 2

Madison, AL, 35758

CITY, STATE, ZIP

US

COUNTRY

office@mlutheran.org

E-MAIL

www.mlutheran.org

WEB SITE

(256) 721-0041

PHONE

FAX

Chairperson of Congregation or Head of the Organization

Neda Ballard

NAME

204 Tweed Drive

ADDRESS LINE 1

ADDRESS LINE 2

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CITY, STATE, ZIP

US

COUNTRY

(320) 492-3335

DAY PHONE

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FAX



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E-MAIL

Chairperson of Call or Search Committee

Mark Zesinger

NAME

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Madison, AL, 35758

US

ADDRESS LINE 1

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CITY, STATE, ZIP

COUNTRY

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DAY PHONE

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FAX

mark@zesinger.com

E-MAIL

Demographics

Language Spoken

In the congregation/ organization

English

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

In the surrounding community

English

Spanish

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

Race/Ethnicity (In the Congregation)

Caucasian (95%)

**African American/Black
(5% or less)**

Latino/Hispanic (5% or less)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Race/Ethnicity (Surrounding Community)

Caucasian (75%)

**African American/Black
(15%)**

Latino/Hispanic (5% or less)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Gender comparison

44%

56%

Age distribution

20%

20%

15%

20%

20%

MALE

FEMALE

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

Number of Paid Staff

1

0

3

1

1

1

Ministers of Word
and Sacrament
(PASTORS)

Ministers of
Word and
Service
(DEACONS)

OTHER LAY PROFESSIONALS

SECRETARIAL SUPPORT

CUSTODIAL SUPPORT

OTHER

Congregational Information



151 - 250

26 - 50

Single site

AVE WEEKLY WORSHIP ATTENDANCE

AVE ATTENDANCE IN CHRISTIAN EDUCATION

PARISH TYPE

Distance members live from church facilities:

0%

0%

15%

85%

1/2 MILE OR LESS

1/2 - 1 MILE

1 - 3 MILES

MORE THAN 3 MILES

Community Type

- | | | |
|--|---|--|
| <input checked="" type="checkbox"/> Suburban | <input checked="" 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 checked="" type="checkbox"/> Retirement |

Budget of the Congregation/ Organization

2023

\$550,641

LAST FISCAL YEAR

TOTAL BUDGET FOR THE LAST FISCAL YEAR

\$0

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

\$47,666

\$691,490

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

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.

Messiah Lutheran Church (MLC) is located in Madison, Alabama, a rapidly growing suburb of Huntsville. Madison is a relatively affluent community immediately west of Huntsville. With the Army's Redstone Arsenal, NASA's Marshall Space Flight Center, and Cummings Research Park immediately adjacent to Madison, a large segment of the workforce is devoted to professional, scientific, and technical work. There is also an established and growing skilled workforce with manufacturing companies like Mazda-Toyota and Polaris, The US Space and Rocket Center, home to Space Camp, draws visitors from across the globe.

The Huntsville-Madison area provides ample outdoor opportunities, including parks, greenways, hiking trails, a botanical garden, and scenic waterways. The Huntsville metro area also boasts an ever-expanding culture and entertainment scene, including several mixed-use dining, arts, and entertainment districts; arts and history museums; theater events, a ballet, and a symphony orchestra. Huntsville is home to multiple sporting venues hosting events from amateur/recreational, to collegiate (University of Alabama in Huntsville and Alabama A&M University) and professional (Rocket City Trash Pandas minor league baseball, Huntsville Havoc (SPHL) hockey, and Huntsville Football Club (feeder team to MLS Nashville Soccer Club)). Other major metropolitan areas are a short drive away: Nashville and Birmingham are within 2 hours, and Atlanta and Memphis are within 3.5 hours.

The local public schools are excellent and consistently rated among the best in the state. Huntsville was named the #1 Best Place to Live by US News and World Report in 2022.

Trends:

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

Personnel Changes: We are very excited about our new senior pastor who joined us in the spring of 2023. She is committed to helping congregation members, including children and youth, learn how to put their faith into action. She encourages collaboration, inclusiveness, and the implementation of new ideas while maintaining respect for



those traditions that still serve us well. Our long-time choir director has also taken on a new position as the Director of Worship and Music. He is also very collaborative and is bringing a new energy as he gradually implements some new ideas into our worship experience. Two years ago our Youth Director was ordained as a Deacon and took a call out of state, and this past spring our long-time Director of Outreach retired. These events have forced us to take a good look at ourselves and have encouraged many people to step up to take on leadership roles as well as learn and grow in their faith.

Financial Stability: Financial giving at Messiah has been very steady, reflecting the importance members of the congregation have placed on giving back to God what is His with our tithes and offerings. As of the end of 2023, all property loans have been paid off, and we are currently discerning future usage of the proceeds from the sale of our parsonage. While certainly not the only measure of congregation member involvement, it is noteworthy that the membership at Messiah has maintained their financial stewardship commitment to the church and our mission.

Participation of families with children and youth: MLC's youth and education programs have experienced consistent involvement and have begun a strong trend upward over the past few years. We have increasing numbers of young children who are excited and eager to learn and develop their faith. Children as young as 3rd grade are wanting to take on active roles in the worship service and attending various faith formation activities. Our middle school and high school youth are very talented and busy with school and extracurricular activities, but many of them continue to carve out time to participate weekly in youth group and mission activities. We currently have 15 youth regularly attending confirmation class, and some youth are becoming more involved in worship roles including serving as acolyte, lector, cantor, and even giving children's sermons.

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.

- **Rapid Growth:** A number of employers have moved to the Huntsville/Madison area in the last few decades. Madison has grown from 4,057 in 1980, to 29,329 by 2000, to nearly 60,000 in 2022. The population within a 50-mile radius is 1.1 million. Housing prices have increased, and housing construction has shifted from primarily single-family subdivisions to include more townhomes and multi-family developments. The increased population is straining our infrastructure and schools. The local government, utilities, and school systems have been adding new schools and services to help keep up. The area is evolving from a "small town" to a city. Such rapid growth can cause many challenges, but it also offers several opportunities that weren't available before - opportunities for growing our church and bringing more people into a relationship with Jesus and one another. This is an exciting time for our church and community, and a synergy is beginning to be felt as we work together to glorify God with everything we do.

- **Diverse Worldviews:** Our surrounding community reflects different worldviews, similar to the differences apparent across our country today. Within the church, we strive to maintain a focus on the Word and Sacrament, and this has led us to an overall focus on mission. As MLC reaches out to our community, it is our prayer to be an influence for a Christ-centered world view by generating faith, hope, and love to all we serve. Huntsville/Madison area is similar to many parts of the Southern U.S. having a predominant Christian population with Baptist, Methodist, and Church of Christ among the largest denominations. There are also a significant number of Catholic, other Protestant denominations and other diverse religious communities including Islam, Judaism, Hinduism.

- **Strained Social Services:** With growth, our city and surrounding community have experienced an increase in the unhoused population. While the cities have made moves to increase affordable housing, there remains a need for local non-profits and faith-based organizations to provide services to help individuals and families reach financial stability. Mental health services are strained as the population grows and the percentage of the population seeking mental health care services increases. There is a shortage of beds in psychiatric centers, meaning critical patients must wait to receive treatment. For patients seeking non-emergency treatment, they often cannot find providers accepting

Programs:

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

- **Fellowship and Support:** As a congregation, Messiah has historically had strong fellowship programs, including Wednesday evening meals, coffee and donuts on Sundays, social groups, and celebrations. We are excited about the addition in the past 2 years of a large annual community German Food Festival which allows us to share our Lutheran heritage with the community. We always look forward to the music concert series and our own Ring and Sing program at Christmas time. Newly created ministries are starting, such as our card ministry that offers a fellowship opportunity to create cards and a resource to support members with various challenges in a unique way. Even with the success of these events, there is always a need for more. We are thrilled to see where God will continue to lead as we develop more inclusive possibilities for member fellowship and support.

- **Youth:** We have a strong core group of talented youth who are excited about participating in youth activities, outreach activities, and assisting with worship. The congregation is excited to support our youth through fellowship



and education and has a group of dedicated volunteers who have worked diligently to keep activities going while we search for a replacement for our youth leader. We are excited about the possibility of a rostered leader who would bring a spark of creativity and innovation and who would work with our senior pastor and volunteers to foster cohesiveness, stability, and bring spiritual direction to our youth program as well as nurturing faith formation for all ages.

-**Music:** We agree with Luther that next to the Word of God, music is one of the greatest gifts of God. The music program at Messiah is an important part of our worship, ministry, and outreach. We have many talented musicians who lead and share their musical abilities. Our programs include our vocal choirs for both adults and children, handbell choir, instrumental ensemble, contemporary ensemble, and other musical contributions from our congregation members. We are blessed to have a pipe organ and Steinway concert grand piano.

Goals:

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

Our Long Range Planning study identifies two primary goals which remain unsatisfied: 1) Call a second rostered minister to assist in worship and the maintenance of a vibrant youth program; and 2) Continue to develop the youth program to better minister to our church youth and youth of the community. Recent surveys of the congregation for our MSP demonstrated continued support for these goals as well as helping develop a cohesive faith formation program for all ages in the congregation.

The primary goal of our ministry is best described by our mission statement: We are "God's People, Reaching Out." "God's People", emphasizing our Lord's initiative in claiming us as His people. In matters of faith, God always comes first. Gathering around Baptism, God's Word, and the Lord's Supper, we hear God's promises and we are shaped to reflect His image. "Reaching Out" is our response. It includes worship, education, evangelism, stewardship, fellowship, and caring for and loving those around us. "Reaching Out" includes our home, our church, our community, the nation, and the world.

Energy:

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

Our outreach has been a hallmark of our church, but we are hopeful to grow focus and energy on looking inward to the needs of the congregation, as much as we look outward to others in need. Our recent call process and new pastor have helped us seek new opportunities for ministry and service, while retaining some beloved traditions. We are eager to implement fresh new ways to bring the congregation together in mission and programs. We are looking not only for fellowship opportunities within the church building, but exploring possible in-home family visits, to help encourage youth and family involvement and working through potential hurdles to full participation.

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 a congregation, we tithe to the Southeastern Synod missions and send representatives to the synod assemblies. Our youth attend several synod events, participate in synod leadership groups and travel to state and national youth gatherings. Many of our members attend a variety of ELCA events. We support the ELCA's missions by contributing to and participating in many disaster relief programs as well as Lutheran World Relief programs through our quilt and kit ministries. We are in awe of how God has used our congregation to collect 5,333 pounds of supplies for LWR this past year; and look forward to what God will do through us in 2024.



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 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 type="checkbox"/> | <input checked="" type="checkbox"/> | We are demographically homogeneous. |

OUR LEADERSHIP STYLE

- | | | | | | |
|--|--------------------------|-------------------------------------|-------------------------------------|--------------------------|--|
| We welcome ideas that are provoking and challenging. | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | We prefer ideas that are tried and true. |
| We rely on our leaders for direction. | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" 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 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

- | | | | | | |
|---|-------------------------------------|-------------------------------------|-------------------------------------|--------------------------|--|
| 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 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 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?

As "God's People, Reaching Out," we are called to worship God, preach and teach the Word, serve our community, and support one another. We do this through our physical church presence, fellowship activities and events, and our MANY outreach programs. Messiah also serves as an ELCA presence within the Madison 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?

Music is a critical part of our identity in worship, fellowship, and outreach. Worship is filled with beautiful music of various types, including piano, pipe organ, choir, instrumental ensembles, handbells, and band-led services. We also share music by hosting concerts and programs, introducing Messiah to the community and encouraging them to join us at worship.

An additional resource is our location. Messiah is centrally located at the crossroads of two major arteries for traffic in and through Madison, which lends us high visibility to the community. Our facility is made available and used by a variety of outside groups

We are blessed with financial stability because of our generous congregation. Utilizing our environment and finances, we are able to serve our community in various capacities, such as outreach, fellowship, and preaching the Word.

Messiah Lutheran Church has a wide range of talents - technical skills, building expertise, professional arts, graphics, and music. The people involved with Sunday worship, outreach programs, youth curricula, and fellowship drive our church to accomplish our mission goals, though relying on the talents within our congregation can ultimately lead to fatigue and burnout due to competing commitments.

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?

-Outreach: As "God's People, Reaching Out," mission work is particularly important to us. A few missions commonly referenced as noteworthy in a recent congregational survey were: Lunches for Learning (food aid to public schools in Honduras), Weekend Food Program (food aid for local public schools), wheelchair ramp building for elderly/homebound, Lutheran World Relief quilt and kit ministries, disaster relief, and Owen's House (supporting homeless women and children).

- Christian Education: Expanding our Christian education programs is a high priority.

- Reconnection and Inreach: While we have strong bonds among members and frequent fellowship activities, some feel that we are lacking in vitality that once was present in our congregation. We see increasing spiritual growth and Bible study opportunities as an opportunity to foster stronger connection within and across age groups.

References

Synod Bishop

Rev Kevin Strickland

Southeastern Synod

bishop@elca-ses.org

NAME

SYNOD

E-MAIL

(404) 589-1977

DAY PHONE

EVENING PHONE

CELL

FAX

Inside Congregation or organization



Kari Pitchko	MLC Member	tkpitchko@gmail.com
NAME	ORGANIZATION AND TITLE	E-MAIL

DAY PHONE	EVENING PHONE	CELL	FAX
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Outside Congregation or organization

Craig Satterfeal	Thrivent Financial Representative	craig.satterfeal@thrivent.com
NAME	ORGANIZATION AND TITLE	E-MAIL

(256) 883-5509

DAY PHONE	EVENING PHONE	CELL	FAX
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An ELCA rostered minister

Pastor Keith Cook	Pulpit Supply and MLC Member	krogercook811@gmail.com
NAME	ORGANIZATION AND TITLE	E-MAIL

DAY PHONE	EVENING PHONE	CELL	FAX
-----------	---------------	------	-----

Anyone else who knows your setting well

Mark Rusak	BSA ScoutMaster	mrusak@knology.net
NAME	SYNOD	E-MAIL

(256) 679-0408

DAY PHONE	EVENING PHONE	CELL	FAX
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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:

Full 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 checked="" type="checkbox"/> Campus / Young Adult Ministry |
| <input type="checkbox"/> Chaplaincy | <input checked="" 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 checked="" 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 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 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 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.	
Yes	Be effective in working with children.	
	Build a sense of community among the people with whom he/she works.	Yes
	Help others develop their leadership abilities and skills for ministry.	Yes
	Be an effective administrator.	
Yes	Be an effective communicator.	
Yes	Be an effective teacher.	
	Encourage support of the Church's wider mission.	Yes
	Work regularly in the development of stewardship growth.	
	Be active in ecumenical relationships.	
Yes	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.	
Bring joy and good humor to relationships.	Yes
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.	
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. Promote youth spiritual growth and participation: One of our primary goals within Messiah is to increase the effectiveness of our youth program. We expect the Faith Formation Pastor/Deacon will take the lead on making that happen. We expect this person to develop a rapport with the youth, young families, and young adults, encouraging and supporting active participation of our youth in the church. We also expect this person to work closely with the volunteers coordinating/teaching Sunday school and supporting other youth activities.**
- B. Promote Christian education and spiritual growth: We expect the Faith Formation Pastor/Deacon to help oversee programs across all age groups. While the youth are a priority for this position, the congregation is eager for spiritual growth and support across all ages. Much like with the youth, we would like this person to promote more robust adult education and fellowship, and support volunteers for adult Sunday School and other faith programs.**
- C. Assist with worship: We expect the Faith Formation Pastor/Deacon, as a rostered church leader, to participate with the Senior Pastor in helping lead the worship service and giving the sermon regularly (an average of once per month).**
- D. Help promote youth participation in outreach: Outreach is a central goal at Messiah. We have many vibrant active outreach ministries that we would like our new leader to help support and promote, and are open to new opportunities for outreach.**
- E. Inspire participation within our Congregation and Community: We would like the Faith Formation Pastor/Deacon to assist the Senior Pastor to continue to bring us closer together as a church family and help us grow in number and participation level.**

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 our leaders and church.**
- B. We will be open to new ideas and be involved. We will volunteer and encourage participation where asked and/or needed. We also have paid staff for worship and music, communications, and office administrative functions who will assist as appropriate.**



- C. **Sunday School Participation: We have an active Sunday School program. A Lay person serves as Sunday School Superintendent. They will assist in recruiting volunteers and implementing the Sunday school program for children and youth.**
- D. **We will encourage, defend, listen, and provide feedback to our Faith Formation Leader. Our Senior Pastor once held this position at a previous call and will assist in the transition. The congregation has expressed a strong willingness to support this position and has the capacity to do so.**
- E. **We will welcome our new Faith Formation Leader to fellowship. We want to get to know them through worship and outside of worship. We hope that they will attend various fellowship events outside of worship to build a bond with congregation members and other members of our community.**

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
No	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.

MLC intends to offer full salary, allowances, and benefits per SES Compensation Guidelines and recommended Portico Benefits.

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.

Pastor/Deacon of Faith Formation Position Description

Purpose:

The Pastor/Deacon of Faith Formation works to develop and nurture the growth of discipleship, Biblical knowledge, and an understanding of God's love through cross-generational experiences. Faith formation is a lifelong journey and requires deliberate attention at each stage of life. These stages include: early life, youth, young adults, and adult ministry. Each faith and life stage has its own opportunities and challenges. However, the primary responsibility of the Pastor/Deacon is faith formation in the first third of life, focused on our church youth.

Key Responsibilities:

The Pastor/Deacon will be responsible for overall education programming with input from the Youth & Education Committee and Senior Pastor.

Plan and select the Sunday School curriculum and programs for all ages

Coordinate and publicize education opportunities

Recruit, lead, and guide educational staff and volunteers to administer adult and youth education

Develop and oversee additional Bible, Prayer, and Faith study opportunities for all ages

The Pastor/Deacon will be responsible for planning, organizing, leading, and growing the church youth program.

Plan and organize youth group events, service projects, or trips designed to engage youth in faith building and fellowship activities

Support and encourage youth ministry opportunities that integrate all youth into the full life of the congregation and the mission of Messiah Lutheran Church

Encourage and develop leadership skills in youth and adult volunteers

Collaborate with the Senior Pastor in planning and implementing of confirmation classes

Understand and implement effective communications with the youth and all families

Coordinate fundraising efforts throughout the year

The Pastor/Deacon will serve Pastoral duties along with the Senior Pastor.

Assist with pastoral leadership of the congregation

Provide pastoral care to youth and families in consultation with the Senior Pastor

Preach at services approximately once per month

Share in providing the sacraments

Promote intergenerational activities and family ministries

Collaborate with and be accountable to the Senior Pastor and the Church Council

Qualifications:

Experience working with children, youth, and families



- Have a passion for Youth and Christian Education
- Demonstrate the ability to engage others and work in a team and collaborative environment
- Be proficient with computer, social networking, and communications skills
- Adhere to the boundaries as detailed in the Messiah Lutheran Church Youth Activity Standards
- A background check
- Annual SES Boundaries training
- CPR and First Aid Certification within 3 months of call commencement

A Letter to our Future Pastor or Deacon from our Youth:

Dear Future Minister,

Welcome to Messiah Lutheran Church! We're thrilled to have you join our community. As a collective, we've cherished the vibrant spirit of this congregation and can't help but hope for a future minister who embodies the qualities we hold dear. Our previous youth director has set a wonderful example with her fun, energetic, and kind demeanor, along with her accepting nature. While we understand that we can't control the duration of your stay, we hope you'll stick around for a bit and become an integral part of our family. Messiah is a place where joy is infectious, and we genuinely hope you enjoy your time here as much as we do. We're a silly bunch, and it might take a moment to adjust, but we believe in creating an atmosphere of warmth and acceptance. We look forward to the opportunity to share laughter, fellowship, and perhaps a spontaneous trip to Waffle House with you. Welcome, and let's embark on this journey together!

Warm regards,
MLC youth

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 Church council installed a Task Force focused on a second called leader, to develop the initial draft of the MSP. The Task Force used the approved MSP for our recently called Senior Pastor (2 years ago) as a baseline, and made updates based on a church-wide survey/questionnaire, town hall meetings, and individual conversations. The installed Call Committee reviewed the draft MSP, made updates focused on this position, and provided it to the Church Council for review and approval.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's board: **4/18/2024**

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.

Pastor Jonathan Hemphill

NAME

(404) 589-1970

OFFICE PHONE

**Assistant to the Bishop for
Congregational Life**

TITLE

jhemphill@elca-ses.org

E-MAIL

Reference's Recommendation



Laurie Campbell

NAME

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CELL

EVENING PHONE

FAX