

MINISTRY SITE PROFILE
St Andrew Lutheran

Beaverton, OR

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

St Andrew Lutheran Church (RIC) seeks a Lead Pastor to provide direction and leadership in the daily and long-term ministry of the church. The Lead Pastor will focus on spiritual growth, including preaching and teaching; stewardship; nurturing relationships, including pastoral care and outreach; leadership, including to the Council, ministry staff and the Parish Manager; and strategic planning for the congregation. The Lead Pastor will be a spiritual leader and guide for the people of the church, discerning what it means to be a Christian and a Lutheran today.

PART I: WHO WE ARE

Name and Location

CONGREGATION

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

Beaverton, OR, 97229

CITY, STATE, ZIP

Oregon Synod (1E)

SYNOD

Suburb within 10 miles of a large city

SIZE OF COMMUNITY

St Andrew Lutheran

NAME

US

COUNTRY

Congregation - Organized

TYPE OF MINISTRY SITE

04867

CONG ID

1953

YEAR ORGANIZED

Contact Information

Ministry Site (preferred contact information)

Carol Harker

ADDRESS LINE 1

12405 SW Barnes Road

ADDRESS LINE 2

Beaverton, OR, 97005

CITY, STATE, ZIP

US

COUNTRY

charker@standrewlutheran.com

E-MAIL

https://standrewlutheran.com/

WEB SITE

(503) 646-0629

PHONE

FAX

Chairperson of Congregation or Head of the Organization

Elisabeth Hardy

NAME

15535 SW Beverly Beach Ct.

ADDRESS LINE 1

Beaverton, OR, 97007

CITY, STATE, ZIP

US

COUNTRY

(360) 632-4900

(360) 632-4900



DAY PHONE	EVENING PHONE	CELL PHONE	FAX
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elisabethhardy6@gmail.com

E-MAIL

Chairperson of Call or Search Committee

LuAnn Staul

NAME

1035 NW Joy Ave

Portland , OR, 97229

US

ADDRESS LINE 1

ADDRESS LINE 2

CITY, STATE, ZIP

COUNTRY

(503) 314-6321

DAY PHONE

EVENING PHONE

CELL PHONE

FAX

ljstaul@gmail.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 (90%)

Latino/Hispanic (5% or less)

Asian/Pacific Islander (5% or less)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Race/Ethnicity (Surrounding Community)

Caucasian (60%)

Latino/Hispanic (15%)

Asian/Pacific Islander (10%)

African American/Black (5% or less)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Gender comparison

42%

58%

MALE

FEMALE

Age distribution

5%

15%

10%

15%

50%

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

Number of Paid Staff

1

2

1

2

2

0

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:

10%

10%

10%

70%

1/2 MILE OR LESS

1/2 - 1 MILE

1 - 3 MILES

MORE THAN 3 MILES

Community Type

Suburban

College or University

Farming

Inner City

Mining/logging

Ranching

Industrial

Resort

Retirement

Budget of the Congregation/ Organization

2023

LAST FISCAL YEAR

\$828,205

\$377,319

TOTAL BUDGET FOR THE LAST FISCAL YEAR

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

\$50,530

\$472,611

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.

St. Andrew is in Beaverton, Oregon, a suburban residential community west of Portland, Oregon. Beaverton is located between the Portland West Hills and Tualatin Valley farmlands. St Andrew members primarily live in Beaverton and the surrounding suburban communities of Bethany, Aloha, Hillsboro, and Tigard. The area includes wineries, historic landmarks, international restaurants, shops, the Reser Center for the Arts, as well as professional sports, and museums in the City of Portland.

Beaverton is home to Oregon's largest employer, Nike global headquarters, as well as several tech companies. Congregation members are employed in or are retired from local healthcare services, university and k-12 teaching positions, the technology industry, and government services.

An active outdoor lifestyle is supported by the Tualatin Hills Park & Recreation District, which is the largest special park district in Oregon, with 90 park sites, 60 miles of hard and soft-paved trails for walking and biking and more than 15,000 acres of natural area. One of the three lakes in the park district, Commonwealth Park, is located within a block of St. Andrew. Additional opportunities for outdoor activities are available on Mt Hood, in the Columbia Gorge and at the Pacific Ocean, all within 90 minutes of Beaverton.

Median house prices in Beaverton, OR are \$443,182. The more expensive areas tend to be in the north and south parts, while more affordable homes are in the west regions. Of the 40,537 occupied housing units in Beaverton, 49.64% are owner-occupied.

Beaverton School District is ranked in the top 5% of Oregon schools, with 39,253 students, in 55 schools in grades PK, K-12. The student-teacher ratio is 18 to 1. Minority enrollment is 57% of the student body, the majority is



Hispanic. The diversity of the school district is evident in the 97 languages spoken by district school students. In Beaverton, 98.3% of adults have a high school diploma and 46.97% have earned a bachelor's degree or higher. The congregational members have a high level of education similar to or slightly higher than the community.

Despite the homogeneous nature of our congregation and community, both the members of St. Andrew and the community are welcoming of diversity of race, religion, gender, gender identity and cultural differences. We are a Reconciling in Christ Church with a history of female and LGBTQ pastoral and congregational leadership.

Trends:

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

The pandemic has led to changes to how we gather and worship. During the pandemic, worship and congregational meetings were offered on Zoom, and livestreamed. This shift, required at the time, has resulted in a small but significant community of people finding connections virtually. It has become obvious that providing opportunities to connect and worship virtually will continue to be an important part of our ministry. Since the pandemic disruption we now have fewer people worshipping in person due to a variety of factors. Last year the decision was made to offer only one service instead of two. Although some would rather not attend at the earlier hour, overall those attending worship in person enjoy the vibrant worship and connections that one service provides.

Second, we also have an aging congregation. Over 50% of the congregation is over the age of 65. This provides an opportunity for members who are retired to actively participate in the ministry and function of the church, but as people age they are less able to physically and intellectually participate as they may have in the past.

This leads to the third trend. It is increasingly difficult to find members willing, able, and skilled to serve in congregational leadership roles. In addition, being shut down for nearly 2 years interrupted the natural progression of upcoming leaders. Over the last few years, we have struggled to find people that want to serve on the Council.

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.

The community is growing and financially well off but increasing income inequality has taken its toll, as it has in the greater society. Many have trouble affording rent or a mortgage, which leads to insecurity. This issue has been exacerbated with inflation and increasing interest rates. It is not unusual to now see the houseless, those with mental health and addiction issues in the community. Religious and community organizations are struggling to meet the needs of the vulnerable.

The Pacific NW has traditionally been the most unchurched area of the nation. Fewer and fewer people find the church model of the past to be relevant in their lives today. Churches tend to be lumped together by those who are not a part of them. Recent actions by other branches of the Christian church are met with scorn by the general public. It is difficult to get our message of hope and community out there among all of the noise and headlines. Although Portland has been unfairly characterized and staged by some as a place of political unrest and dissent, there is a high level of positive community and civic engagement.

On a positive note, there is increased diversity in the Beaverton area. During a short walk from St. Andrew to Commonwealth park you will see people of diverse ages, race, ethnicity, and life style.

Programs:

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

God Care – The foundation of our Ministry encompasses Worship and Music, and Christian Education. Worship is offered in person, via Zoom, and livestreamed. The Minister of Music position is currently vacant and will remain so until a new Lead Pastor has accepted a Call. Our Christian Education Programs include Adult Education; The Roots, for elementary age children; Confirmation, a three-year program for Middle School youth; the High School Program supported by the Director of Next Generation Ministry; and adult and children's libraries.

Earth Care – Our Earth Care Team supports initiatives that educate and support others in making positive changes for the planet. Many members serve as faculty and support the annual children's Earth Camp. The team also sponsors an annual Earth Care Fair.

Neighbor Care – The Service Committee leads initiatives that provide food, clothing, and housing support to the local community. They are also responsible for the distribution of a percentage of St. Andrew Ministry and Mission funds to support local non-profits. The Sanctuary Team works through Lutheran Community Services to sponsor an Afghan refugee family. The Nifty Knotters make quilts for Lutheran World Relief (LWR), the community, and our graduating seniors.



Community Care – St. Andrew is a longtime supporter of LWR. During our biennial drives we collect and assemble health kits and school kits for distribution by LWR. We are also the distribution collection site for the regional biennial donations. We are a member of the Metropolitan Alliance for Common Good (MACG). Our own MACG committee has supported community organizing leadership training, community efforts to reduce healthcare disparity, and member fellowship events. We began hosting a Head Start program in our pre-school space in September 2023. The St. Andrew Foundation supports internal and community ministry, including scholarships to graduating seniors.

Self-Care – Pastoral care is led and coordinated by the Parish Chaplain, an ordained Deacon. Member volunteers provide Eucharistic Ministry. We offer many self-care activities for members and the community, with weekday Tai Chi, exercise, and yoga offerings. The Spirituality Book Group meets monthly to examine works of fiction and nonfiction through a spiritual lens. The Health Ministry Team is available for support with any struggles members are having with mental or physical medical condition.

Goals:

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

Core Ministry Initiatives – Key Perennial Initiatives:

Worship. Cultivate engaging Christ-centered worship in a variety of forms that inspires us to follow the teachings of Jesus, glorifies God, communicates God's gracious unconditional love for us, and inspires us to care for God, Earth, community, neighbor, and self.

Christian Education. Offer scriptural and contextual educational opportunities for all ages that teach us of God's gracious unconditional love for us and help us grow in our faith and integrate the five core care values into our life and ministry, as followers of Jesus.

Key Ministry Initiatives – Time Sensitive Initiatives:

The Call of a Lead Pastor. We are looking forward to renewal and excitement with a new lead pastor that will lead us toward fulfillment of our mission and vision.

Fill the Minister of Music Position. The position of Music Minister has been vacant since 2022; it is being filled as an interim position. We envision that the lead pastor would work very closely with the Minister of Music and therefore have delayed hiring this position until after the call of the lead pastor.

Growth in children and youth ministry. In 2021 we introduced a rotational model for the Children's education time on Sunday morning, the Roots. This provides an engaging learning experience for children K-5 but it also requires many volunteers. With the Director of Next Generational Ministry, we work to make this a time for children's spiritual growth and increase intergenerational connections.

Resolve the mortgage debt. We are a short way from paying off the mortgage, with only 12% of the original loan balance remaining. Without the debt of a mortgage, congregational gifts would all be given toward our mission and ministry, designated giving, and ongoing maintenance costs. This will increase the congregation's financial stability and create possibility for new ministries.

Energy:

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

The congregation is excited about a new lead pastor, our various ministries, and providing space for a Head Start pre-school program. A new lead pastor brings new ideas and possibilities and that is exciting to St. Andrew members. Our interim lead pastor has helped the congregation transition to new worship and music approaches and has helped us gain new appreciation of our ministry work. During September 2023 the MACG team coordinated a Ministry Fair. It was the first opportunity in a long time for members to learn about all the ministry activities that are thriving at St. Andrew. The congregation is especially excited about Earth Care, the children's ministry program, adult education, Lutheran World Relief, many service projects and support of an Afghan refugee family. St. Andrew's children's education space was specifically designed for a pre-school. Although we were unable to sustain this type of ministry on our own, the congregation is still committed to supporting early childhood education and development. The Head Start program at St. Andrew provides an opportunity to support the community and share our commitment to supporting children and families. Each new season brings a spirit of renewal as we strive for energy, hope and connection.

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?



St Andrew has been a strong supporter and participant in the ELCA. Our commitment to the ELCA and Synod begins with consistent prayer for the Bishops and Synod staff. Letters from the Bishop of the ELCA and Synod are included in our annual report, and our pastors and lay leader representatives participate in the Synod Assembly. Our congregation strongly supports the ELCA's mission, vision and values.

St. Andrew members also support the Synod in its ministry work. Members currently serve or have served on the Synod Council, Candidacy Committee, and as Synod staff. One of our members, a retired pastor, is part of the Interim Minister Network. Chaplain Sister India Jensen Kerr is active in the Deaconess community. Congregational members have also participated in the educational offerings and Sacred Organizing work of the Synod. It is our plan to send several high school youth to the ELCA Annual Youth Gathering in the summer of 2024, an event that has been attended by St. Andrew youth many times over the years.

Our annual budget plan contributes 8.5% of Mission and Ministry funds to the Synod/ELCA; the remainder of the tithe, 1.5%, supports local benevolence. St Andrew also supports Lutheran World Relief, hosting the collection of quilts, health kits, and school kits for our community as well as congregations across Oregon, SW Washington, and eastern Idaho. Our Sanctuary team works through Lutheran Community Services to support a refuge family.



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 checked="" 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 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 type="checkbox"/>	<input checked="" 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 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?

St. Andrew has long considered itself a congregation that welcomes all to the love of God. Upon becoming a Reconciling in Christ congregation, we furthered our welcome, without exception. Our core values - God Care, Earth Care, Neighbor Care, Community Care, and Self Care - are fundamental to our identify and are lived out in our ministry.

Our mission statement describes our purpose in the larger body of Christ: In a Spirit of renewal, the people of St. Andrew proclaim the Good News of Jesus Christ to all creation. We encourage all generations to grow strong social and spiritual connections. We value diversity and inclusion, praise the Spirit in vibrant worship, care for the earth and all creation, and act for social justice.

The people of St. Andrew live Jesus' call from Matthew 25:40, "Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me."

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?

1. St. Andrew's beautiful Sanctuary was built in 1986, seats over 230 people, and the Paul Fritts pipe organ leads the congregation in making a joyful noise in worship. The facility also has a chapel, offices, a health office, a nursery, children's and adult libraries, a fellowship hall with kitchen, and a workroom. These support church operations, adult education, fellowship events, meetings, and weekday health classes. There is also a children's education and preschool area for Sunday classes as well as weekday use by Head Start.

2. Our buildings, parking lots, community garden, and adjacent native landscaped areas sit on two acres of developed land with an additional eight acres of natural riparian forest, meadow, and creek-fed wetlands. Our Sanctuary of the Firs is an awe-inspiring forest clearing that is used for occasional worship and our annual children's Earth Camp, although accessibility is an obstacle for those with mobility issues.

3. Our greatest asset is an active RIC congregation that welcomes all, engages in vibrant worship, and supports lifelong intergenerational education. We are broadly involved in local and global community service, act for social justice, and care for the Earth and all creation.

The breadth and size of our physical infrastructure and the extent of our developed and natural grounds require substantial upkeep. As the congregation ages, it is a challenge to recruit new members to maintain an adequate volunteer workforce. We are beginning to contract for some of these services, but this places additional demands on the church budget.

We face similar obstacles in recruiting and transitioning to new leaders and volunteers for education, worship roles, and our broad portfolio of service and earth care projects. In particular, recruiting members to serve on Council and growing skilled leaders has been identified as an area of focus. Many people take on multiple roles, so care must be taken to avoid burnout.

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?



Our first priority is our worship where the Word, Music, and Communion are central, and Christian Education for all ages, from the Roots, to Confirmation, High School, and Adult Education programs, with an emphasis on lifelong learning. This includes a focus on expanding and deepening our intergenerational community, both for how it enriches our fellowship today, and for how it will sustain St. Andrew into the future.

The second priority is to enhance and strengthen our financial stewardship. The financial health of St Andrew is required for current ministry, retirement of the mortgage debt, and the continued growth of the St. Andrew Foundation.

Our third priority is community outreach with our focus on Community Care, Neighbor Care, and Earth Care to the surrounding neighborhood, the state, nation, and international communities. Important missions include acting for social justice, providing food, clothing, and housing support to local non-profits, LWR and LCS in providing world relief and refugee services.

References

Synod Bishop

Laurie Larson Ceasar	Oregon Synod	BishopLaurie@OregonSynod.org	
NAME	SYNOD	E-MAIL	
(503) 413-4191			
DAY PHONE	EVENING PHONE	CELL	FAX

Inside Congregation or organization

Susan Kintner	Retired	smkintner@gmail.com	
NAME	ORGANIZATION AND TITLE	E-MAIL	
(503) 724-2556			
DAY PHONE	EVENING PHONE	CELL	FAX

Outside Congregation or organization

Terry Buchholz	Integrated Water Solutions, LLC	terry@integratedwatersolutions.net	
NAME	ORGANIZATION AND TITLE	E-MAIL	
(503) 705-5543			
DAY PHONE	EVENING PHONE	CELL	FAX

An ELCA rostered minister

Terry Moe	Retired, Consultant	tmoex1@gmail.com	
NAME	ORGANIZATION AND TITLE	E-MAIL	
(503) 702-5453			
DAY PHONE	EVENING PHONE	CELL	FAX

Anyone else who knows your setting well

Laurie Newman	Interim Pastor St. Andrew Lutheran Church	laurienewman@standrewlutheran.org	
NAME	SYNOD	E-MAIL	



(503) 646-0550

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

Senior Pastor / Head of Staff

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 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 checked="" 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 checked="" type="checkbox"/> Interpret Theology |
| <input type="checkbox"/> Inter-personal Climate | <input type="checkbox"/> Ministry in Crisis | <input type="checkbox"/> Ministry in Daily Life |
| <input type="checkbox"/> Ministry with Seniors | <input type="checkbox"/> Multicultural Ministry | <input type="checkbox"/> Music / Worship / Arts |
| <input type="checkbox"/> Outdoor/ Camping Ministry | <input type="checkbox"/> Parish Nurse / Health | <input type="checkbox"/> Participant in the Larger Church |
| <input type="checkbox"/> Pastoral Care and Visitation | <input checked="" type="checkbox"/> Preaching / Worship | <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 checked="" 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
Help people develop their spiritual life.	Yes
Help people understand and act upon issues of social justice.	Yes
Provide care and nurture.	
Be active in visitation of members and non-members.	
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.	
Work regularly in the development of stewardship growth.	
Be active in ecumenical relationships.	
Be effective in working with youth.	
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.	Yes
Be creative and innovative about his or her tasks.	
Be able to use technology and media.	
Appreciate cultural diversity in language and customs.	Yes
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. **Provide direction of Worship and Music Ministry and guidance for the hiring of a Minister of Music.**
- B. **Stewardship - Guide the stewardship committee, participate in developing growth and stewardship as part of everyday ministry, and serve on the St. Andrew Foundation Board.**
- C. **Create an atmosphere of confidence and comfort with change by creating avenues of communication and transparency.**
- D. **Prioritize engagement with the congregation, staff, council members, and committees, including fostering community among St. Andrew people in-person, online, and via Zoom.**



E. Enlist, equip, and motivate leaders to carry out the work of the congregation.

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. Support the pastor and the ministry of St. Andrew in prayer and Christian hospitality.**
- B. Establish a Mutual Ministry team to build trust and support with the pastor, and to encourage their continued growth, competence, and leadership for the community of faith.**
- C. Encourage the pastor in activities that will support their personal health and well-being, including uninterrupted Sabbath time**
- D. Support the pastor, their work, and work of the congregation through our stewardship.**
- E. Help the pastor appreciate the vision, opportunities, and nature of St. Andrew.**

Compensation

No	Yes
PARSONAGE	SOCIAL SECURITY TAX OFFSET
\$85,000 - \$90,000	
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.



The congregation follows current Synod guidelines for compensation. Vacation time may be carried over from one year to the next. No more than two weeks additional vacation time may be retained.
Two weeks Continuing Education time per year. Continuing education time may accumulate from year to year, but cannot be carried over more than three years.
There is an annual housing allowance in an amount approved by the Council.
Reimbursement for business expenses includes but is not limited to travel expenses, mileage, and official clothing expenses.

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
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.

St Andrew Values, Mission, and Vision

Values:

God Care, Earth Care, Neighbor Care, Community Care, Self Care

Mission:

In a Spirit of Renewal, the people of St. Andrew proclaim the Good News of Jesus Christ to all creation. We encourage all generations to grow strong social and spiritual connections. We value diversity and inclusion, praise the Spirit in vibrant worship, care for the earth and all creation, and act for social justice.

Vision:

God Calls the people of St. Andrew to a future where:

All are welcome without exception;

The Good News of Jesus Christ is joyously celebrated in worship and music;

Children and young people learn, belong, and find safety;

Lifelong learners seek answers and ask difficult questions;

People pour out their love in service and fight for justice;

Trees, wetlands and all creation flourishes.

All will know St Andrew as a place of Grace.

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).



In March 2023 the Transition Team began meeting twice monthly for devotion, one-to-one relationship building, discussion, discernment, and prayer. In April the Team led leaders of the Council, HR, Finance and Stewardship Committees in evaluation of structures, with development of changes to improve communication and function. In September the Team led the congregation in a visioning event where relevant themes and images were identified for the development of a new and relevant vision statement. The Transition team has engaged the congregation in the process by incorporating their responses on congregational characteristics, trends, community context, excitement, and our purpose in the light of God. Throughout the process the council and congregation were kept informed with regular reports.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's board: **11/16/2023**

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.

Rev Melissa Reed

NAME

Bishop's Associate for Vital Leadership and Sacramental Organizing

TITLE

pastormelissa@OregonSynod.org

E-MAIL

OFFICE PHONE

Reference's Recommendation

Terry Moe

NAME

tmoex1@gmail.com

E-MAIL

DAY PHONE

(503) 702-5453

CELL

EVENING PHONE

FAX