



The Ministry Site Profile (MSP) is intended for use by congregations and church-related organizations that are seeking to call an Ordained or lay rostered minister (Associate in Ministry, Deaconess or Diaconal Minister) of the Evangelical Lutheran Church in America, or First Call candidates for rostered ministry. Congregations must complete the entire Ministry Site Profile. Church-related organizations may, with the concurrence of the synod bishop, complete only the required sections (1-4 and 8-19). Once complete, this form is submitted electronically to your synod bishop for review and posting to the "ministry opportunities" listing on the ELCA web Site.

Date Completed: **01/09/2015**

**PART I WHO WE ARE**

**1. Name and Location**

<b>CONGREGATION</b>	<b>Immanuel Lutheran Church</b>	<b>06285</b>
CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION	NAME	CONG ID
<b>Erie, PA, 16505</b>	<b>US</b>	
CITY, STATE, ZIP	COUNTRY	
<b>Northwestern Pennsylvania Synod (8A)</b>	<b>Congregation - Organized</b>	<b>1943</b>
SYNOD	TYPE OF MINISTRY SITE	YEAR ORGANIZED
<b>Medium city (50,000 - 249,999)</b>		
SIZE OF COMMUNITY		

**2. Contact Information**

<b>1002 Powell Ave.</b>		<b>Erie, PA, 16505</b>	<b>US</b>
ADDRESS LINE I	ADDRESS LINE II	CITY, STATE, ZIP	COUNTRY
<b>immluthch@verizon.net</b>	<b>ILC-Erie.org</b>	<b>8148334062</b>	<b>8148334062</b>
E-MAIL	WEB SITE	PHONE	FAX

**Chairperson of Congregation or Head of the Organization**

**Debbie Redditt**

NAME

<b>3307 Colonial Ave.</b>		<b>Erie, PA, 16506</b>	<b>US</b>
ADDRESS LINE I	ADDRESS LINE II	CITY, STATE, ZIP	COUNTRY
<b>8148782612</b>	<b>8148337024</b>	<b>8144491855</b>	<b>8148782607</b>
DAY PHONE	EVENING PHONE	CELL PHONE	FAX
<b>debbieredditt@gmail.com</b>			
E-MAIL			

**Chairperson of Call or Search Committee**

**Joe Byrne**

NAME

<b>2430 Raspberry Street</b>		<b>Erie, PA, 16502</b>	<b>US</b>
ADDRESS LINE I	ADDRESS LINE II	CITY, STATE, ZIP	COUNTRY
<b>8147067363</b>	<b>8147067363</b>	<b>8147067363</b>	
DAY PHONE	EVENING PHONE	CELL PHONE	FAX



**jbemtp49@gmail.com**

E-MAIL

**Language Spoken**

**In the congregation/ organization**

**English**

PRIMARY LANGUAGE	SECOND LANGUAGE	THIRD LANGUAGE
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**In the surrounding community**

**English**

PRIMARY LANGUAGE	SECOND LANGUAGE	THIRD LANGUAGE
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**Race/ Ethnicity (In the Congregation)**

**Caucasian (95%)**

**African American (5%)**

LARGEST	SECOND	THIRD	FOURTH
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OTHER EXPLANATION

**Race/ Ethnicity (Surrounding Community)**

**Caucasian (95%)**

**African American (5%)**

LARGEST	SECOND	THIRD	FOURTH
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OTHER EXPLANATION

**Gender comparison**

**Age distribution**

<b>40%</b>	<b>60%</b>	<b>15%</b>	<b>15%</b>	<b>20%</b>	<b>30%</b>	<b>15%</b>
MALE	FEMALE	19 YEARS OR YOUNGER	20 - 34	35 - 49	50 - 65	OVER 65

**Number of Paid Staff**

<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>2</b>
CLERGY	LAY ROSTERED	OTHER LAY PROFESSIONALS	SECRETARIAL SUPPORT	CUSTODIAL SUPPORT	OTHER

**Congregational Information**

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

**Distance members live from church facilities:**

<b>10%</b>	<b>10%</b>	<b>20%</b>	<b>60%</b>
1/2 MILE OR LESS	1/2 - 1 MILE	1 - 3 MILES	MORE THAN 3 MILES

**Community Type**

- |                                                       |                                                           |                                     |
|-------------------------------------------------------|-----------------------------------------------------------|-------------------------------------|
| <input checked="" type="checkbox"/> Bedroom community | <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 checked="" type="checkbox"/> Industrial        | <input checked="" type="checkbox"/> Resort                | <input type="checkbox"/> Retirement |



**4. Budget of the Congregation/ Organization**

**2013**

LAST FISCAL YEAR

**\$164,689**

**\$0**

TOTAL BUDGET FOR THE LAST FISCAL YEAR

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

**\$16,000**

**\$152,000**

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

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

**5. 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.

Population of church zip code is 16,544, Erie County is 277,000. Population is 96.7% Caucasian in zip 16505. Primary areas of employment are Manufacturing & Service Industry. Large employers are Hamot Hospital, Erie Insurance, GE Transportation, Government, School District and several colleges. Employment in workforce is 39% Average yearly income in 16505 is \$64,000 and Erie County is \$53,000. Average Family Income is \$92,000 in 16505 and \$64,000 in Erie County. Education: 41% graduated High School 16% has some college, 13% have earned BS and 5.3% have earned Master's Degree. Erie has affordable housing with rapid housing growth in Millcreek. Our church is located minutes from Presque Isle State Park. Outdoor recreation includes boating, biking, hiking with hunting, golfing and skiing close by. Erie has professional sports teams for baseball, basketball & hockey. Music/arts in area include Erie Playhouse, Erie Philharmonic & Mercyhurst Center of the Arts.

**Context**

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

1. Economic Impact
2. Aging population & Senior Living
3. Change from Industrial/Manufacturer to Service Base.

**Trends**

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

1. Challenge for parents bringing youth to church
2. Middle age base - competition of sports practice
3. 50% of Congregation is over age 45.

**Programs**

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

Sunday School Ministry, Bible Study, Support ELCA missions Domestic & Abroad, Music Programs including adult choir & hand-bell choir, Community Outreach: Holy Trinity Pasta Kitchen, Food Pantry, Second Harvest, Habitat for Humanity, Quilting for third world countries, Sewing Groups, Social Ministry: Dressed for Africa, supporting needy families at Christmas with local school, Bethany Outreach program, Inter-Church ministries, Lutheran World Relief, Lutheran Domestic Disaster Response.

**Goals**

If there is a Strategic Plan in place for the congregation or organization; what are the primary goals to which you are committed?

No, open for discussion.

**Energy**

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

Social Ministry, including Holy Trinity Pasta Kitchen, Food & item collections for less fortunate. Fellowship Outreach & Growth committee-Weather in you Neighborhood  
Music Program: Adult Choir & Bell Choir

**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?



Benevolence, and meets our annual commitment  
Synod Conference  
ELCA missions-current need

**PART II: OUR VISION FOR MISSION**

**6. Ministry Site Characteristics**

**AS A COMMUNITY**

	<b>A LOT LIKE US</b>	<b>A LITTLE LIKE US</b>	<b>A LITTLE LIKE US</b>	<b>A LOT LIKE US</b>	
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 checked="" type="checkbox"/>	<input 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 directions.	<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 type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We focus on skills and action.

**OUR THEOLOGICAL PERSPECTIVE**

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

**7. 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?

Provide a place to worship - worship together and provide a place in community to worship.

Serve members in need and service in the community.

Disciples of God and to promote the word of God.

Fellowship & Service in the community. Our Building is also used for groups in community to meet.

Examples: AA, Al anon, Tops etc.

**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?



**Gifts & resources:**

Benevolence and monetary support to missions we support.  
Music programs in church and to the community.  
Volunteering our time & talent to Community and to help our members.

**Obstacles:** Increasing diverse involvement.  
Growing our youth membership.

**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?

Youth Program  
Growth  
Variety of members participating.

**8. Summary Description**

Please describe your ministry setting and position opening in 75 words or less. This is the brief description that will be publicized.

Seeking vibrant, energized full-time ordained or first call solo pastor in an excellent suburban setting, which includes great schools, outdoor summer/winter activities on the shores of Lake Erie for Immanuel Lutheran Church; a small, caring, congregation, providing two services of worship, bible study & Christian Education. Our candidate should possess a strong commitment to grow our congregation, embrace our music programs, continue our social ministry to members and the community, increase & participate with our youth membership and have sound financial management.

**9. References**

**Synodical Bishop**

<b>Rev, Ralph E. Jones</b>	<b>Northwestern Pennsylvania Synod</b>	<b>bishop@nwpaelca.org</b>	
NAME	SYNOD	E-MAIL	
<b>8145897660</b>			
DAY PHONE	EVENING PHONE	CELL	FAX

**Inside Congregation or organization**

<b>Rev. Karen Lundwall</b>	<b>Interim Pastor, Mt. Calvary, Erie PA</b>	<b>karen.lundwall@gmail.com</b>	
NAME	ORGANIZATION AND TITLE	E-MAIL	
<b>8144032057</b>	<b>8148641106</b>	<b>8144032057</b>	
DAY PHONE	EVENING PHONE	CELL	FAX

**Outside Congregation or organization**

<b>Wally Coughlin</b>	<b>Maintenance, Immanuel Lutheran Church</b>	<b>n/a</b>	
NAME	ORGANIZATION AND TITLE	E-MAIL	
<b>8144501508</b>	<b>8148337198</b>	<b>8144501508</b>	



DAY PHONE	EVENING PHONE	CELL	FAX
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**Member of the ELCA Clergy roster**

<b>Colleen Montgomery</b>	<b>Pastor, St. Thomas Lutheran, Bloomington, IN</b>	<b>collen.r.montgomery@gmail.com</b>	
NAME	ORGANIZATION AND TITLE	E-MAIL	
<b>8144903457</b>	<b>8144903457</b>	<b>8144903457</b>	
DAY PHONE	EVENING PHONE	CELL	FAX

**Anyone else who knows your setting well**

<b>Rev. Kimberly Hirsch</b>	<b>Pastor, Lamb of God, Erie PA</b>	<b>khirsch57@gmail.com</b>	
NAME	SYNOD	E-MAIL	
<b>8148258830</b>	<b>8142184569</b>	<b>8142184569</b>	
DAY PHONE	EVENING PHONE	CELL	FAX

**PART III: LEADERSHIP NEEDS**

**10. The Leader we Seek**

**Roster Type:**

- |                                                     |                                                             |                                            |
|-----------------------------------------------------|-------------------------------------------------------------|--------------------------------------------|
| <input type="checkbox"/> Associate in Ministry      | <input type="checkbox"/> Deaconess                          | <input type="checkbox"/> Diaconal Minister |
| <input checked="" type="checkbox"/> Ordained Clergy | <input checked="" type="checkbox"/> In Candidacy/First Call |                                            |

**Solo Pastor**

**Master's Degree (seminary or graduate school)**

**Full time call**

POSITION TYPE:

EDUCATION:

FULL TIME/PART TIME:

**Language Proficiencies**

**English/Fluent**

PRIMARY LANGUAGE (PROFICIENCY)

SECOND LANGUAGE (PROFICIENCY)

THIRD LANGUAGE (PROFICIENCY)

**Experience:**

- |                                                  |                                                |                                                  |
|--------------------------------------------------|------------------------------------------------|--------------------------------------------------|
| <input checked="" type="checkbox"/> 0-3 years    | <input checked="" type="checkbox"/> 4-9 years  | <input checked="" type="checkbox"/> 10 -15 years |
| <input checked="" type="checkbox"/> 16- 20 years | <input checked="" type="checkbox"/> 21 + years |                                                  |

**11. Top Five Ministry Tasks**

- |                                                         |                                                         |                                                         |
|---------------------------------------------------------|---------------------------------------------------------|---------------------------------------------------------|
| <input type="checkbox"/> Administration                 | <input type="checkbox"/> Building a Sense of Community  | <input type="checkbox"/> Campus / Young Adult Ministry  |
| <input type="checkbox"/> Chaplaincy                     | <input type="checkbox"/> Children's Ministry            | <input 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 checked="" 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 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 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 checked="" 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    |                                                          |                                                           |

**12. Gifts for Ministry**

Top Priority	Very Helpful
<b>Yes</b> Help people develop their spiritual life.	
Help people understand and act upon issues of social justice.	
Provide care and nurture.	
<b>Yes</b> 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.	<b>Yes</b>
Help others develop their leadership abilities and skills for ministry.	
Be an effective administrator.	<b>Yes</b>
<b>Yes</b> Be an effective communicator.	
Be an effective teacher.	<b>Yes</b>
Encourage support of the Church's wider mission.	
<b>Yes</b> Work regularly in the development of stewardship growth.	
Be active in ecumenical relationships.	
<b>Yes</b> Be effective in working with youth.	
Organize people for community action.	
Be skilled in planning and leading programs.	<b>Yes</b>
Have a strong commitment and loyalty to the Lutheran Church.	
Understand and interpret the mission of the Church from a global perspective.	
Deal effectively with conflict.	
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.	



Appreciate cultural diversity in language and customs.

Have talents in the areas of music, arts and writing.

**Yes**

**13. Mutual Expectations**

Please list the five primary areas of activity or focus that you wish your newly-called rostered leader to give special attention to during the first year of his or her ministry at this congregation or organization:

- A. **Growth of new members: promoting the church within the community**
  
- B. **Working with youth ministry, increasing youth membership and promoting Christian Education.**
- C. **Continue and increase efforts in social ministry, promoting Immanuel Lutheran Church in the community.**
- D. **Evangelism with the congregation and providing pastoral care and visitation to members.**
- E. **Renew our Mission Statement and help congregation with strategic planning and goal setting for continued growth at Immanuel Lutheran Church.**

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

- A. **Support the Pastor's leadership with the time & talents of membership and active council and committee chairs.**
- B. **Financial relocation and support in relocation an orientation to the community.**
- C. **Supporting our youth ministry and keeping the involved in Immanuel Lutheran Church.**
- D. **Promote Immanuel Lutheran Church within the community and support our missions.**
- E. **Monetary resources to meet Immanuel Lutheran's budget.**

**14. Compensation**

Yes	Yes
PARSONAGE	SOCIAL SECURITY TAX OFFSET
Synod Guidelines	
MAXIMUM AMOUNT AVAILABLE FOR DEFINED COMPENSATION	

**15. Benefits**

Yes	Yes	3 weeks
PENSION	MEDICAL	VACATION WEEKS
No	No	
SABBATICAL POLICY	PARENTAL LEAVE POLICY	
Yes		
ARE BACKGROUND CHECK REQUIRED		

**16. Professional Expenses**





<b>Yes</b>	<b>Yes</b>
AUTO / TRAVEL REIMBURSEMENT	PROFESSIONAL EXPENSES ACCOUNT
<b>Yes</b>	<b>Yes</b>
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.**

Parsonage may be available if interested. Compensation package is negotiable.

**17. Other Supporting Resources**

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

Mission and Vision statement of the congregation or organization	<b>Yes</b>
Printed history of the congregation or organization	<b>Yes</b>
Strategic Plan: Goals and Objectives	<b>No</b>
Budget	<b>Yes</b>
Annual Report	<b>Yes</b>
Position description: Duties and Responsibilities	<b>Yes</b>
Communications Piece (publicity, newsletter, etc.)	<b>Yes</b>

**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 promote and commend your ministry possibilities. To see some examples, please click here. If your congregation is a part of a Multiple-Point Parish, please click here.

Immanuel Lutheran Church is a wealth of opportunity. Due to its longevity in the community, it is supported by a loving and caring congregation. Immanuel has numerous outstanding members who generously share their talents, time and monies to our church, making Immanuel what it is today. From maintenance work to serving the needy, Immanuel members are committed to enduring and growing in the Erie community.

Our style of worship life at Immanuel aims for quality worship in a casual environment. This small traditional church is ripe with the opportunity for potential growth within our flexible community. Immanuel is seeking a strong, creative leader in our worship ministries with the right talent to lead us in a solid growth direction, support our Christian Ed and Music departments and continue our missions and successful reputation in the community.

Immanuel has always been successful at meeting our current budgets and has stable financials. We recently updated our sanctuary and narthex including porcelain tile in the Nave, carpeting at the Altar, freshly painted throughout, and the organ has been upgraded to include pipe work for a long term investment. We boast of our new acoustics for our music program. In recent years, our roof has also been updated. Immanuel has always been generous in offering the use of our building to the community for various programs.

Come visit our church to see what Immanuel Lutheran has to offer to God and our community!



**PART V: COMPLETION OF PROFILE**

**19. 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 Congregational Council is using an intentional interim call process. A steering committee was formed and interviews and cottage meetings are being held with congregants. Research was conducted on demographics by the steering committee. The Congregational Council has met since August and worked together filling out the ministry profile using input from members.

Enter the date on which this Ministry Site profile was adopted by vote of the Congregation Council or organization's **12/29/2014** board:

**20. Call Process Contact Person**

**Rev. Ralph Jones**

NAME

**8145897660**

OFFICE PHONE

**Bishop**

TITLE

**bishop@nwpaelca.org**

E-MAIL

**21. Reference's Recommendation**

**Pastor Kimberly Hirsch**

NAME

**8148258830**

DAY PHONE

**8142184569**

CELL

**khirsch57@gmail.com**

E-MAIL

**8142184569**

EVENING PHONE

FAX