

MSP Overview

Purpose of the Ministry Site Profile (MSP)

- Used by candidates to help determine interest in the pastoral opening
- Describes who CELC "is" as an ELCA congregation/community
- Identifies what CELC is looking for in our next pastoral leader

Status

- Developed by Call Committee with assistance from Transition Team – April/May 2025
- Reviewed by CELC Church Council – May/June 2025
- Approved by CELC Church Council - 6/15/2025
- Submitted to Grand Canyon Synod for approval - 6/15/2025
- Approved by Grand Canyon Synod - 6/16/2025
- Position Opening Description published on "Openings" page of ELCA website - 6/16/2025
 - "CELC, located in Goodyear AZ (part of the diverse and growing Phoenix West Valley), is seeking pastoral leadership to guide us in achieving our mission of which "Reaching Out" is a key phrase. This includes evangelism efforts to diversify the age of the congregation while still meeting the needs of our present congregation, increasing opportunities for fellowship to strengthen our Christian relationships with each other, and building on our strong focus on community outreach."

Next steps

- Candidates use Position Opening Description to determine initial interest
- Candidates contact our Call Process Administrator from the Grand Canyon Synod if initially interested
 - Our Call Process Administrator is Pastor Phil Gustafson
 - Full MSP provided to candidates at Pastor Gustafson's discretion
- Synod provides names of candidates (after screening) to the Call Committee to interview
- Call Committee interviews
 - CELC says no – interview process continues with a new candidate
 - Candidate says no – interview process continues with a new candidate
- Call Committee recommends candidate to the Church Council
- Church Council votes on recommendation and develops compensation package
- Special Congregation meeting held with vote whether to extend call to candidate and approve compensation package

Structure of MSP

- Part I and Part II – Information about CELC and the Goodyear area – "who we are"
- Part III – what we are looking for in new pastor
- Part IV and V – supplemental information
- A short summary of each of these areas is provided as follows

Describe CELC and community - Part I - "Who We Are" and Part II - "Our Vision for Mission"

These two sections are meant to convey information about CELC including information about Goodyear (and the surrounding area) and to tell potential candidates what our mission is and what we are doing in our ministry to meet that mission. It is meant to help a potential candidate discern their interest in our opening.

Part I contains demographic information about CELC and Goodyear (and the area).

Part II is divided into 3 subsections that are used to convey more descriptive information about who we are as a congregation and our relationship to the larger community around us.

- **Trends in the Community Context of the Congregation** – This subsection required 250 word descriptive answers on 7 different “questions” used to describe the context and trends of the larger community CELC serves, information about CELC , trends we have experienced, a description of our programs, our goals, and what brings energy to CELC. It also describes the relationship CELC has with the Grand Canyon Synod and the ELCA.
- **Ministry Site Characteristics** – This subsection required the Call Committee (with the Transition Team) to do an exercise that documents 12 different dimensions of CELC related to how we operate “As a Community”, “Our Leadership Style”, “Our Programming”, and “Our Theological Perspective”. The team reached consensus relatively quickly.
- **Purpose, Giftedness, and Mission** – This subsection is the heart of who we are and required a 250 word descriptive answer to each of the items listed in the subtitle. The transition team’s conversations with the congregation were a key input to this part of the MSP.
 - **Purpose** – This directly communicates the Vision, Mission, and Values that the Transition Team developed in our conversations with the congregation and approved by the church council (see transition report or web site for details).
 - **Giftedness** – This describes the three most important assets we have as a congregation and what are the obstacles to fully utilizing those assets.
 - **Mission** – This describes the three most important priorities CELC has to continue to develop our ministry and meet what we have identified as our purpose.
 - **Improve the diversity of our congregations and ministry** – This especially relates to the need/desire to diversify the age of our congregation through appropriate outreach and evangelism efforts.
 - **Expand worship and program options** – This is closely linked with the previous priority. Building and expanding on our strengths while finding new ways to reach out to the larger community is part of this.
 - **Provide new fellowship opportunities** – Strengthening our Christian and interpersonal relationships will make us a stronger congregation.

What we are looking for – “Part III – Leadership Needs”

This section describes what CELC is looking for as we seek new pastoral leadership. This can be used by the candidates and the Synod screening to determine whether a candidate has the appropriate skill set and gifts for CELC. This will also be key as the Call Committee interviews specific candidates. It is broken into 5 subsections that are described below. The Call Committee and Transition Team were able to reach consensus on these relatively quickly.

- **The leader we seek** – Subsection describes the objective qualification for the position
 - Minister of Word and Sacrament, Master's Degree (seminary)
 - Solo Pastor, Full Time Call
 - English/Fluent, Spanish/Conversational (desired)
 - Experience – 4-9 years or 10-15 years
- **Top Five Ministry Tasks** – The team identified the 5 most critical ministry tasks out of a list of 40.
 - Five Most Critical (not ranked 1-5)
 - Evangelism/Mission
 - Pastoral Care and Visitation
 - Building a sense of Community
 - Preaching/Worship
 - Youth and Family Ministry
- **Gifts for Ministry** – From a list of 25 “Gifts” related to ministry, the team identified 5 “Top Priority” gifts and 5 “Very Helpful” gifts related to our pastoral opening at CELC.
 - Top Priority Gifts (not ranked)
 - Help people develop their spiritual life
 - Build a sense of community among the people with whom he/she works
 - Be an effective communicator
 - Be effective working with youth
 - Bring joy and good humor to relationships
 - Very Helpful Gifts (not ranked)
 - Provide care and nurture
 - Help others develop their leadership abilities and skills for ministry
 - Be skilled in planning and leading programs
 - Be able to share leadership and work in a team
 - Be creative and innovative about his or her tasks

- **Mutual Expectations** - This is a very important section as it outlines both sides of expectations in the first year of the new pastor. That is, in the first year, what is expected of the new pastor and the expectations on how the congregation will support the new pastor.
 - Five primary areas of activity/focus CELC expects of new pastor in first year
 - Attention on Increasing the diversity of the congregation
 - Help create new opportunities for CELC to meet our mission
 - Engage with and support our existing programs
 - Reach out and embrace existing congregation members
 - Increase the range of how we present ourselves to the outside world
 - Five ways the congregation is going to support and encourage the new pastor in the first year.
 - Open mind – openness to new ideas, approaches and possibilities
 - Engage with new pastor – name tags, introducing ourselves, small groups, be welcoming
 - Spiritual support – prayers and demonstrating Christ's love
 - Continue active involvement in programs – we will remain engaged and not “step back” waiting to see where new pastor is going with things
 - Administrative support – council will work with the new pastor to provide him/her the tools he/she needs to lead the congregation including appropriate administrative support staff
- **Compensation** – This subsection contains the framework for compensation and benefits. The CELC framework follows and is consistent with “Synod Guidelines”. Specifics will be determined by the council, administrator, and if necessary, discussion with a specific candidate once the Call Committee recommends that candidate to the council.

Supplemental Information - Part IV – “Commentary” and Part V – “Completion of Profile”

Part IV contains any additional commentary that we wish to provide. For our MSP, it was used to supplement the “program” information we provided in Part II as we were unable to fully describe our programs in the limited space there. Same with some information for the Giftedness section in Part II. We also added the list of “Challenges” that were provided in Section 3.3 of the Transition Team final report

Part V provides some final information about the process used to develop the MSP, provides information on when the MSP was approved by the church council, and identifies who the Synod Call Process Administrator is for the CELC opening.