



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:

PART I WHO WE ARE

1. Name and Location

CONGREGATION

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

Arlington, VA, 22210

CITY, STATE, ZIP

Metropolitan Washington, D.C., Synod (8G)

SYNOD

Large city (250,000 or more)

SIZE OF COMMUNITY

Faith Lutheran Church

NAME

US

COUNTRY

Congregation - Organized

TYPE OF MINISTRY SITE

10266

CONG ID

1927

YEAR ORGANIZED

2. Contact Information

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ADDRESS LINE I

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Chairperson of Congregation or Head of the Organization

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Chairperson of Call or Search Committee

Jeff Olson

NAME

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DAY PHONE

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CITY, STATE, ZIP

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PHONE

Arlington, VA, 22204

CITY, STATE, ZIP

7033994685

CELL PHONE

Arlington, VA, 22205

CITY, STATE, ZIP

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CELL PHONE

US

COUNTRY

7035254255

FAX

US

COUNTRY

FAX

US

COUNTRY

FAX



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E-MAIL

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%)

Other (5%)

LARGEST

SECOND

THIRD

FOURTH

OTHER EXPLANATION

Race/ Ethnicity (Surrounding Community)

Caucasian (65%)

Hispanic (20%)

African American (15%)

LARGEST

SECOND

THIRD

FOURTH

OTHER EXPLANATION

Gender comparison

48%

52%

MALE

FEMALE

Age distribution

30%

25%

25%

15%

4%

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

Number of Paid Staff

3

0

1

1

1

0

CLERGY

LAY ROSTERED

OTHER LAY PROFESSIONALS

SECRETARIAL SUPPORT

CUSTODIAL SUPPORT

OTHER

Congregational Information

151 - 250

51 - 75

Single site

AVE WEEKLY WORSHIP ATTENDANCE

AVE ATTENDANCE IN CHRISTIAN EDUCATION

PARISH TYPE

Distance members live from church facilities:

0%

5%

30%

65%

1/2 MILE OR LESS

1/2 - 1 MILE

1 - 3 MILES

MORE THAN 3 MILES

Community Type

- Bedroom community
- Inner City
- Industrial

- College or University
- Mining/logging
- Resort

- Farming
- Ranching
- Retirement



4. Budget of the Congregation/ Organization 2014

	LAST FISCAL YEAR
\$660,113	\$0
TOTAL BUDGET FOR THE LAST FISCAL YEAR	TOTAL DEBT OF THE CONGREGATION/ ORGANIZATION AT THE END OF THE LAST FISCAL YEAR
\$27,500	\$526,395
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.

Arlington is an urban county that sits on the south bank of the Potomac River directly across from Washington, DC. It is a thriving community of 216,000 residents and forecast to grow to 260,000 by 2030. Arlington's population is approximately 64% white, 9% African American, 10% Asian, 16% Latino, 1% other. The median household income is \$106,400 and 72% of residents 25+ hold a Bachelor's degree or higher. The county's unemployment rate is 3.4%. The five largest private employers are Deloitte, Accenture, Virginia Hospital Center, SAIC and Marriott International. Government employers include the Pentagon, Drug Enforcement Administration, Transportation Security Administration, the National Science Foundation. The county applies smart growth and transit-oriented development principles. It boasts 11 Metrorail stations, county and Metro bus routes, and 70 Capital Bikeshare stations. There are ample recreational and community facilities including 149 county parks, 86 miles of paved trails, 8 libraries, and 14 community centers.

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. Affordability is a challenge in Arlington County. The county reports the average rent for a 1-bedroom garden apartment was \$1,300 and \$1,900 for 1-bedroom in an elevator building. The median sale price for a single-family home increased from \$220,000 to \$590,000 since 2002.
2. Arlington's schools are overcrowded. Between 2006 and 2014 public school enrollment increased by 4,850 students (26%). This growth is forecast to continue in coming years. This creates challenges as the county tries to balance school expansion, budgets, limited amounts of public land and the need to maintain greenspace in an increasingly urban county.
3. Some have observed that the county is becoming more stratified, even as it remains highly diverse. The proximity to DC, public transportation and lively nightlife make it a haven for 20-somethings; it's great schools attract families with kids; and some decry the development and gentrification the attractiveness of the county has brought.

Trends

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



There has been an increase in programming and building community within the church, namely the creation of fellowship groups (young adult, middle adult, families of faith, men's group, women's group, XYZ) and accompanying programs and activities for each.

Our young adult ministry has grown as it's been made more of a ministry focus. There are more young adults attending, joining, building relationships with other young adults, getting involved with the whole congregation, and moving into leadership roles—including several serving on church council.

A trend that's continued—and perhaps intensified in recent years—is the degree to which members of the congregation and their children are pressed for time by the hectic pace of life in the DC metro area. Combine this with the fact that DC has a rather transient population because of the government and military jobs found here, and this creates a twin challenge for attracting and engaging members.

Programs

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

Faith has a multitude of social, worship, educational, and service programs. Social groups (targeted at families, and young, middle, and older adults) host outings and events and weekly post-worship and seasonal fellowship events. We have an excellent music program, including our choir and contemporary music groups. Our music director brings in a variety of guest musicians and groups. Other worship programs include Altar Guild and Worship Assistants. A Fabric Crafting Group is becoming re-organized. Guest speakers join us for occasional forums on a variety of religious, family life, and social topics. Service programs include a bagged dinner and clothing program for Arlington's homeless populations, a Faith garden to grow fresh food for the local food pantry, and environmental stewardship activities. Educational programs include Sunday School for children age 3 through 5th grade, confirmation for 6th-8th grade, youth group activities for middle and high school youth, and several adult Bible study and small groups that meet at various times. We sponsor a well-respected and active Preschool program.

Goals

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

Based on the congregational survey and planning retreats we did for this process, we identified these goals:

- Facilitate a healthy and successful call and welcome to a new pastor.
- Invigorate our current stewardship program and develop a sustained stewardship dedication among our congregation.
- Maintain our work to develop a thriving set of programs across ages and faith journey stages.
- Strengthen the capacity of the congregation to be active partners in church leadership.
- Continue to strengthen the individual member's faith and spirituality through ministry opportunities

Energy

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

Faith has a strong positive enthusiasm and is riding a ten-year wave of energy for ministry. The congregation survey showed a high overall satisfaction with Faith. Our programs over the ten years (to invest in ourselves; to explore new ministries; and, to build our youth programs) have been successful. Faith has added many new members in the past four years – the majority are young adults and young families. Our developing youth program has strong support. Our Worship and Music is lauded for its excellence. Faith is excited about our journey to find a new pastor. We have gathered over 30 Faith leaders to join forces to participate in Pastoral Succession Planning that includes a Transition Team, The Call Committee and a Start-up Team. This is long term process that we pray will lead to finding pastor that will embrace our vision and mission and enjoy a long tenure with Faith.

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?



Faith's social ministry funds support 12 Missions of the Month to help those in need locally, nationally and internationally as well as the Synod and the ELCA. The Senior Pastor served three years as the Synod's First Call Mentor for new pastors. Faith's Associate Pastor recently served as a Synod Conference Dean. Faith sends a full delegation to our synod assembly each year. Twice a year, Faith hosts "Faith and Wisdom" educational events for all churches in the Synod. Faith has supported two members of our congregation as they attended seminary. Faith has a mission partnership with Cristo Rey Lutheran Church in El Paso, Texas. For the past three years Faith has supported border immersion trips as an active part of this partnership. Faith partners with other congregations in preparing to attend the Youth Gathering every three years, and are exploring additional ways to work together on youth ministry.

PART II: OUR VISION FOR MISSION

6. Ministry Site Characteristics

		AS A COMMUNITY				
		A LOT LIKE US	A LITTLE LIKE US	A LITTLE LIKE US	A LOT LIKE US	
We tend to be formal and programmatic.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input 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"/>	<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"/>	<input 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"/>	<input type="checkbox"/>	We prefer ideas that are tried and true.
We rely on our leaders for directions.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We rely on group decision-making.
We have learned how to use conflict constructively.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input 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 type="checkbox"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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 type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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?



Since our founding in 1927, Faith Lutheran Church has evolved with the times and the circumstances of our setting that have shaped our ministries. As part of the process to call a new pastor to join Pastor Yvette in team ministry, we are looking again at our purpose and identity. Generally, we know that we understand our mission as “welcoming, living and serving in Faith.” As we prepare for Pastor Brian’s departure, we developed a vision for the transition as a prelude to our work on a new statement of purpose, helping us discern where we should go in the time of transition and beyond:

During this time of transition, we will celebrate our past, evaluate the present, and use an open, deliberate and engaged call process to strengthen our welcoming family in Christ through a clear mission, financial security, engaged lay leadership, and quality relationships for all. Our succession plan will actively solicit the perspectives of the congregation to identify a pastor who will help us build on our heritage, individual gifts, and tradition of active ministry. Prayer and service to God and one another will help us achieve this vision.

We will begin the work on our new statement in the Fall and hope to make good progress while Pastor Brian is still with us and then involve our new pastor in the discussions after arrival on site.

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?

The survey results and the conversations at the planning retreat helped us identify three of our important assets:

- With 61% of survey respondents holding graduate degrees and many of our members working in responsible positions in Arlington and the District, we have a great combination of professional expertise that combines well with the Lutheran traditions of service to others.
- Worship and music are very strong at Faith and people are deeply satisfied with these components of our congregation.
- Our location is a definite asset, in part because it gives us access to the large numbers of young adults who come to this area for work and who are finding a church home at Faith.

The fact that most people are generally satisfied with how things are going at Faith right now, and that we have very little conflict and a good deal of energy around making this transition successful, gives us confidence in the future. We intend to make good use of the time we have in the Fall to maintain our strengths as we clarify our mission, call a new pastor, and celebrate Pastor Brian’s time with us.

Mission

In light of the way you have described your ministry context in this Ministry Site Profile, what are the top three mission priorities which, if accomplished, hold the most promise for the continued development of this ministry?

The results from the church-wide survey (Church Assessment Tool) that was conducted throughout the month of April give us a good indication of our mission priorities. Interestingly, all age groups identified that most people believe the church should continue in the same overall direction that it has taken in the recent past (43% tend to agree, 33% agree, and 7% strongly agree). This includes a strong focus on families and young members, while also continuing to support all members. Further, the top five (5) mission priorities were identified across all three generational groups (0-X ; X-64; and 65+) as:

- Develop the spiritual generosity of the people to financially support the ministry of the church.
- Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
- Strengthen the process by which members are called and equipped for ministry and leadership.
- Create more opportunities for people to form meaningful relationships (for example, small groups, nurtured friendships, shared meals, etc.).
- Develop ministries that work toward healing those broken by life circumstances.

With our plans to clarify purpose and improve stewardship, we believe we will be able to focus on the right priorities to shape our future.



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.

Faith Lutheran Church, located in vibrant Arlington, VA seeks a full-time pastor with 4-15 years of ordained experience to join with Pastor Schock in a team ministry focused on excellent preaching and worship leadership, dynamic stewardship, intentional development of lay leaders, quality pastoral care and visitation and a collaborative approach to building relationships among current and future members. Our Mission of the Month is a great example of our engagement with the local and global communities.

9. References

Synodical Bishop

The Rev. Richard H. Graham

**Metropolitan Washington, D.C.,
Synod**

rgraham@metrodcelca.org

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SYNOD

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Inside Congregation or organization

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Chair, Transition Team

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ORGANIZATION AND TITLE

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Member of the ELCA Clergy roster

Reverend Lisa Hufford

**Former Interim Pastor of Grace
Lutheran Church**

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NAME

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Anyone else who knows your setting well

Carl Hoffman

**Long standing Member Faith
Lutheran Church**

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PART III: LEADERSHIP NEEDS

10. The Leader we Seek

Roster Type:

- Associate in Ministry
- Ordained Clergy
- Deaconess
- In Candidacy/First Call
- Diaconal Minister

Pastor Developer / Redeveloper

POSITION TYPE:

Master's Degree (seminary or graduate school)

EDUCATION:

Full time call

FULL TIME/PART TIME:

Language Proficiencies

English/Fluent

PRIMARY LANGUAGE (PROFICIENCY)

Spanish/Tourist

SECOND LANGUAGE (PROFICIENCY)

THIRD LANGUAGE (PROFICIENCY)

Experience:

- 0-3 years
- 4-9 years
- 10 -15 years
- 16- 20 years
- 21 + years

11. Top Five Ministry Tasks

- Administration
- Building a Sense of Community
- Campus / Young Adult Ministry
- Chaplaincy
- Children's Ministry
- Christian Education
- Communications/ Media
- Community Organizing
- Conflict Management
- Counseling/ Social Work
- Early Childhood Administration
- Ecumenical Work
- Evangelism/ Mission
- Financial Management
- Global Service
- Innovation / Creativity
- Interim Ministry
- Interpret Theology
- Inter-personal Climate
- Ministry in Crisis
- Ministry in Daily Life
- Ministry with Seniors
- Multicultural Ministry
- Music / Worship / Arts
- Outdoor/ Camping Ministry
- Parish Nurse / Health
- Participant in the Larger Church
- Pastoral Care and Visitation
- Preaching / Worship
- Public Policy / Advocacy
- Recruit and Equip Leaders
- Self Care / Family Life
- Small Group Ministry
- Social Ministry
- Spiritual Formation / Direction
- Stewardship
- Strategic Mission Planning
- Teaching
- Volunteer Coordination
- Youth and Family Ministry

12. Gifts for Ministry



Top Priority		Very Helpful
Yes	Help people develop their spiritual life.	
	Help people understand and act upon issues of social justice.	
	Provide care and nurture.	
	Be active in visitation of members and non-members.	
	Be effective in working with children.	
	Build a sense of community among the people with whom he/she works.	Yes
Yes	Help others develop their leadership abilities and skills for ministry.	
	Be an effective administrator.	
Yes	Be an effective communicator.	
	Be an effective teacher.	Yes
	Encourage support of the Church's wider mission.	
Yes	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.	Yes
	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.	Yes
Yes	Be able to share leadership and work in a team.	
	Be creative and innovative about his or her tasks.	Yes
	Be able to use technology and media.	
	Appreciate cultural diversity in language and customs.	
	Have talents in the areas of music, arts and writing.	

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. **With Pastor Schock, create a vital team ministry with clear roles, responsibilities and assignments.**
- B. **Provide leadership for the development of a comprehensive stewardship ministry.**
- C. **Create and implement a leadership development ministry for lay people.**
- D. **Promote inter-generational communication throughout the congregation.**
- E. **Establish and maintain healthy internal relationships to build community.**



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. **Design and begin a process to clarify congregational mission, vision, values and goals to be completed after the arrival of the new pastor.**
- B. **Being open to changes in the way we do things, including designated team ministry, worship, education, committee and small groups.**
- C. **Create a start up team to welcome the new pastor into the life of the congregation and local community, creating opportunities to deepen relationships and build community.**
- D. **Focus on improving stewardship of time, talents, and money with the goal of sustaining Faith long into the future.**
- E. **Provide feedback to the pastors and lay leaders on how things are going as we claim our shared future.**

14. Compensation

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

15. Benefits

Yes	Yes	4 weeks
PENSION	MEDICAL	VACATION WEEKS
Yes	Yes	
SABBATICAL POLICY	PARENTAL LEAVE POLICY	
Yes		
ARE BACKGROUND CHECK REQUIRED		

16. Professional Expenses

Yes	Yes
AUTO / TRAVEL REIMBURSEMENT	PROFESSIONAL EXPENSES ACCOUNT
Yes	Yes
FIRST CALL THEOLOGICAL EDUCATION	CONTINUING EDUCATION

Comments:

Please offer any comment or explanation regarding the compensation package, especially as it compares to synodical recommendations or guidelines.

The benefits package offered falls within the suggested guidelines established by the Metropolitan Washington DC Synod Office.

17. Other Supporting Resources



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

Mission and Vision statement of the congregation or organization	<u>Yes</u>
Printed history of the congregation or organization	<u>Yes</u>
Strategic Plan: Goals and Objectives	<u>Yes</u>
Budget	<u>Yes</u>
Annual Report	<u>Yes</u>
Position description: Duties and Responsibilities	<u>Yes</u>
Communications Piece (publicity, newsletter, etc.)	<u>Yes</u>

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](#).

Faith Lutheran Church has been a part of the Arlington community since it was established in 1927. Throughout the years we have had the ability to grow and change to meet not only the needs of the congregation but the needs of our surrounding local communities as well. Our desire to serve these communities allows us to build positive relationships within the congregation.

Arlington, Virginia is a bedroom community for our nation's Capital and houses many people who serve the government in many capacities. Demands are high from the challenging roles we fill as well as the equally challenging schedules our children face in a community with one of the highest performing public education systems in the country. These time demands always have to be taken into consideration when new ministries are being formed in our church. For example, Faith has developed small groups that cater to specific populations in our church community to leverage those connections and to create opportunities to share our experiences with others from outside the church.

Since the arrival of Pastor Erickson five years ago, we have become a more program-centered church and adopted a collaborative leadership model where staff and lay people share responsibilities for organizing and running programs. To support that evolution, our pastors and office/communication manager have worked as a team. All three are full time. As part of our discernment during this succession planning process, we found in the survey results and in the views of the people who participated in the planning retreats that we have a strong desire to take the concept of team ministry to the next level. Therefore, we will not be seeking a "senior" pastor for this position; we are calling a second pastor who will share pastoral duties with Pastor Schock and administrative duties with Pastor Schock and Jen Moore, our talented office person. Candidates should be aware that our intention is to find a pastor who wants to do team ministry and who complements Pastor Schock in appropriate ways.

Candidates should know that the Top Five Ministry Tasks will apply to both pastors and to lay leaders; in other words, these are the top tasks we will share. In addition, candidates will want to be aware of the definitions that we are using for the categories in this area of the MSP. For example, Pastor Erickson devoted about one-third of his time to young adult ministry and evangelism, which has contributed to our growth. We think that the work in these areas must continue, but we decided to list "Pastoral Care and Visitation" as the broad category. At some point in the future, our pastoral team (together with lay leaders) must decide how to continue the work to reach out to young adults (and others) to invite them to become part of the Faith community.

At this time in our congregational life, Faith is a church recognizes and celebrates our 86 year history serving the greater Arlington, VA community, but we are also using this time of transition to re-evaluate who we are and where we want to be over the next 5 to 10 years. Beginning this Fall, we will engage in a conversation on identity, purpose and direction. When the new pastor joins us in 2016, we will welcome that person's contributions to this conversation.

Our ideal applicant is one who can bring their ministry strengths into our faith community and partner with Pastor Yvette Schock and church leaders in a collaborative and grace-filled environment that guides this congregation to new levels of developing spiritual life while serving the communities who need God's care.

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).



We used the process of pastoral succession planning where the pastor who is retiring is replaced without the need for an intentional interim. Five teams of people collaborated on the process: Council, Staff, Transition, Call and Start-up. Most members of these teams attended three planning retreats to develop the Ministry Site Profile and discern our needs. A total of 162 members responded to the congregational survey, and about 80 attended a forum where the results were shared. A summary of the survey findings was also posted on the transition web page. The Transition Team coordinated communication about the succession planning with a webpage, newsletter articles, and frequent announcements and messages. The MSP was drafted by the Transition Team, reviewed by the other groups, and adopted by the Church Council and shared with the congregation.

Enter the date on which this Ministry Site profile was adopted by vote of the Congregation Council or organization's **5/17/2015** board:

20. Call Process Contact Person

The Rev. Philip C. Hirsch

**Director for Evangelical Mission,
Assistant to the Bishop
Metropolitan**

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TITLE

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21. Reference's Recommendation

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