

MINISTRY SITE PROFILE  
**Agnus Dei Lutheran Church**

Gig Harbor, WA  
Completed: 05/23/2019



**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 an ordained or lay 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](http://www.ELCA.org/call)).*

**Summary Description**

**Agnus Dei Lutheran Church, in scenic Gig Harbor, is seeking a half-time pastor or deacon to work with our full-time pastor and staff. We are seeking an individual with excellent communication and leadership skills, willing to work as a liaison our many lay ministries and also skilled at working with children and youth. Candidates should have effective administrative skills. We are also looking for a person who is able to provide nurture and care and able to deal effectively with conflict when it occurs.**

**PART I: WHO WE ARE**

**Name and Location**

**CONGREGATION**

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

**Gig Harbor, WA, 98332**

CITY, STATE , ZIP

**Southwestern Washington Synod (1C)**

SYNOD

**Small city (10,000 - 49,999)**

SIZE OF COMMUNITY

**Agnus Dei Lutheran Church**

NAME

**US**

COUNTRY

**Congregation - Organized**

TYPE OF MINISTRY SITE

CONG ID

**1979**

YEAR ORGANIZED

**Contact Information**

**Ministry Site (preferred contact information)**

**10511 Peacock Hill Ave NW**

ADDRESS LINE 1

**Gig Harbor, WA, 98332**

CITY, STATE, ZIP

**US**

COUNTRY

ADDRESS LINE 2

**agnusdeilutheran.org**

WEB SITE

E-MAIL

PHONE

FAX

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

**Robert Nussbaum**

NAME

**10511 Peacock Hill AVE NW**

ADDRESS LINE 1

**Gig Harbor, WA, 98332**

CITY, STATE, ZIP

**US**

COUNTRY

ADDRESS LINE 2

DAY PHONE

EVENING PHONE

CELL PHONE

FAX



[REDACTED]

E-MAIL

**Chairperson of Call or Search Committee**  
**Katie Dobszinsky**

NAME

**10511 Peacock Hill Ave NW**

**Gig Harbor, WA, 98322**

**US**

ADDRESS LINE 1

ADDRESS LINE 2

CITY, STATE, ZIP

COUNTRY

[REDACTED]

DAY PHONE

EVENING PHONE

CELL PHONE

FAX

[REDACTED]

E-MAIL

**Demographics**

**Language Spoken**

**In the congregation/ organization**

**English**

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

**In the surrounding community**

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

**Race/ Ethnicity (In the Congregation)**

**Caucasian (95%)**

**Asian/Pacific Islander (5%)**

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

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Source: factfinder.census.gov for zip codes: 98332, 98359, 98329, 98267

**Race/ Ethnicity (Surrounding Community)**

**Caucasian (90%)**

**Asian/Pacific Islander (5%)**

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

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

**Gender comparison**

**40%**

**60%**

MALE

FEMALE

**Age distribution**

**5%**

**5%**

**20%**

**40%**

**30%**

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

**Number of Paid Staff**

**2**

**1**

**2**

**1**

**1**

**0**

CLERGY

LAY ROSTERED

OTHER LAY PROFESSIONALS

SECRETARIAL SUPPORT

CUSTODIAL SUPPORT

OTHER

**Congregational Information**

**51 - 150**

**0 - 25**

**Single site**



AVE WEEKLY WORSHIP ATTENDANCE	AVE ATTENDANCE IN CHRISTIAN EDUCATION	PARISH TYPE	
<b>10%</b>	<b>5%</b>	<b>30%</b>	<b>55%</b>
1/2 MILE OR LESS	1/2 - 1 MILE	1 - 3 MILES	MORE THAN 3 MILES

**Distance members live from church facilities:**

**Community Type**

- |   |  |                                     |
|---|--|-------------------------------------|
| <input checked="" type="checkbox"/> Bedroom community | <input type="checkbox"/> College or University | <input type="checkbox"/> Farming    |
| <input type="checkbox"/> Inner City                   | <input type="checkbox"/> Mining/logging        | <input type="checkbox"/> Ranching   |
| <input type="checkbox"/> Industrial                   | <input type="checkbox"/> Resort                | <input type="checkbox"/> Retirement |

**Budget of the Congregation/ Organization**

**2018**

**\$469,000**

TOTAL BUDGET FOR THE LAST FISCAL YEAR

**\$42,250**

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

LAST FISCAL YEAR

**\$1,670,000**

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

**\$93,017**

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.

**Gig Harbor, population 7,000+, is a bedroom community located just across the Tacoma Narrows Bridge on a small picturesque natural harbor on Puget Sound. The population is relatively affluent with household income 23% above the national average. The median cost of housing in about \$460,000 and the cost of living 34% higher than average. The median age in the community is 10 years older than the national average. While school enrollment has been relatively flat in the past decade, the district is anticipating significant growth in the coming decade. Occupations of the population closely mirror national averages, but professional, sales and office jobs are about 15% above the national average.**

**Trends:**

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

**While Agnus Dei Lutheran Church (ADLC) was among the few congregations in the synod growing a decade ago, membership leveled off about fifteen years ago. However, during that time the congregation completed phase one of a building program more than doubling the facilities space and adding a pipe organ to the sanctuary. Since calling our current pastor, Seth Novak and his wife pastor Stephanie McCarthy were called four years ago, ADLC has grown slightly. Pastor McCarthy, who had been half-time resigned her position in August, 2018. The church council has decided to call a half-time pastor to fill the open position; the primary role of the second pastor is intended to be primarily administrative support, including overseeing various committees in the church. During the past four years our budget has increased each year, and we have been able to keep a reserve in excess of \$93,000. We have a strong core of active members and a consistent group of supporters who give consistently.**

**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.

Gig Harbor and Pierce County have spent considerable time and energy in recent years developing comprehensive plans to address land use issues and to comply with the Urban Growth Management Act. While the city has fought to maintain its historic fishing village character, considerable land development has occurred around Gig Harbor with the addition of the Uptown Shopping Center, St. Anthony Hospital, new senior living centers and a number of new single-family housing developments. These trends mean that we anticipate more seniors and more affluent young families to be coming into the community in the coming decade. In our neighborhood a new senior living complex, names Heron's Key has recently opened with a capacity of 300 residents. In addition, another 340 new homes have been built with another 200 to be added in the next three years.

#### Programs:

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

As a reconciled in Christ community, our members serve persons in need with faithfulness, joy, and kindness. One important mission program supplies food weekly in the Backpacks 4 Kids program, which has now expanded to three of our local schools. Another mission, Dining for Women, helps empower women to lift themselves and their families out of poverty. We are one of the leading congregations in financial gifts to ELCA World Hunger project. We also support our local FISH food bank, serve meals at Peace Lutheran dinners, and have made survival packets for the homeless. Along with Peninsula Lutheran Church, we are sponsoring a refugee family of four from El Salvador, helping them to establish a home here in Tacoma. As far as ministry programs, we have an active Adult Forum, Sunday School, Confirmation, vacation Bible school, Little Lamb preschool, Bible studies. We make Prayer Shawls and serve Home Communion monthly to our housebound members. We feel blessed to be able to support many and varied programs and through them show our love of Christ to others.

#### Goals:

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

We embrace all people regardless of age, ethnicity, abilities, faith background, race, family configuration, socioeconomic status, sexual orientation, gender identity or expression. In keeping with that philosophy our goal would be to find ways to better reach out to our new, close by, neighbors, many whom have recently relocated to our area. We would look to invite them to be a part of our weekly worship services and congregational life. We also need to find new ways to reach out to our current members to better develop our lay involvement in all church programs and activities. We wish to continue to find ways to contribute to our local community and worldwide community as we see various needs.

#### Energy:

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

Our recent congregational survey showed our members want to develop and implement programs focused on children, youth, and their families. We are looking for additional leadership in these areas, and this outreach is considered critical for our growth. Our members work well in a team environment with shared leadership.

#### 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?

Agnus Dei Lutheran is proud to be one of the very top congregations in the Synod in terms of financial support per church member. We tithe 10% of our income to the Synod as a congregation. In addition, for the 11 months ending November 2018 we have financially supported the various programs as follows: ELCA World Hunger \$14,000, Food Backpacks For Kids \$5,500, Peninsula Area Fish Foodbank \$4,000, Refugee Sponsor Program (El Salvador family adopted) \$4,100, and Disaster Relief \$1,300. We also open our doors and offer our wonderful facility for use by many different groups including Dining for Women, musical groups and competitions, etc.



**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"/>	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 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 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 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?

GATHER, GROW, GO, are three simple words which describe Agnus Dei Lutheran Church's purpose. Believing the transformative power of God to change lives, we GATHER each week to worship and to learn and fellowship. In 2011, Agnus Dei added room to GROW, more than doubling our building space with four spacious classrooms, a well-equipped fellowship hall and an expanded modern kitchen. Our weekly Adult Forum is vigorous, attracting both members and non-members to explore contemporary and sometimes controversial topics in an atmosphere of open and civil discourse. Our confirmands, along with middle and high school students gather for bible study and fellowship. Our young children, preschool to fifth grade, gather for Cross-Generational Sunday school. During the week various groups gather for Bible study, poetry-sharing, theological discussion, and writing. Outside groups use our space for music lessons, concerts, and community gatherings including the local congregation of Unitarian Universalists. Finally, we GO in service to our community and a world in need by contributing to the Southwest Synod and to the ELCA World Hunger appeal, through our own Human Concerns Committee, sending quilts for Lutheran World Relief, hosting a Food Backpacks for Kids program, our support of the local FISH foodbank, Paint Pierce County, Habitat for Humanity, and Bread for the World, as well as mission trips, our Parish Nurse program, and peace and justice programs.

**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 congregation, a well-educated community, includes life-long learners who want to grow and be challenged in their faith journey. This is reflected in the thriving adult education program, identified by members as a strong positive. The congregation is church home to a significant number of retired pastors, mostly ELCA. Several pastors have been actively involved in adult education and have contributed significantly. We demonstrate a strong commitment to ministry and service, both within and outside our own community. These commitments include gifts of time, talents, and financial support. Additionally, there are formal and informal caring networks in the congregation, which build the sense of community. The congregation has been blessed with talented musicians, and people value music as important in worship. We utilize our pipe organ and a fine piano, adult choir, bell choir, and many instrumental and vocal soloists enhance the worship experience.

**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?

Agnus Dei has a unique opportunity to serve our community and in so doing grow and strengthen our impact for the broader mission of the ELCA nationally and globally. The near-to-the-church population has been increasing rapidly with new housing developments in the area. We feel that we have an opportunity to serve this growing neighborhood through strengthening our ministry to children, youth, and young families.

Agnus Dei had made a meaningful financial investment in serving our community through a physical expansion project that provides a wonderful platform to serve in a variety of ways. The financial realities of that investment create a need to grow and to revitalize our commitment to financial giving. Our call to mission must be undergirded by a passion for Jesus Christ and the work he calls us to do.

These missions will be guided by a strategic plan. We believe that the process of developing the strategic plan will provide a medium for congregational education and buy-in that will provide energy and focus towards our mission. The plan when completed will give us a road map to fulfill that mission.

**References**

**Synodical Bishop**

Richard # Jaech

Southwestern Washington Synod





NAME	SYNOD	E-MAIL
[REDACTED]		[REDACTED]

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

**Inside Congregation or organization**

<b>Randy Spitzer</b>	<b>Cora Voce, Artistic Director</b>	[REDACTED]
----------------------	-------------------------------------	------------

NAME	ORGANIZATION AND TITLE	E-MAIL
[REDACTED]		

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

**Outside Congregation or organization**

<b>Jeni Woock</b>	<b>Gig Harbor City Council Person</b>	[REDACTED]
-------------------	---------------------------------------	------------

NAME	ORGANIZATION AND TITLE	E-MAIL
[REDACTED]		

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

**Member of the ELCA Clergy roster**

<b>Dan Wilson</b>	<b>Retired Clergy</b>	[REDACTED]
-------------------	-----------------------	------------

NAME	ORGANIZATION AND TITLE	E-MAIL
[REDACTED]		[REDACTED]

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

**Anyone else who knows your setting well**

<b>Bob and Betty Keller</b>	<b>Retired Clergy</b>	[REDACTED]
-----------------------------	-----------------------	------------

NAME	SYNOD	E-MAIL
[REDACTED]		[REDACTED]

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

**Associate / Assistant Pastor**

POSITION TYPE:

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

MINIMUM DEGREE REQUIRED:

**Part 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 checked="" 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 type="checkbox"/> Christian Education               |
| <input checked="" type="checkbox"/> Communications/ Media     | <input type="checkbox"/> Community Organizing            | <input type="checkbox"/> Conflict Management               |
| <input type="checkbox"/> Counseling/ Social Work              | <input type="checkbox"/> Early Childhood Administration  | <input type="checkbox"/> Ecumenical Work                   |
| <input type="checkbox"/> Evangelism/ Mission                  | <input type="checkbox"/> Financial Management            | <input type="checkbox"/> Global Service                    |
| <input checked="" type="checkbox"/> Innovation / Creativity   | <input type="checkbox"/> Interim Ministry                | <input type="checkbox"/> Interpret Theology                |
| <input type="checkbox"/> Inter-personal Climate               | <input type="checkbox"/> Ministry in Crisis              | <input type="checkbox"/> Ministry in Daily Life            |
| <input type="checkbox"/> Ministry with Seniors                | <input type="checkbox"/> Multicultural Ministry          | <input type="checkbox"/> Music / Worship / Arts            |
| <input type="checkbox"/> Outdoor/ Camping Ministry            | <input type="checkbox"/> Parish Nurse / Health           | <input type="checkbox"/> Participant in the Larger Church  |
| <input type="checkbox"/> Pastoral Care and Visitation         | <input type="checkbox"/> Preaching / Worship             | <input type="checkbox"/> Public Policy / Advocacy          |
| <input type="checkbox"/> Recruit and Equip Leaders            | <input type="checkbox"/> Self Care / Family Life         | <input type="checkbox"/> Small Group Ministry              |
| <input type="checkbox"/> Social Ministry                      | <input type="checkbox"/> Spiritual Formation / Direction | <input type="checkbox"/> Stewardship                       |
| <input type="checkbox"/> Strategic Mission Planning           | <input type="checkbox"/> Teaching                        | <input checked="" type="checkbox"/> Volunteer Coordination |
| <input checked="" type="checkbox"/> Youth and Family Ministry |  |  |

**Gifts for Ministry**

*The five gifts essential in this position, and the five that are very helpful in this position.*

Top Priority	Very Helpful
Help people develop their spiritual life.	<b>Yes</b>
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.	<b>Yes</b>
Build a sense of community among the people with whom he/she works.	<b>Yes</b>
<b>Yes</b> Help others develop their leadership abilities and skills for ministry.	
<b>Yes</b> Be an effective administrator.	
<b>Yes</b> Be an effective communicator.	
Be an effective teacher.	
Encourage support of the Church's wider mission.	
Work regularly in the development of stewardship growth.	





PENSION

**Yes**

MEDICAL

**Yes**

VACATION WEEKS

SABBATICAL POLICY

**Yes**

PARENTAL LEAVE POLICY

ARE BACKGROUND CHECKS REQUIRED

**Professional Expenses**

**Yes**

AUTO / TRAVEL REIMBURSEMENT

**Yes**

PROFESSIONAL EXPENSES ACCOUNT

**Yes**

FIRST CALL THEOLOGICAL EDUCATION

**Yes**

CONTINUING EDUCATION

**Comments:**

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

Our practice is to meet or exceed the synod guidelines regarding compensation and benefits.

**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 creatively promote and commend your ministry possibilities.

**Agnus Dei Lutheran is an active church community including many retired persons who contribute significantly to the life and vitality of the church and its many ongoing programs. At one time (5-15 years ago) the congregation also had a significant number of families with children from preschool through high school. About seven years ago the congregation went through some turmoil, first the long-time youth director left to take a new position, and then a few months later, our long-serving pastor unexpectedly resigned. With the help of our interim pastor, we took more than a year for self-reflection and healing.**

**About four years ago we called a married couple to serve as co-pastors, each at .75 time. Two years later, at their request, pastor Seth Novak was changed to full-time and Pastor Stephanie McCarthy stepped back to half-time; she also took a half-time teaching position in the local school district. A year later, Pastor McCarthy resigned her position at Agnus Dei to take a full-time teaching position. Currently we have a half-time pastor serving in an interim capacity while we move through to call process to fill that position permanently.**

**The congregation benefits from a number of strong ministries (noted in the previous section.) Ours is a musical, singing congregation where members are encouraged to share their musical talents, and artists their creative gifts to enhance worship life. Our Minister of Music has been trained as an AIM in church music. She is a skilled organist, directs the choir, and assists with worship planning. We also are blessed with an extremely musical pianist who sensitively leads worship. The full-time office administrator is not only highly capable, and computer savvy, she is the positive, personable "glue" that holds the day-to-day functions of the church together.**

**Agnus Dei Lutheran Church is located on one of the most picturesque places in the Puget Sound area. Historically a fishing village with Croatian and Scandinavian roots. Gig Harbor offers excellent schools that are a magnet for families. The neighborhood is exploding with growth with more than 300 new homes and large new retirement village just blocks away from the church. The immediate area offers plenty of outdoor recreation, a beautiful harbor graced with commercial fishing vessels and pleasure boats, and a stunning view of Mount Rainier. Quaint shops, galleries, and restaurants and the Gig Harbor History Museum attract visitors from all over the world. The 45-minute drive to Seattle offers Gig Harbor residents easy access to the cultural landscape and flourishing arts scene of one of America's most vibrant and beautiful cities.**

## **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).

**A transition team of six was gathered to discuss with the synod our options and to discern whether, based on our needs, to seek a lay or rostered person. The congregation was surveyed asking which gifts of ministry were our five top priorities and which five would be very helpful. A draft of the MSP was submitted to the council for input and final adoption.**

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's **1/8/2019** board:

### **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.

**Kim Latterell**

**Assistant to the Bishop**

NAME

TITLE

[REDACTED]

[REDACTED]

OFFICE PHONE

E-MAIL



**Reference's Recommendation**

**Bob Keller**

NAME

E-MAIL

DAY PHONE

EVENING PHONE

CELL

FAX