

MINISTRY SITE PROFILE
All Saints Lutheran Church

Aurora, CO

Completed:



Evangelical Lutheran Church in America
God's work. Our hands.

The Ministry Site Profile (MSP) is intended for use by congregations and church-related organizations that are seeking to call a rostered minister of the Evangelical Lutheran Church in America, or a First Call candidate for rostered ministry. Congregations must complete the entire MSP. Church-related organizations may, with the concurrence of the synod bishop, complete only the required sections (Part I, III and IV). Once complete, this form is submitted electronically to your synod bishop for review and posting to the "Current Openings" listing on the ELCA website (www.ELCA.org/call).

Summary Description

All Saints Lutheran Church is an established, congregation-led membership, seeking a pastor with strong emotional intelligence, a good sense of humor, full of compassion and led by the Holy Spirit.

In addition to the usual pastoral duties, critical work will be involved to engage change, prepare membership for discipleship, and collaborate with the Church Council to develop plans to move All Saints into the future with positive change and opportunities for mission work in our local area.

PART I: WHO WE ARE

Name and Location

CONGREGATION

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

Aurora, CO, 80013

CITY, STATE, ZIP

Rocky Mountain Synod (2E)

SYNOD

Suburb within 10 miles of a large city

SIZE OF COMMUNITY

All Saints Lutheran Church

NAME

US

COUNTRY

Congregation - Organized

TYPE OF MINISTRY SITE

07529

CONG ID

1979

YEAR ORGANIZED

Contact Information

Ministry Site (preferred contact information)

15625 E Iliff Ave

ADDRESS LINE 1

ADDRESS LINE 2

Aurora, CO, 80013

CITY, STATE, ZIP

US

COUNTRY

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E-MAIL

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WEB SITE

(303) 752-4083

PHONE

FAX

Chairperson of Congregation or Head of the Organization

Lee Lotter

NAME

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US

COUNTRY

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E-MAIL

Chairperson of Call or Search Committee

Brenda Shepard

NAME

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Aurora , CO, 80016

US

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Demographics

Language Spoken

In the congregation/ organization

English

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

In the surrounding community

English

Spanish

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

Race/Ethnicity (In the Congregation)

Caucasian (90%)

African American/Black (5%)

Latino/Hispanic (5%)

Multi-racial (5%)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Congregational Information is taken from a Transition Committee Survey which identified demographics of our congregation.

Race/Ethnicity (Surrounding Community)

Caucasian (20%)

Latino/Hispanic (55%)

African American/Black (25%)

Asian/Pacific Islander (5%)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Zip Code demographics 2013 indicated the area demographics to be: Caucasian 54%, Hispanic 21%, and Black 12.3%

The statistics entered above are based on local school 2020 enrollment demographic/ethnic information. The demographics of All Saints' neighborhood have changed drastically in the last 7 years.

Gender comparison

Age distribution

30%	70%	5%	5%	5%	20%	65%
MALE	FEMALE	19 YEARS OR YOUNGER	20 - 34	35 - 49	50 - 65	OVER 65

Number of Paid Staff

1	0	0	1	1	3
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Trends:

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

We have experienced years as a stable congregation, but now our research reveals that we are experiencing some of the common trends faced by congregations across the nation. Changes in society have impacted church functioning significantly.

1. We have seen decreases in our worship attendance: In 2015, average weekly attendance was 156 each Sunday. In 2017, we were down to an average of 117 people per week. Participation in other Sunday activities have also been impacted. Our Sunday School currently averages 3-10 children a week for preschool aged children through elementary school. Our middle school and high school aged children numbers have declined. There are no attendees for Middle School or High School classes. Our high school youth group has joined in a collaborative group (Y-3) with two other congregations to have opportunity for activities with a larger group. The Youth Group Director position is now volunteer and not a paid position.

Though we recognized that we wanted to draw more people, we didn't know how. Our worship style has maintained overall to be traditional. The exception is Youth Sundays, once a month, when contemporary music is presented. Many of the former youth who attended All Saints are now involved in larger churches where they have found more comprehensive activities for their families.

2. We have experienced significant staff changes through retirement of our pastor of 23 years in December 2019, our long time administrator in 2016, and a disruptive turnover of the Director of Christian Education and youth in 2016. All significantly impacted our congregation in different ways.

3. Our Council was reconstructed due to difficulty in finding people to take on different positions. Former positions/activities/duties for Outreach, Stewardship, Future Planning and Public Relations are now taken on by committees and they report to people serving on council.

Context:

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

All Saints Lutheran Church was started in a predominantly white neighborhood in the late 1970s and early 1980s. The All Saints neighborhood community has changed in demographics, average age, and with increased prices in homes:

According to local elementary school enrollment information, the neighborhood has become a very diverse community. Demographic reports indicate enrollment: 19% Black, 49.3 % Hispanic, 17.6% White. 39.6% English language learners, and 81.9% of the students receive free or reduced lunches.

According to real estate information from area vibes.com, the median age of residents for the Horseshoe Park neighborhood is currently 33-35 years old. Average income for this area is \$62,163. An average home sale price for the All Saints neighborhood (Horseshoe Park) is \$363,000. There has been a steady climb in home prices (8.98% per year). Rents in the area have also seen significant raises.

Programs:

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

Within the congregation: At All Saints we offer weekly worship, education opportunities for Adults with Pastor's class and Divas- (women's group) Bible Study and fellowship, Sunday School and Confirmation for children from preschool through middle school, and Youth group for high school students.

To serve others, we have a Shepherding Team which provides care to members who are shut-ins, ill, or grieving. Martha's Table provides meals to members who are ill, or recovering from hospitalizations, etc. There is a food bank at All Saints which provides food for 8-10 families a week, to both congregation members and people in the community. During holiday seasons, food baskets are provided to people in need within the congregation and for people recommended in the community.

Within the Community:Volunteers collaborate with multiple organizations to serve others: Little Flower Work Group (Catholic Charities), food distribution and other items; Aurora Warms the Night, provide food/meals for homeless as well as other items requested by the agency; Family Promise, provides food and fellowship to homeless families; Lutheran Family Services Backpack Drive; Top of the Trail gifts for foster families and food at Christmas; Lutheran World Relief fundraisers; Mitten Tree providing mittens and hats to Interfaith Task Force; ITF Task force Crop Walk donations; Quilting Group provides quilts to Lutheran World Relief/Urban Servant Corps; God's Work Our Hands, Holy Hammers/Habitat for Humanity. Blessing Bags; Onsite Bonfils/Vitalant Blood Drive; Y-3 Collaboration with Lord of the Hills, and Holy Love for youth activities.

Goals:



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

Interviews with the current and past president revealed that there is not a formal strategic plan or 5 Point Plan that has been adopted recently. The council is now working on a strategic plan to lead us into transition with a new pastor, and addressing the process of preparing ourselves as congregation members to make changes to walk into the future with a focus to minister to others.

Current goals for 2020 include:

1. **Increase Technology Capabilities:** Updates have been made with internet access which included installation of fiber optics to increase bandwidth. This has resulted in better access and use of social media and technology, increased public relations and outreach by using Facebook, Youtube, Instagram, Twitter and Next Door. We have been pushed forward by the pandemic and are planning to continue recording services, and when able, develop streaming of services.
2. **Maintain options for Worship** through youtube, communion services, and eventual onsite worship services as allowed by COVID regulations.
3. **Maintain current Outreach programs** within the church and community.
4. **Develop an achievable action plan** to evaluate and restructure/develop education and fellowship programs to include families and children and youth-college age members.

Energy:

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

1. **We want to find a pastor who will lead us in development of our faith, and encourage us to develop skills and direction for All Saints to go 'beyond its doors' to share the love of Jesus Christ.**
2. **We want to take action on what we have learned through the Transition Process about All Saints. The reality is that we are unknown in our local community. Our church does not look like or reflect the community it is in. Leadership hopes to steer the congregation to become vibrant in our ministry, in our prayer lives, and in extending our ministry beyond the building's walls into the local community.**
3. **Council is developing a strategic plan to address the future and what the congregation has identified what they want All Saints to be known for: A safe, inclusive, caring environment that provides worship, fellowship, learning and outreach for all to know and love Jesus.**

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?

All Saints plans to continue to work with the synod:

1. **Providing Representation in Annual Synod Conference**
2. **Providing Mission Support** in continuous funding for Synod as well as fundraising for ELCA World Hunger
3. **Youth participation Youth Gatherings**
4. **Consideration of Synod Trainings for Excellence in Leadership**
5. **Consideration options available for DIVAS through Women's Ministry**
6. **Resourcing Congregation-based Community Organizing**
7. **Resourcing Publicly Engaged Church**



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 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 direction.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We rely on group decision-making.
We have learned how to use conflict constructively.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We tend to perceive conflict as something destructive.

OUR PROGRAMMING

Our facilities are often used by community groups.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Our facilities are only used for our activities.
We train people to minister outside our walls.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We train people to minister inside our walls.
We focus on ideas and beliefs.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We focus on skills and action.

OUR THEOLOGICAL PERSPECTIVE

We are obviously Lutheran in identify and practice.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We are less obvious about our Lutheran heritage.
We participate in synod and ELCA activities.	<input 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.



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?

Our purpose is stated in the constitution: The church is a people created by God in Christ, empowered by the Holy Spirit, called and sent to bear witness to God's creative, redeeming, and sanctifying activity in the world.

Christ commissioned us in Matthew 28:19 Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit,

We know that through Jesus, we can live in a deep relationship with God. We believe that the Holy Spirit is the presence of Jesus Christ among us, and that the Holy Spirit provides us gifts of the Spirit meant to be used for building the of the Body of Christ. As His Body, we are called to worship Him, serve Him, and be the vehicle through which Jesus is shared with others.

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?

Our congregation has identified our gifts and resources to be:

1. Gifted people, with a wide variety of skills to share with others. Our people work together in service to our congregation and the community at large.
2. Our church building is bought and paid for. It is in a central location of Aurora and has a large land area. It is currently used by different community groups for education purposes, community garden patches, and support group meetings.
3. Our congregation is dedicated to outreach to the community through a variety of programs, and provides opportunities for volunteers.
4. We are a congregation of willing givers, especially for special projects.

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?



Council is working to develop a strategic plan to address the future mission priorities using what the congregation has identified what they want All Saints to be known for:

1. MEANINGFUL WORSHIP FOR ALL AGES
 - a. Providing opportunities in worship styles and music that relate to all.
 - b. Developing technological transmissions of our worship, and education.
2. VIBRANT FELLOWSHIP and LEARNING FOR ALL AGES.
 - a. Providing fellowship opportunities with people we know, as well as opportunities to develop new, inclusive relationships with people of all walks of life. Through learning, serving, and playing, we can share God's love through actions, witnessing, and partnership with each other.
 - b. Providing learning opportunities so we know what it means to follow Jesus with intention: to learn about Jesus, to know what he did in his ministry, to emulate him and do what he wants us to do in our world today.
3. SERVING THROUGH FOCUSED OUTREACH within the congregation and community
 - a. Developing systems to address congregational care needs, targeting seniors and those who are ill and children and families.
 - b. Develop and execute a plan to determine needs of the local community.
 - c. Target cooperative ventures between All Saints and community agencies in our area to serve and assist those in need.
 - d. Using our facilities to support Focused Outreach plans

References

Synod Bishop

Rev. John Gonia	Rocky Mountain Synod	jgonia@rmselca.org	
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Inside Congregation or organization

Rebecca Weiner	Outreach/Evangelism Committee, Chairperson	weiner7994@comcast.net	
NAME	ORGANIZATION AND TITLE	E-MAIL	
			(303) 472-8068
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Outside Congregation or organization

Kathy Hodak	Boy Scouts Scoutmaster	khodak84@gmail.com	
NAME	ORGANIZATION AND TITLE	E-MAIL	
			(720) 975-3685
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An ELCA rostered minister

Barbara Lemke	Bethel Lutheran Church Pastor	Pastor@bethelaurora.org	
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NAME	ORGANIZATION AND TITLE	E-MAIL
		(720) 353-6070

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Anyone else who knows your setting well

Ardell Zeiler	All Saints Lutheran Church Council, Vice President	prncss49@aol.com
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NAME	SYNOD	E-MAIL
		(720) 281-4075

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PART III: LEADERSHIP NEEDS

The Leader we Seek

Roster Type:

- Minister of Word and Sacrament
 Minister of Word and Service
 In Candidacy/First Call

Solo Pastor

Master's Degree (seminary or graduate school)

Full time call

POSITION TYPE:

MINIMUM DEGREE REQUIRED:

FULL TIME/PART TIME:

Language Proficiencies

English/Fluent

Spanish/Conversational

PRIMARY LANGUAGE (PROFICIENCY)

SECOND LANGUAGE (PROFICIENCY)

THIRD LANGUAGE (PROFICIENCY)

Experience:

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

Top Five Ministry Tasks

The five most critical tasks required in this position.

- | | | |
|---|---|---|
| <input type="checkbox"/> Administration | <input checked="" type="checkbox"/> Building a Sense of Community | <input type="checkbox"/> Campus / Young Adult Ministry |
| <input type="checkbox"/> Chaplaincy | <input type="checkbox"/> Children's Ministry | <input 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 checked="" type="checkbox"/> Preaching / Worship | <input type="checkbox"/> Public Policy / Advocacy |
| <input type="checkbox"/> Recruit and Equip Leaders | <input type="checkbox"/> Self Care / Family Life | <input type="checkbox"/> Small Group Ministry |
| <input type="checkbox"/> Social Ministry | <input type="checkbox"/> Spiritual Formation / Direction | <input type="checkbox"/> Stewardship |
| <input type="checkbox"/> Strategic Mission Planning | <input type="checkbox"/> Teaching | <input 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
Yes	Help people develop their spiritual life.	
	Help people understand and act upon issues of social justice.	
	Provide care and nurture.	
Yes	Be active in visitation of members and non-members.	
	Be effective in working with children.	
Yes	Build a sense of community among the people with whom he/she works.	
	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.	
	Work regularly in the development of stewardship growth.	
	Be active in ecumenical relationships.	
	Be effective in working with youth.	Yes
	Organize people for community action.	
	Be skilled in planning and leading programs.	Yes
	Have a strong commitment and loyalty to the ELCA.	
	Understand and interpret the mission of the Church from a global perspective.	
	Deal effectively with conflict.	Yes
Yes	Bring joy and good humor to relationships.	
	Be able to share leadership and work in a team.	
	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.	

Mutual Expectations

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



A. Preaching/Worship:

Preaching is a high priority. We need a pastor who shares the word of God, helps us to apply the word to our daily lives, and guides us to do what God wants us to do.

All Saints members indicated that worship is a priority in our lives, with the second being fellowship. Covid has affected our worship tremendously. However, because of it, we have also learned the importance of technology. We have been able to worship and even reach people beyond our congregation. We now are working on plans to be streaming our services when we are able.

We desire to have meaningful worship for all ages. Transition work has indicated that we are not presenting worship styles that relate to all. This is a territory that may be difficult for some. Discussing this in Leadership, we realize that we can offer alternatives through a blending of music styles in our worship as well as giving further consideration to providing separate styles for different services.

B. Pastoral Care/Visitation

The congregation is eager to meet the new pastor, and recognize that this will take some time. Consideration will be given to planning events/activities to provide opportunities for the congregation to meet the pastor through group activities, meetings, and social activities.

Survey results indicated there is a strong need for visitation to persons who are home-bound, hospitalized, ill, or grieving. With a predominance of seniors in our congregation, there is a level of desire for care that will need to be addressed through personal contact as well as developing systematic contact through recruited volunteers.

Younger congregation members look forward to development of faith activities relevant to their different ages, and to begin looking at future direction for All Saints, within our neighboring community.

C. Teaching/Learning Opportunities

We need to develop learning opportunities for all ages and we need the pastor (with support of volunteers) to focus on the following:

As adults, we need to learn about Jesus' life and how he modeled service to others. We want to develop skills to share our faith with others.

Youth and Family Ministry needs include Confirmation instruction, Sunday School, Youth Group, and Family learning opportunities.



D. Fellowship

Within the congregation, Fellowship has been identified as something members want to continue at All Saints. Relationships with each other are key to continuation of a church family. We want a pastor to join us in activities to learn about the congregation, serve together, and play together.

We need to develop relationships with others in our neighborhood. Pastoral leadership and guidance in activities is needed.

E. Evangelism and Mission/Focused Outreach

Transition discussions led us to the realization that our congregation does not reflect the neighboring community we are in, and that many who don't know who or where we are. This is an area that we need leadership and guidance in. As stated earlier in this document, the pastor will need to be involved in:

- a. Developing and executing a plan to determine the needs of our neighboring community**
- b. Targeting cooperative ventures between All Saints and community agencies in our area to serve those in need.**

Pastoral Leadership is also needed to help us become a 'Publicly Engaged Church' (ELCA) to do God's work in the world, to pursue justice and seek peace. By becoming familiar with our neighborhood we may be called to participate in the "thick of life, embracing individuals, families and communities that are hungry for hope and healing, justice and peace, advocates and partners" (ELCA)

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

A. Worship connects us with God and others. We will worship together during services, and will also take time to pray and individually worship.

We will pray for the pastor in his/her work in our church and community, family life and personal health, both physically and mentally.

We will pray for the Holy Spirit to provide wisdom, insight, and the words to preach.

We will pray for the protection of our pastor and other church leaders, that they be treated with respect and encouragement by our congregation.

B. We will study and participate in learning activities to develop our faith, develop an attitude of faith, develop skills in sharing our faith, and learning to serve others.

For those who feel comfortable in teaching, we will volunteer to teach.

C. To the best of our abilities, we will be "functioning members" of All Saints: learning, giving, serving, and sharing our faith with others. We will work to contribute to the unity of our church by giving in to change over personal preferences, and striving to serve others before ourselves. We are members to serve Christ. We will serve to support mission work in our neighboring community to align with new strategic plans for the future of All Saints.



D. Administrative Support

The Church Council and Church Staff will work to support the pastor's teachings, activities and tasks.

The Council will meet monthly with the Pastor.

Church Staff members will work to support the Pastor in administration, worship and music, and building care.

E. Synod Alignment

We will encourage and support the pastor's participation in Rocky Mountain Synod activities.

Consideration is currently being given to congregation participation in Excellence in Leadership Training.

Information gathering will access the synod website for resources to support our future planning.

Compensation

No	Yes
PARSONAGE	SOCIAL SECURITY TAX OFFSET
\$65,000 - \$70,000	
MAXIMUM AMOUNT AVAILABLE FOR DEFINED COMPENSATION	

Benefits

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

Professional Expenses

Yes	Yes
AUTO / TRAVEL REIMBURSEMENT	PROFESSIONAL EXPENSES ACCOUNT
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.

All Saints plans to follow synod recommendations and guidelines and is prepared to offer the adjusted baseline compensation in the high range. We will follow benefit guidelines as well.

Other Supporting Resources

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



Mission and Vision statement of the congregation or organization	Yes
Printed history of the congregation or organization	Yes
Strategic Plan: Goals and Objectives	No
Budget	Yes
Annual Report	Yes
Position description: Duties and Responsibilities	Yes

PART IV: COMMENTARY

You are encouraged to offer information or commentary that will help the reader appreciate the vision, opportunities, challenges and nature of your ministry site. Use this opportunity to creatively promote and commend your ministry possibilities.

All Saints is a congregation of dedicated, faithful individuals. We are currently in process of developing a strategic plan for the future. We are an older congregation, with plenty of seniors, that hopes to share God's love with others in our local community. Our welcome statement in the Sunday Morning Bulletins reads:

We are glad you are here! We extend a special welcome to those who are single, married, divorced, gay, filthy rich, black and proud, y no habla Ingles.

We extend a special welcome to those who are new-borns, poor as dirt, skinny as a rail, got a hitch in their git-along, or just plain can't sing. You're welcome here if you're "just browsing," just woke up, or just got out of jail. We don't care if you're more Lutheran than Luther, or more Catholic than the Pope, or haven't been in church since little Maria's confirmation.

We extend a special welcome to those who are over 40 but not grown up yet, and to teenagers who are growing up too fast. We welcome soccer moms, NASCAR dads, starving artists, tree-huggers, latte-sippers, vegetarians, junk-food eaters, and people who stay up too late at night. If you're having problems, or you're down in the dumps, or you don't like "organized religion," we've been there too. If you blew all your offering money at Black Hawk, you're welcome here.

We offer a special welcome to those who could lose a few pounds, think the earth is flat, work too hard, can't spell, or came because grandma's in town and wanted to go to church. We offer a special welcome to those who could use a prayer right now, are three-times divorced, had religion shoved down your throat as a kid, or got lost in traffic and wound up here by mistake. We welcome tourists, seekers, doubters, bleeding hearts...and you!

Welcome home

Our more youthful members seek change and push for a new way of looking at things we can do as a congregation. Older members recognize that we do not have many young families and wants that to change. So we have to change and be open to change ourselves. Our worship and educational programs have been 'traditional'. We are hoping to provide a balanced worship and education programs to address all ages.

Our Outreach programs are many in number. We have a food bank that impacts people in our neighborhood. Other programs support service within the general community of Aurora and beyond, expanding to World Relief.

Financially, we are currently sound. Our church building is paid for. Our offering has been covering staff salaries and bills.

We are now looking to the future with the understanding that we need to know our neighborhood, and determine what needs we might be able to assist with locally. We don't yet have a plan, but we have discussed ideas for serving the community and using our building to serve the community as well. This is a new direction for us, but change is recognized as essential for the future of All Saints.

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).



We have used the ELCA Transition Process to gather our information. The Transition Committee began work in February, reading and holding discussions regarding our purpose to gain information from the congregation. History of All Saints was gathered from reports done over the years and interviews with long time members. We held a celebration luncheon March 8 to review the history of All Saints and honor charter members.

From May 1-10, we held Transition Meetings on Zoom (due to COVID virus). Telephone conversations were held with people who were unable to use Zoom. The question guides we used for Zoom meetings were used for telephone discussions and people were able to respond individually. Teams that ran the meetings submitted feedback forms and from those, a summary of findings was developed. 71 people participated in these meetings.

The MSP was developed in collaboration with Transition Team Members, the Call Committee, and some Council members.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's board: **7/7/2020**

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.

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