



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

Brandon, FL, 33510

CITY, STATE, ZIP

Florida-Bahamas Synod (9E)

SYNOD

Suburb within 10 miles of a large city

SIZE OF COMMUNITY

Apostles Lutheran Church

NAME

US

COUNTRY

Congregation - Organized

TYPE OF MINISTRY SITE

01751

CONG ID

1962

YEAR ORGANIZED

2. Contact Information

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ADDRESS LINE I

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E-MAIL

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WEB SITE

Brandon, FL, 33510

CITY, STATE, ZIP

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PHONE

US

COUNTRY

8136534919

FAX

Chairperson of Congregation or Head of the Organization

MICHAEL WEBER

NAME

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Brandon, FL, 33511

CITY, STATE, ZIP

8133949319

CELL PHONE

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FAX

Chairperson of Call or Search Committee

JOEL RENTZ

NAME

3609 Cinnamon Trace Dr.

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8136813006

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ADDRESS LINE II

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EVENING PHONE

Valrico, FL, 33596

CITY, STATE, ZIP

8139184674

CELL PHONE

US

COUNTRY

FAX



Joelrentz@aol.com

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%)

Hispanic (5%)

LARGEST

SECOND

THIRD

FOURTH

Race/ Ethnicity (Surrounding Community)

Caucasian (65%)

African American (10%)

Asian / Pacific Islander (5%)

Hispanic (15%)

LARGEST

SECOND

THIRD

FOURTH

Gender comparison

50%

50%

MALE

FEMALE

Age distribution

25%

15%

20%

15%

25%

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

Number of Paid Staff

1

0

5

0

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:

5%

5%

50%

40%

1/2 MILE OR LESS

1/2 - 1 MILE

1 - 3 MILES

MORE THAN 3 MILES

Community Type

Bedroom community

College or University

Farming

Inner City

Mining/logging

Ranching

Industrial

Resort

Retirement



4. Budget of the Congregation/ Organization 2013

	LAST FISCAL YEAR
\$401,932	\$0
TOTAL BUDGET FOR THE LAST FISCAL YEAR	TOTAL DEBT OF THE CONGREGATION/ ORGANIZATION AT THE END OF THE LAST FISCAL YEAR
\$21,000	\$179,221
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.

Apostles Lutheran Church is located in the Brandon area of unincorporated Hillsborough County, Florida approximately 12 miles east of downtown Tampa. Brandon is a "Census Defined Place" with a 2014 estimated population of 115,000. Additionally, our congregation draws its members from a large area in eastern Hillsborough County. The majority of our members live in Brandon and Valrico while significant numbers live in Riverview and Lithia – both over 10 miles from the church. The combined population of the area we serve is over 250,000. The entire eastern Hillsborough County area is largely a "bedroom community" supporting the Tampa Bay metropolitan area. Most residents own their own homes and about three-fourths are employed in white collar jobs. Most employment in the immediate area is the retail, healthcare and services arenas. Families with children dominate our suburban setting while residents 65 and older make up about 10 % of the population. The local population is in excess of 80% Caucasian, with about 10% black and 3% Asian. Ethnically, about 15% of the population is Hispanic. Greatest growth for the last ten years has been in the southern portions of Hillsborough County with the majority of new residential construction and retail development being 10 or more miles from the church.

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.

As with most of the U.S., the economy and jobless rate has impacted the community. The housing market is rebounding but the quality and quantity of jobs has not recovered to pre-recession levels. However, as a side note to this, the congregation was able to pay off its mortgage four years ago and remains debt free.

There is an increase in large nondenominational churches in Brandon. The good news is that this is evidence that the population is spiritually seeking.

Although the number of emergency food and aid recipients has been consistent over the past three years, the trend is that some of those who contributed to local food banks are now recipients of the emergency assistance.

Trends

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



Attendance has decreased somewhat in the last five years. However, we welcomed 24 new members in May and are scheduled to welcome another 18 new members in late September. Many of the new member families include young children and teens. Our children's and confirmation ministries have grown and are vital and well attended. This segment of our ministry is overseen by our Coordinator for Children, Family, and Education, Kit O'Rourke.

Apostles Lutheran Church has a large number of ministry and mission groups. Our parking lot is seldom empty due to the preschool and the number of church and community groups that meet here. However, under the leadership of our Interim Pastor Benoway, we have revised our structure of mission and ministry and updated our constitution to provide for the new arrangement. The structure of our congregational mission is now broken out into five broad areas; spiritual development, faith cultivation, community outreach, proclamation & witness, and operations. Through this new structure, we have involved many more members and feel a new and vital emphasis on doing God's work.

Brandon is well established and has not seen as much residential growth as the Lithia and Riverview areas. These growth areas are ten miles or more from the church. It is more difficult to attract new members from these growth areas given the distance from their homes to Apostles. In response, the congregation attempted to start up a second campus three years ago in an area of greater growth 10 miles south of the church. However, we were unsuccessful and decided not to pursue a satellite campus.

Programs

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



Apostles Lutheran Church offers a variety of programs for members and visitors to the church. However, we also have a large number of programs designed to assist people in our community and local area.

Apostles is blessed with a vibrant music program which includes adult and children's choir, brass choir, string ensemble, hand bell choir and Icthus, our praise band for contemporary worship. The congregation had six Synodical Deacons under our previous called Pastor and our new Pastor may decide to re-install them or not. There are many ways to assist in worship at Apostles including the acolyte and crucifer program, altar guild, lay worship leaders, and the nursery program during both services.

Education for all members is an important part of our church and these programs include Sunday school classes, a two-year confirmation program for 7th and 8th graders, first communion instruction, new member/inquirer's classes, Apostle's Lutheran Preschool, VPK and music program, summer day camp/vacation bible school, middle/high school youth group, adult bible studies and the National Youth Gathering.

The men of Apostles meet each month for bible study and fellowship. They provide assistance for youth and church events. Our Keenager group, ages 50 plus, meet each month at different locations for fun and fellowship. Apostle's women come together through WELCA and serve in many ways.

We offer several programs to assist those in crisis or those who need spiritual assistance and guidance. These programs include Stephen Ministry and our prayer shawl ministry, where members volunteer to make knitted or crocheted shawls for people in the hospital or nursing homes.

We work with many outside agencies and organizations to provide assistance in many ways. These programs include the Rebecca's Circle—making baby quilts and Lutheran World Relief quilts that go to Tampa General Hospital and Brandon Regional Hospital. We support ECHO and the Hunger Free Mission, which provide food and support for families in need in our area. We are part of the Meals on Wheels program, providing meals every Tuesday for homebound people in our community. We assist the Church of the Nazarene with feeding the homeless on the months that have a 5th Saturday. We offer blood drives every quarter through Florida Blood Services. During the holidays we offer the Jesse Tree to our members. They can choose to support a child with gifts for Christmas. This year we are beginning our anticipated annual participation in God's Work, Our Hands Sunday where church members are providing a cookout for residents of Apostles Village, a lower-income senior apartment facility next to the church. Our youth organize the Souper Bowl of Caring each year and the money that is raised supports the ELCA's God's Global Barnyard. The youth are also involved with the International Coastal Cleanup, cleaning our waterways and lakes each year. Finally, we offer a pantry of food for those in need called Living Christ's Love food pantry.

Goals

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

Apostles does not have a current Strategic Plan in place. We look forward to mutually discovering our future with our new Pastor.

Energy

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



Our congregation is eager and excited to learn who God has chosen to shepherd our congregation.

Apostles is blessed with an enthusiastic music program including a traditional choir (Gloria Dei choir), a contemporary worship musical group (Icthus), a recently formed children's choir, a bell choir and instrumentalists. The music programs are directed by our organist and Choir Master, James Carmichael, and our director of contemporary music, Jose Rivera. Each of these music ministries significantly enhances our worship experience.

The congregation of Apostles re-defined our mission strategy through amending our Constitution at the Congregational Meeting earlier this year. Member ministry teams have been engaged to coordinate the many ministries involved in each of the five mission areas of emphasis – Spiritual Development, Faith Cultivation, Community Outreach, Proclamation & Witness and Operations. There is growing involvement and excitement about this structure and the positive impact it will have on the congregation and the community.

Our congregation responds very positively with their gifts when needs arise whether for church property, families in need or special projects.

The energy demonstrated by the many military families stationed at MacDill Air Force Base and living in our area encourages our membership. This group is dedicated in their worship and willingly accepts leadership positions in the congregation.

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?

We are a very active member and participant with the ELCA and the Florida-Bahamas Synod. We are faithful in our benevolence; budgeting for benevolence from our "first fruits" and making our benevolence remittance a high priority each month. We have been both a grant recipient and regular financial supporter of the Synod initiative, Together in Mission. Apostles has long supported Luther Springs Camp Conference and Retreat Center and now Novus Way – both financially and through leadership roles in the oversight of the camp. We actively support Lutheran World Relief through our quilting ministry with a goal this year of providing 100 quilts. The congregation has hosted a number of Synod activities including being a diakonia site (diakonia is a two-year program of lay education currently used by eight ELCA Synods for theological education and baptismal formation of the laity). This year, our new Community Outreach Ministry developed an entire weekend of service in celebration of God's Work, Our Hands Sunday. Each year, our youth hosts a Souper Bowl of Caring and proceeds from this activity support God's Global Barnyard. This ministry has been so successful that in 2013 our youth were featured as the banner photo of the ELCA Facebook page. Additionally, our congregation regularly participates in the Synod Assembly and sends youth to the National Youth Gathering every three years. Being active in the "larger church" is part of who we are.

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 type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We tend to be informal and spontaneous.	
We have clearly defined goals and plans for our future.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We have no stated goals or plans.	
We are racially and economically diverse.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We are demographically homogeneous.	

OUR LEADERSHIP STYLE



We welcome ideas that are provoking and challenging.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We prefer ideas that are tried and true.
We rely on our leaders for directions.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We rely on group decision-making.
We have learned how to use conflict constructively.	<input type="checkbox"/>	<input 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 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 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.

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?

Our mission statement is "To be and make disciples for Christ". We are here to live Christ-like lives and to witness to others to do likewise.

Within the congregation of Apostles, we strive to educate our children and young people and guide them on their faith journey. We endeavor to walk with the adults in their faith journey. The end result of this strengthens and encourages all of the members to go into the world to fulfill our mission.

As a result, we are empowered disciples spreading the good news of salvation and righteousness to the community through VBS, Meals on Wheels, Emergency Care Help Organization, baby quilts to hospitals, Jesse tree, feeding the hungry, a food pantry and more. Each year periodically the church sponsors blood donations through Florida Blood mobile. We help other churches through our regular benevolence. We participate with outside ministries to reach out to the community. The hearts of the people of Apostles are centered in helping the community to know Christ's love.

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 gifts are a diverse congregation with a variety of talents and passions. Apostles has endeavored to be a permission giving congregation to allow each member to act on the gifts of the Spirit as they have received them. This has led to a wide and varied number of ministries and programs that are vital and instrumental to the life of Apostles and the community that we serve.

Worship is one of the defining elements of the life of Apostles. Our services are both liturgical and spirit-filled. Visitors frequently comment on the quality of worship at Apostles. Liturgy is the work of the people at Apostles and involves lay members of all ages. We are blessed to offer two unique services every Sunday and both are liturgically accurate and spiritually energizing. Through different perspectives of a traditional service steeped in the traditions of our Lutheran heritage to a contemporary service which attracts a diverse group of people and includes an extremely talented worship musical group (Ichthus) directed by one of Brandon's leading contemporary worship musicians, Jose Rivera. The music in the traditional worship is led by James Carmichael, a highly accomplished organist and veteran director who has presented some of the most ambitious sacred choral works across the country.

We are blessed with a campus which has the space to be used by a number of community groups in addition to the church groups that meet regularly. The campus has a VPK preschool every weekday but this only occupies one half of the three buildings that comprise our campus which leaves a lot of space for the many community groups that meet here. It is truly a blessing to be able to use this gift from God as an asset to the community in which we live.

After much consideration and prayer, we have to say that as long as we're limiting this discussion to three assets, one of the assets that we must acknowledge is the community itself in which the Lord seeded this congregation 52 years ago. The community has changed significantly in that time and has taken Apostles with it (whether we wanted to or not!). Our community has given this congregation the opportunity to find out how to connect and to serve it. Our community provides our church with many loyal and gifted members. Our community is our mission field and we would not be a church without it.

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?

Given our mission statement "To be and make disciples for Christ", mission priorities that hold the most promise for continued development are:

1. To reach out and be a vibrant presence in our community. While we do ministry in our community through Apostles Village, Living Christ's Love food pantry, feeding people who are homeless and Emergency Care Help Organization (ECHO) there is still much work that we can do to make Apostles serve our ever-changing community in a more positive way.
2. Apostles has many families with young children and youth. We have a strong Confirmation program and offer other youth activities. We need to grow and strengthen other youth and young adult programs and look for ways to keep our youth and young adults involved in church life post-confirmation.
3. Inform, educate, energize, and involve our congregation in the larger church (ELCA) and its work throughout the world. Help them to feel a part of the greater church so that we all are a part of the "big picture".

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.



Lutherans in mission need YOU!!! Apostles Lutheran church, located near Tampa, Florida is prayerfully seeking a Pastor or clergy couple to shepherd our calling "To be and make disciples for Christ." Our 700+ members are energized by their involvement in this search for you. The congregation at Apostles is experiencing an atmosphere of uplifting expectation and joyfulness. We are praying for a collaborative and empowering leader who is mission oriented and values the larger church.

9. References

Synodical Bishop

Robert Schaefer

Florida-Bahamas Synod

bishop@fbsynod.org

NAME

SYNOD

E-MAIL

8138767660

DAY PHONE

EVENING PHONE

CELL

FAX

Inside Congregation or organization

John Ionoff

Member, Apostles Lutheran church

jionoff@aol.com

NAME

ORGANIZATION AND TITLE

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Outside Congregation or organization

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Member of the ELCA Clergy roster

Reverend James Horn

Retired pastor

retrevl8@juno.com

NAME

ORGANIZATION AND TITLE

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8137193347

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Anyone else who knows your setting well

Interim Pastor Edward Benoway, Former Bishop

Apostles Lutheran Church, Interim Pastor

pastorbenoway@apostleslutheran.net

NAME

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8139092139

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CELL

FAX

PART III: LEADERSHIP NEEDS

10. The Leader we Seek



Roster Type:

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

Solo Pastor

POSITION TYPE:

Master's Degree (seminary or graduate school)

EDUCATION:

Full 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

11. Top Five Ministry Tasks

- | | | |
|--|---|---|
| <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 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 checked="" type="checkbox"/> Spiritual Formation / Direction | <input type="checkbox"/> Stewardship |
| <input type="checkbox"/> Strategic Mission Planning | <input type="checkbox"/> Teaching | <input type="checkbox"/> Volunteer Coordination |
| <input checked="" type="checkbox"/> Youth and Family Ministry | | |

12. Gifts for Ministry

Top Priority	Very Helpful
Yes Help people develop their spiritual life.	



	Help people understand and act upon issues of social justice.	
	Provide care and nurture.	Yes
Yes	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.	
	Help others develop their leadership abilities and skills for ministry.	Yes
	Be an effective administrator.	
Yes	Be an effective communicator.	
	Be and effective teacher.	
	Encourage support of the Church's wider mission.	
	Work regularly in the development of stewardship growth.	
	Be active in ecumenical relationships.	
Yes	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.	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.	

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. Effectively communicate using joy and good humor to build relationships and a sense of community.**
- B. Lead the development of the spiritual lives and life of the congregation.**
- C. Actively participate in member and non-member visitation and pastoral care.**
- D. Guide and direct youth and family ministry.**
- E. Preach the Word.**

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. Pray for our pastor(s) and his/her family.**



- B. Regularly attend worship, actively participate in our congregation's mission, and give our time, talent and treasures; assist in support of current ministries and development of new ministries.
- C. Be open-minded to change and refrain from comparisons.
- D. Create a Transition Team to work with our new pastor(s) and the congregation to affirm and strengthen the mission of the congregation, ensuring open communications about expectations and interpreting new visions and directions.
- E. Invite and encourage people to meet and worship with us and our new pastor(s).

14. Compensation

No	Yes
PARSONAGE	SOCIAL SECURITY TAX OFFSET
\$80,000 - \$85,000	
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.

Our compensation package meets or exceeds the synod guidelines in all areas.

17. 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
Communications Piece (publicity, newsletter, etc.)	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 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.

Apostles has just seen the retirement of her last Pastor who served for fourteen years. He was a capable Pastor and no one was really sure what his retirement would mean for the church. The Interim assigned to Apostles is the recently retired Bishop of the Synod. With our interim's engagement, the congregation has become newly energized with the possibilities of what we can do as Christ's church. Interim Ed Benoway has brought a different set of gifts to the congregation and delivered a sense of optimism through his communications, enabling and vision. We have restructured our many missions through a change in our Constitution and empowered a whole new group of mission teams.

This is an exciting time for Apostles. We have no significant conflict and are welcoming to all people. We see that it is possible to do even more within the community than we have done before. We are excited about partnering with a new Pastor(s) to further this work.

In Apostles 50+ year history, we have had nine pastors/pastor teams, including two clergy couples lead the church. Both arrangements have been very successful. Neither is new to us. Apostles is located in a middle class suburban community of Tampa. We boast good weather and short travel to many Florida attractions. Apostles has a solid infrastructure with a substantial, debt free campus and a talented and dedicated staff – both paid and volunteer. Our congregation is largely conservative which caused some angst about actions of the ELCA. However, we lost few members as a result of the 2009 churchwide action.

The bottom line is that Apostles is a congregation that is working well. We're active, we're Lutheran and proud of it, we worship well and fully in two distinct styles, and we are a great place for families. But most of all we are excited about the future. Our powder is dry – could you be the spark?

PART V: COMPLETION OF PROFILE

19. Discernment Process and Adoption

Please describe the process used to gather information, formulate responses, and officially adopt this Ministry Site Profile. (Approximately 100 words maximum).

The Call Committee conducted an inclusive campaign which involved most of the attending members of the congregation. This included appeals for input through temple talks, print, and electronic requests, surveys, questions posted in the weekly bulletin with boxes in the narthex, and meetings; both group and individual, focused on specific questions. The eight members of the Call Committee then collaboratively formed the final responses. Following this, the members of the Call Committee, Interim, and Council all received the final product for comment and eventually Council approval.

Enter the date on which this Ministry Site profile was adopted by vote of the Congregation Council or organization's **9/20/2014** board:



20. Call Process Contact Person

Connie Schmucker

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