

MINISTRY SITE PROFILE

Prince of Peace Evangelical Lutheran Church

Basye, VA

Completed: 07/02/2018



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).

Summary Description

Prince of Peace is a small church in a resort community. We have a strong lay leadership as well as a sound fiscal structure. Our church is known in the greater community as a welcoming, vibrant, giving church participating in over twelve secular and religious ministries.

Our new pastor should continue to support our mission efforts and help develop effective evangelism.

PART I: WHO WE ARE

Name and Location

CONGREGATION

Prince of Peace Evangelical Lutheran Church

06124

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

NAME

CONG ID

Basye, VA, 22810

US

CITY, STATE, ZIP

COUNTRY

Virginia Synod (9A)

Congregation - Organized

1953

SYNOD

TYPE OF MINISTRY SITE

YEAR ORGANIZED

Rural

SIZE OF COMMUNITY

Contact Information

Ministry Site (preferred contact information)

319 Orkney Grade

PO Box 626

Basye, VA, 22810

US

ADDRESS LINE 1

ADDRESS LINE 2

CITY, STATE, ZIP

COUNTRY

kateisom@hotmail.com

Www.poplutheranva.org (540) 856-8016

E-MAIL

WEB SITE

PHONE

FAX

Chairperson of Congregation or Head of the Organization

Kenneth Stanhagen

NAME

937 Greenview Drive

PO Box 876

Basye, VA, 22810

US

ADDRESS LINE 1

ADDRESS LINE 2

CITY, STATE, ZIP

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Chairperson of Call or Search Committee

Kate Isom

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Demographics

Language Spoken

In the congregation/ organization

English

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

In the surrounding community

English

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

Race/ Ethnicity (In the Congregation)

Caucasian (95%)

Asian / Pacific Islander (5%)

African American (5%)

Hispanic (5%)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Race/ Ethnicity (Surrounding Community)

Caucasian (80%)

Hispanic (20%)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Gender comparison

50%

50%

Age distribution

0%

5%

5%

10%

80%

MALE

FEMALE

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

Number of Paid Staff

1

1

0

0

1

0

CLERGY

LAY ROSTERED

OTHER LAY PROFESSIONALS

SECRETARIAL SUPPORT

CUSTODIAL SUPPORT

OTHER

Congregational Information



1 - 50

Single site

AVE WEEKLY WORSHIP ATTENDANCE

AVE ATTENDANCE IN CHRISTIAN EDUCATION

PARISH TYPE

Distance members live from church facilities:

10%

20%

20%

50%

1/2 MILE OR LESS

1/2 - 1 MILE

1 - 3 MILES

MORE THAN 3 MILES

Community Type

- | | | |
|--|--|-------------------------------------|
| <input 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 checked="" type="checkbox"/> Resort | <input type="checkbox"/> Retirement |

Budget of the Congregation/ Organization

2018

\$123,700

TOTAL BUDGET FOR THE LAST FISCAL YEAR

\$10,800

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

LAST FISCAL YEAR

\$0

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

\$115,000

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.

The rural Basye,Orkney-Springs area in the mountains of Shenandoah County is located about 30 minutes from several towns and about one hour from Harrisonburg and Winchester (small university cities), and just over two hours from Washington DC. Two local resorts and the great outdoors create pleasant environs supplemented by cultural opportunities in the nearby greater valley. The local population (and our membership) consists largely of mature families, many of whom are retired and have moved from other locations. People with younger families commute to the towns and outside the county for employment. Like nearby counties, Shenandoah county has a below national-average family income but these incomes are above the average for most Virginia counties. It has a poverty rate below the national average and below the average for most Virginia counties.

Trends:

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

- 1 As the congregation evolves, newer members have taken on more lay leadership activities as older members have been stepping back.**
- 2. Our music ministry has gone through some transition as a long time organist stepped back from and ultimately gave up the position and was replaced. We have also instituted a tone chimes program.**
- 3. We have maintained our commitment to meeting synod guidelines for pastoral compensation and mission support. We use special appeals, events, and supplemental funds beyond our budget for outreach and mission to the county and beyond. The Good Samaritan Fund provides small emergency grants to people in the county and larger amounts of financial assistance to people living in the immediate community.**



Context:

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

1. While the local Resort community is relatively affluent, much of the surrounding community is not. Many members volunteer extensively and contribute to local charities. However, local social services are stressed and our Church (as presently constituted) is not well positioned to help with large problems of housing and poverty.
2. Our corporate church age is high, averaging 65 or better. We struggle with attracting younger people. New members are most often people who are approaching or recently retired and who have relocated to our area.
3. Significant external ministries are challenging with the age of our congregation.

Programs:

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

Members volunteer at the community Food Pantry, the local library and the SEARCH store which raises money for a local group home. Members provide Christmas gifts for about 50 local children in an "Empty Stocking Fund" drive. We participate in a "Luke's Backpack" program to provide food for children over the weekends. Church supports the drive to provide underwear for local children. We work with the local Lion's Club to provide food baskets at Thanksgiving and Christmas. Women of our church provide the Ruritan Club with their annual dinner to raise funds for Women of ELCA activities. Church members provide food for community dinners to raise funds for such charities as "Hunters for the Hungry", Caroline Furnace Camp and Retreat Center & our own "Good Samaritan Fund". We are the community center for the Resort community providing services such as hosting the local blood drive. We support "Santa for Seniors", Family Promise, Table Talk and Community Bible Study. Members are responsible for providing most of the volunteer help for "A Small Hand" ministry which supplements diapers, formula and necessities for children 0-3 years in the local community. In June 2017, Shenandoah Valley Lutheran Ministries took over responsibility for continuing this important ministry with many Prince of Peace members contributing in various capacities to ensure that "A Small Hand" continues to serve this needy population.

Goals:

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

To manage this transition and to find the appropriate Pastor.

Our congregational survey indicates that the following are principle goals upon which we must focus.

1. Providing traditional and meaningful worship
2. Providing worship emphasizing the Gospel in contemporary terms
3. Providing a caring ministry to the troubled, sick and shut-in
4. Providing Christian fellowship opportunities to our members

Energy:

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

Our church has been an energetic and participative body of Christians with great energy for our various missions. Over the last few years, numerous changes were introduced in the areas of fellowship, education and worship so that we are a somewhat different church as we enter this new phase. We are excited about finding a pastor who will continue with us on this journey.

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?

Attend Synod gatherings.

Active in local Shenandoah Valley Lutheran Ministries (A Small Hand, Luke's Backpack) Support and participate in ELCA World Hunger, Disaster Response, Lutheran World Relief



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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We tend to be informal and spontaneous.
We have clearly defined goals and plans for our future.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	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 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We rely on group decision-making.
We have learned how to use conflict constructively.	<input type="checkbox"/>	<input 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 type="checkbox"/>	<input checked="" type="checkbox"/>	We train people to minister inside our walls.
We focus on ideas and beliefs.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We focus on skills and action.

OUR THEOLOGICAL PERSPECTIVE

We are obviously Lutheran in identify and practice.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	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?

Current Vision Statement: "Blessed to be a Blessing". "We at Prince of Peace as a congregation of the ELCA are people called by the grace of God to be a Christian Center of the Community by ministering to its needs." (Adopted in 2002)
Largely, our Church activities and attitudes support this vision. We have only loosely defined formal Goals but they include keeping this Church as a place of acceptance and inclusion for all the members of this community.

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 following define our group of Gifts:

- *We are a happy Church.
- *We are a musical Church. *We have good leaders within the Church.
- *We are inclusive. *We are hardworking when activity goals are clear.
- *We are devoted Christians. *We care about our community and each other.
- *We live in a beautiful area. *We have a handsome physical facility and campus.

Our three Assets:

1. Devoted Christians inspired by Christ's message to step forward and support the ministries of the church.
2. Parishioners with work and life experience that can be productively utilized in these ministries and with time to devote to them.
3. Relative affluence of our congregation that provides financial support for our outreach.

Obstacle

Scarcity in the area of younger people needed to take over as older parishioners phase out of active participation in these ministries.

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?

See Purpose Statement above

References

Synodical Bishop

Bishop Robert Humphrey

Virginia Synod

Humphrey@vasynod.org

NAME

SYNOD

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(540) 389-1000

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Inside Congregation or organization



Ken Stanhagen	Council President	stanhagen@verizon.net	
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Outside Congregation or organization

David Drebes	Pastor, College Lutheran Church	pastordrebes@gmail.com	
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(540) 389-4963			
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Member of the ELCA Clergy roster

Tom Williamsen	Retired ELCA Pastor	tomwilliamsen@gmail.com	
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Anyone else who knows your setting well

Farley Peechatka	Retired	fpeech@shentel.net	
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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

POSITION TYPE:

Master's Degree (seminary or graduate school)

MINIMUM DEGREE REQUIRED:

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

Top Five Ministry Tasks



The five most critical tasks required in this position.

- | | | |
|--|--|---|
| <input 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 type="checkbox"/> Communications/ Media | <input type="checkbox"/> Community Organizing | <input checked="" type="checkbox"/> Conflict Management |
| <input type="checkbox"/> Counseling/ Social Work | <input type="checkbox"/> Early Childhood Administration | <input checked="" 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 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
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.	Yes
	Help others develop their leadership abilities and skills for ministry.	
Yes	Be an effective administrator.	
Yes	Be an effective communicator.	
	Be an 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
Bring joy and good humor to relationships.	Yes
Be able to share leadership and work in a team.	
Be creative and innovative about his or her tasks.	
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 leader to give special attention to during the first year of his or her ministry at this congregation or organization:

- A. **Preaching**
- B. **Administration**
- C. **Relationships**
- D. **Leadership**
- E. **Team Building**

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. **Salary, Benefits, Pension**
- B. **Acceptance of New Ideas**
- C. **Friendship**
- D. **Counselling**
- E. **Administration/Budget**

Compensation

No	No
PARSONAGE	SOCIAL SECURITY TAX OFFSET
Synod Guidelines	
MAXIMUM AMOUNT AVAILABLE FOR DEFINED COMPENSATION	

Benefits

Yes	Yes	4 weeks
PENSION	MEDICAL	VACATION WEEKS
No	No	
SABBATICAL POLICY	PARENTAL LEAVE POLICY	
Yes		
ARE BACKGROUND CHECKS REQUIRED		



Professional Expenses

Yes	Yes
_____ AUTO / TRAVEL REIMBURSEMENT	_____ PROFESSIONAL EXPENSES ACCOUNT
No	No
_____ 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.

In general, the congregation has been able to follow the synod recommendations regarding salary, housing, pension and benefits. We expect to continue to do so. However, due to indexing of salary, etc., associated with experience, some negotiation might be necessary for candidates with many years of experience. A housing allowance is included instead of a parsonage.

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	Yes
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 creatively promote and commend your ministry possibilities.

The nature of the local area, a combination of resort and the “outside” community, constitute significant social and economic differences. This creates challenges of reaching across different backgrounds and interests with the surrounding community. The local area has recently seen changes in real estate sales; younger people are moving in, creating opportunities to bring these people into the church.

We seek a Pastor who will continue to support and encourage our existing missions and lead and support our efforts in evangelism with the hope of growing our church.

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).



Conducted in depth congregational survey, tabulated responses. Compiled demographic data and church documents. Conversed with members and church officials. Completed first draft of Mission Site Profile. Profile reviewed and revised by church council and call committee members. Profile submitted to Bishop.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's board: **7/2/2018**

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.

Rebecca Walls

NAME

(540) 389-1000

OFFICE PHONE

Office Administrator

TITLE

walls@vasynod.org

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Reference's Recommendation

Bishop Robert Humphrey

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