

MINISTRY SITE PROFILE
St. James Lutheran Church

Gettysburg, PA

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

St. James Lutheran Church, located in historic Gettysburg, is ready to welcome an Associate Pastor to our vibrant faith community. We live in the midst of a beautiful rural community but enjoy easy access to the cultural life of a city, being less than 2 hours from Washington, DC. Although we face the same struggles as all mainline Protestant denominations, we are comprised of a broad spectrum of established families as well as new community members who are attracted to our welcoming message of hospitality, diversity, our Reconciling in Christ status, youth programs, musical offerings, and innovative events including outdoor Christmas Eve on the street for everyone. We seek a creative pastor to complement our cohesive and energetic staff.

PART I: WHO WE ARE

Name and Location

CONGREGATION

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

Gettysburg, PA, 17325

CITY, STATE , ZIP

Lower Susquehanna Synod (8D)

SYNOD

Small town (under 10,000)

SIZE OF COMMUNITY

St. James Lutheran Church

NAME

US

COUNTRY

Congregation - Organized

TYPE OF MINISTRY SITE

01064

CONG ID

1789

YEAR ORGANIZED

Contact Information

Ministry Site (preferred contact information)

109 York St

ADDRESS LINE 1

office@stjamesgettysburg.org

E-MAIL

PO Box 4596

ADDRESS LINE 2

stjamesgettysburg.org

WEB SITE

Gettysburg, PA, 17325

CITY, STATE, ZIP

(717) 334-2021

PHONE

US

COUNTRY

(717) 334-3596

FAX

Chairperson of Congregation or Head of the Organization

Jim Dunlop

NAME

120 Hunterstown Rd.

ADDRESS LINE 1

Gettysburg, PA, 17325

CITY, STATE, ZIP

US

COUNTRY



(717) 339-9994

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

jamesadunlop@gmail.com

E-MAIL

Chairperson of Call or Search Committee

Lucinda L. Bringman

NAME

115 Longview Blvd.

Gettysburg, PA, 17325

US

ADDRESS LINE 1

ADDRESS LINE 2

CITY, STATE, ZIP

COUNTRY

(717) 334-6695

(717) 334-6695

(717) 253-3742

DAY PHONE

EVENING PHONE

CELL PHONE

FAX

bringman@earthlink.net

E-MAIL

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 (95%)

Latino/Hispanic (0%)

African American/Black (5% or less)

Asian/Pacific Islander (5% or less)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Caucasian 97%

Asian/Pacific Islander 2%

African American/Black 1%

Race/Ethnicity (Surrounding Community)

Caucasian (85%)

Latino/Hispanic (10%)

African American/Black (5% or less)

African American/Black (5% or less)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Gender comparison

44%

56%

Age distribution

20%

10%

10%

20%

40%

MALE

FEMALE

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

Number of Paid Staff

2

0

3

1

1

0



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

- 1. Congregations all over the US are facing a downward trend in attendance; St. James is no different in this respect. Over the last three years our congregation has seen a downward trend with in-person attendance at worship services but has seen an increase in online viewership.**
- 2. Where we do differ, however, is that St. James staff members have worked diligently over the last three to five years to bring worship services to homebound viewers, those traveling on vacation, and extended family members of those in attendance. Between live-streamed events and Zoom-capable meetings, the congregants have been able to attend services and the Church has been able to reach more potential members.**
- 3. Not only has St. James expanded its technological and social media footprint, but we have also worked to increase our presence in the community with live, in-person services on the street on Christmas Eve and youth events geared towards supporting and building community. Such efforts include opening up the church during community parades and providing a gathering place before local school events.**

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.

- 1. The community surrounding St. James Lutheran Church has seen a population increase in recent years, yet a measurable decline in church attendance throughout the community, which would seemingly indicate a decline in participation in organized religion. The Gettysburg Area School District has also seen a decline in student enrollment implying the population is expanding in the older demographic.**
- 2. We have seen our community become polarized by politics and social justice issues. However, we have witnessed an increase in the interest in celebrating diversity in our community, with events such as PRIDE parades and Juneteenth festivals, which draw increased participants every year.**
- 3. COVID-19 has left some lasting effects on our community partners (see below Community Outreach Programs) in positive and negative ways. Although the pandemic has created greater needs for resources across society, it has also helped us to develop solutions through technology.**

Programs:

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

As a large church in the center of town, St. James is a highly active church with multiple mission and ministry programs. Here are a number of programs that are actively conducted at St. James or in cooperation with other churches or organizations. (This is not an all-inclusive list.)

COMMUNITY OUTREACH PROGRAMS:

- 1. South Central Community Action Programs (SCCAP): Helping families build a new future by providing appropriate support to help them reach their goals. Community partnerships are a catalyst for system and community change, ensuring all families can survive. St. James is a very regular supporter of this program, providing regular food donations and monetary donations and working within their programs like the Gleaning Project, which gleans farm fields for food after the regular harvest is complete.**
- 2. Combined Area Resource for Emergency Shelter (C.A.R.E.S): A cold weather shelter and resource center providing for up to 30 people nightly October through April. Gettysburg area churches take turns providing overnight shelter for 2 weeks at a time. St. James also provides the Slentz House to serve as a resource center where participants can do laundry, cook food, take showers, and use computers.**
- 3. Ruth's Harvest: Healthy meals and snacks provided to food-insecure school age children during the weekend when federally funded school lunches are not available. St. James members started it for our county, and members make regular contributions of food and money, as well as help pack the backpacks.**
- 4. Reconciling in Christ (RIC): St. James is an RIC congregation which promotes inclusivity and an open door to those of the LGBTQIA+ community to worship, participate and be an active member.**
- 5. Stephen Ministries: High quality one- to- one Christ-centered care to people experiencing life difficulties. In addition to many members serving as Stephen's Ministers, St. James has provided training for any in the community interested in serving.**
- 6. St. James Early Learning Center: A mission of St. James which provides on-site educational daycare and before and after school care programs for ages newborn through 5th grade. Over 100 children are served (120 in the summer months).**



CONGREGATIONAL PROGRAMS: (listed under Part IV COMMENTARY)

Goals:

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

The community of faith at St. James has simple and straightforward Vision and Mission statement, which are important to our members. The mission of the congregation is viewed through the lens of being forgiven and invited to live and love like Jesus. We also have an extensive Welcome Statement which is highly prized and lovingly embraced. It is important to St. James that our message be clear that everyone is welcome, no matter where they are on their faith journey, nor who they perceive themselves to be, nor who they love. ALL are welcome. This welcome is lived out in every worship, activity, and event. St. James members aim to respond to God's abundant grace by being hearers, proclaimers, and doers of the Word.

The primary goal of our congregation is to walk in faith to make disciples for Jesus. This should partly happen by promoting inclusion and strongly continuing efforts to be welcoming. Bible study and Sunday morning education for all ages is a big part of calling us together to continue our faith journey.

Goals for an associate pastor include the need to care for and visit congregation members in their pastoral needs, to spread the Gospel and encourage people to be part of our St. James faith community, and to help St. James discover and care for community needs. This should also be lived out by expanding our outreach to diverse community members.

Worship is an important part of living out our goals. St James has three services every weekend, including a Saturday evening service which is important for those who desire a quieter form of worship, in addition to meeting some individuals' reluctance to attend on a Sunday morning. Involving as many people as possible in service as part of the worship, including youth, is essential and valuable.

For an exceedingly long time, St. James has considered itself to be the church for the community. Following a devastating fire in 1969, the decision was made to intentionally rebuild in the downtown area of Gettysburg, to be able to provide for community needs. This was in spite of significant challenges to rebuilding in the same footprint, concerns (such as adequate parking) which continue to this day. The congregation strongly accepts and adopts a view that our facility is not only for our own use, but for others who need space. This will continue to be a goal for us.

Energy:

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

The opening section of our Welcome Statement, "We are Christ's people, and this is Christ's house with its doors wide open. If you are passing through, Godspeed. If you are looking for a worship home, stay with us. We invite guests to join us, but most of all, to return often," is embraced by a caring congregation. Our church continues to make strides in Reconciling in Christ, and not only encouraging, but earnestly seeking the growth of diversity in our membership.

Our youth program has always set the standard for developing young faith; our new Director of Youth and Family Ministries continues to raise the bar even higher. Our congregation owns and maintains a house which is dedicated for youth ministry. It's used for the weekly breakfasts during the school year, for regular youth group activities, and for high school Sunday school, and is available for other youth and community needs.

Our music program has always been a joy and strength, and under the direction of our Minister of Music, St. James continues to seek creative ways to spread the gospel through the gifts of music. In addition to the choirs and invitations to youth noted under Programs, the ministry of individuals sharing their gifts of music is an area of potential growth for us.

Our attention to Stewardship and Creation Care, as we teach and share our spiritual responsibility to care for our world, is an ongoing focus. Members are encouraged to consider the ecological impact we are having on the world God has created for us. Creation is the focus of worship for the months of September and October. The Creation Care Task Force challenged the congregation to take part in the Keystone 10 Million Trees Partnership, adding to the goal of planting 10 million native trees and shrubs in Pennsylvania by 2025. The Task force challenged the congregation to plant 250 trees. Approximately 350+ have been ordered by congregation members and are being planted.

We are blessed with an energetic and, more importantly, harmonious staff, each of whom approaches their responsibilities with a special love and caring for faith and for our members.



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?

The partnership between St. James Lutheran Church in Gettysburg and the ELCA and between our congregation and our Lower Susquehanna Synod (LSS) is a dichotomy.

Collectively the relationship is distant and one of unawareness. Many would not be able to answer a question related to what the ELCA or the synod are, nor what it means to be part of them. Numbers of people do not understand how the call process works in our whole church.

At the same time, the congregation supports an ELCA Global Missionary, Brian Palmer in Liberia, has resettled refugees through Lutheran Immigration and Refugee Services, and pays regular Mission Support to the LSS and therefore the ELCA. Congregation youth routinely attend both the National Youth Gatherings and LSS youth events like Alive, Alive (Middle school) and Winterfest (High school). Previous participation has been highly active for the Malaria project as well as through contributions to Lutheran Disaster Response. Our bishop visits several times per year and recently preached for worship. Individually, many members of the congregation have been regularly active at both the synod and church-wide levels. In the past 20 years, there have been 4 members of St. James who have served on the Synod Council and one who served as Vice President of the Synod for 9 years. The pastor(s) regularly participate(s) in Conference meetings with the recently retired pastor serving as Dean for 6 years. At least 6 members have served on synod committees. 5 have been voting members at Church-wide Assemblies and we regularly send a lay man, lay woman and lay youth to synod assembly. Large groups have gone to pre synod assembly work days to package food as a service project. We have several retired Seminary professors and staff who clearly understand the candidacy process and the ELCA.

The congregation would be well-served by education regarding our inter-related status and ways in which we are better able to minister because we do it together through our synod or the church-wide organization.



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 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 type="checkbox"/> | <input checked="" 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 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 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 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?

St. James is in Gettysburg Pennsylvania as witness to Christ's love for all. We live this out by embracing a welcome that seeks to express openness to people, no matter where they come from, who they love or what they believe. We invite people to come and listen for the Holy Spirit's call to love our neighbor wholeheartedly, seek justice, create peace, and practice compassion. We are here so that lives can be changed. We seek to serve those in our community and to reach out to anyone in need.

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?

St. James is blessed to be a community of believers who are invested in the life of the congregation. We are gifted with members who are educated and willing to share their time and talent, whether it be faithful property workers or skilled musicians. We see our physical building as a gift to be used first for worship but secondly to fulfill our purpose to bring the love of Christ to all and to serve our community. We support our mission financially such that in addition to ordained ministry, we are served by both a full time youth and family ministry director and a full time minister of Music. One obstacle to be overcome is a reluctance to talk about financial stewardship and mission support amounts. A second obstacle is decreased attendance, comparable to national trends, but worsened by the pandemic.

Mission

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

The top three mission priorities are to make disciples for Jesus, welcome all and serve our community. Our aim is to do this through our Mission Statement: We respond to God's abundant grace by being hearers, proclaimers, and doers of the Word. We rejoice that we are forgiven and invited to live and love like Jesus (our Vision Statement).

References

Synod Bishop

James S. Dunlop	Lower Susquehanna Synod	jdunlop@lss-elca.org
NAME	SYNOD	E-MAIL
(717) 652-1852		

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

Inside Congregation or organization

Tom Uhlig	member	uhlig2@comcast.net
NAME	ORGANIZATION AND TITLE	E-MAIL
		(717) 321-5657

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

Outside Congregation or organization

Staci McCoy		stacigrimes@outlook.com
NAME	ORGANIZATION AND TITLE	E-MAIL
		(575) 587-3110

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



An ELCA rostered minister

The Rev. William Avery

wavery@uls.edu

NAME	ORGANIZATION AND TITLE	E-MAIL
		(717) 503-8161
DAY PHONE	EVENING PHONE	CELL FAX

Anyone else who knows your setting well

Katy Clowney

St James Church Administrator

kclowney@stjamesgettysburg.org

NAME	SYNOD	E-MAIL
(717) 334-2012		(301) 471-7883
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

Master's Degree (seminary or graduate school)

Full time call

POSITION TYPE:

MINIMUM DEGREE REQUIRED:

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 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 checked="" 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 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 checked="" 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.	Yes
	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.	
	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.	Yes
	Be active in ecumenical relationships.	
	Be effective in working with youth.	
	Organize people for community action.	
	Be skilled in planning and leading programs.	
	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	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.	Yes
	Be able to use technology and media.	
	Appreciate cultural diversity in language and customs.	Yes
	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. **Share weekly preaching and presiding duties while bringing fresh perspectives and interpretation of faith in a way that connects to today's world.**
- B. **Visitation of sick and shut-ins.**
- C. **Embrace our welcome statement, our Reconciling in Christ Status as well as our commitment to inclusivity, diversity, and social justice issues.**
- D. **Live out an active prayer life and relationship with God; articulate and model this. Demonstrate spiritual self-care.**
- E. **Become knowledgeable about the budget of St. James including specifics of line items and other associated funds and budgets. Become familiar with/ understand the St. James Endowment Fund investment policies, purpose, and use.**

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. **Help the new pastor acclimate to the congregation and community.**
- B. **Provide training in financial matters of the congregation.**
- C. **Listen to, pray for, and support the pastor spiritually and emotionally.**
- D. **Provide constructive feedback.**
- E. **Financially support the church budget.**

Compensation

No	Yes
_____ PARSONAGE	_____ SOCIAL SECURITY TAX OFFSET
Synod Guidelines	
_____ 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



Comments:

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

The compensation package will be determined using the Lower Susquehanna’s Minister of Word and Sacrament Salary Development Worksheet, adopted by the Synod Assembly 6/5/2021 for 2022 Minimum Compensation, found here: <https://www.lss-elca.org/rostered-ministers/salary-guidelines/>. In addition to years of pastoral experience, this worksheet takes into account years of previous employment, education, size of congregation, ministry position and continuing education activities. The same website link will also access the Lower Susquehanna Synod's Rostered Minister's Compensation and Benefit Manual for 2022.

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	No _____
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.

St. James is blessed with a highly cohesive, competent, and energetic staff that is willing to be innovative. We are excited to welcome an associate pastor who is able to complement our pastor and team in ministry.

ADDENDUM

FINANCIAL: (Continued from Part I Budget of the Congregation)

Approximately 45% of the total budget for fiscal year 2021 represents the Early Learning Center.

CONGREGATIONAL PROGRAMS: (Continued from Part II)

1. Miracle Workers: A group for those with special needs is part of our faith community and participates in worship. Group members take turns leading their Sunday School class and serve as worship leaders. They plan outside activities to which all congregation members are invited.

2. Active Youth and Family Ministry Program: With a full-time director who coordinates programs as well as plans activities, youth participate in weekly youth group, breakfast before school, and are encouraged to bring friends to all events. Summer Vacation Bible School, in conjunction with Christ Lutheran Church, Gettysburg, served ~130 children.

3. Weekly Bible Studies led by the Pastor: Held on Zoom, in person pre-COVID with 15 to 25 participants. Most are local but it has also attracted those participating from a distance.

4. Faith Formation/ Christian Education every Sunday: Classes held for all ages. There are six adult classes, including the Miracle Workers, which provide a variety of learning experiences. Some classes focus on Bible Study, other classes focus on current social issues, and other classes highlight Christian life issues. Newcomers are encouraged to try several and choose one which fits their needs and interests. Classes for children and youth cover age 2 through 6th grade, confirmation for 7th-9th graders, and a high school group discussion.

5. Advent and Lenten mid-week worship services which are well-attended by 50- 75 people. Pre- COVID there were potluck dinners/soup and bread dinners before the services. We hope to resume this.

6. Music program- the ministry team at St. James is blessed to include a full-time Minister of Music, who serves as director of our choirs, as well as musician for all services, using organ, piano and guitar. There are 3 choirs during the academic year (one service weekly St. James choir for youth and adults, Martin Luther choir which sings once a month with fewer rehearsal demands and the WaterLife choir for K-5th grade). There is a single summer choir during the months of June- August. Middle school and high school youth are provided with opportunities for singing and instrumental music during regular youth group meetings and are encouraged to share their music during worship services. The Minister of Music leads music with the 2 yr.-6th grade Sunday School. In addition to choirs and keyboard music, vocal and Instrumental solos and ensembles serve in worship with their musical offerings.

7. Finally, the congregation makes use of our facilities to host numerous community concert events. Church members engage in many more additional activities in the borough, including parades (Pride, Halloween), God's Work Our Hands, Habitat for Humanity. We make our facility availability for community access and use, some of which are AA , Al-Anon, and Boy Scouts of America.

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).



St. James called Pastor Andrew R. Geib in February 2022 as Lead Pastor. The Council then appointed a Call Committee to begin the search for an Associate Pastor. The Call Committee relied on the ELCA's Guide to the MSP as a starting point to determine direction for our discernment process. We developed questions both for in-person meetings and a written survey. Two Listening Sessions were held on Sunday mornings, approximately a month apart; 75 attended. Responses were invited to an online survey; a letter was also sent to those without electronic communication to provide them with a hard copy of the survey. 65 were received. All those responses were used along with the congregation Vision and Mission statements to develop the explanations for the MSP sections. The Call Committee and the Congregation Council met jointly to review, refine, and adopt the MSP.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's board: **10/10/2022**

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.

The Rev. Elizabeth Martini

NAME

(717) 652-1852

OFFICE PHONE

Assistant to the Bishop

TITLE

bmartini@lss-elca.org

E-MAIL

Reference's Recommendation

The Rev. Stephen Herr

NAME

DAY PHONE

CELL

pastor@christgettysburg.org

E-MAIL

EVENING PHONE

FAX