

MINISTRY SITE PROFILE

Desert Hills Lutheran Church

Green Valley, AZ

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

The Senior Pastor leads five services held every weekend.

SATURDAY - 3 and 5 p.m. Gospel Country

SUNDAY - 8, 9:30, and 11 a.m.

8 a.m. - Traditional

9:30 a.m. - Blended

11 a.m. - Contemporary Praise

All services are Bible based worship and praise ensuring the Bible lessons are connected to our daily lives.

The Senior Pastor provides leadership and guidance through weekly services, Bible Study classes and Pastoral Care. The Senior Pastor supervises an Associate Pastor who currently supervises and directs all facets of the Pastoral Care. The Senior Pastor leads a large staff supporting a large congregation.

PART I: WHO WE ARE

Name and Location

CONGREGATION

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

Green Valley, AZ, 85614

CITY, STATE, ZIP

Grand Canyon Synod (2D)

SYNOD

Small city (10,000 - 49,999)

SIZE OF COMMUNITY

Desert Hills Lutheran Church

NAME

07752

CONG ID

US

COUNTRY

Congregation - Organized

TYPE OF MINISTRY SITE

1984

YEAR ORGANIZED

Contact Information

Ministry Site (preferred contact information)

2150 S. Camino Del Sol

ADDRESS LINE 1

Green Valley, AZ, 85622

CITY, STATE, ZIP

US

COUNTRY

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WEB SITE

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PHONE

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FAX

Chairperson of Congregation or Head of the Organization

Jane Brunckhorst

NAME

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Green Valley, AZ, 85614

US



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DAY PHONE	EVENING PHONE	CELL PHONE	FAX
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jbrunckhorst@dhlc.org

E-MAIL

Chairperson of Call or Search Committee

Dave Lichtsinn

NAME

920 E. Mt Wrightson Loop		Green Valley, AZ, 85614	US
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ADDRESS LINE 1	ADDRESS LINE 2	CITY, STATE, ZIP	COUNTRY
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(520) 237-9599	(520) 237-9599	(520) 237-9599	
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DAY PHONE	EVENING PHONE	CELL PHONE	FAX
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dlichtsinn@gmail.com

E-MAIL

Demographics

Language Spoken

In the congregation/ organization

English

PRIMARY LANGUAGE	SECOND LANGUAGE	THIRD LANGUAGE
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In the surrounding community

English

Spanish

PRIMARY LANGUAGE	SECOND LANGUAGE	THIRD LANGUAGE
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Race/Ethnicity (In the Congregation)

Caucasian (95%) Other (5% or less)

LARGEST	SECOND	THIRD	FOURTH
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COMMENTS OR EXPLANATION

We are a church in a retirement community. Our average age is 69 and we have more women than men in our membership. Each fall, we welcome back our winter members who participate whole-heartedly in our mission and goals each year. While our average attendance is around 1,250, the actual attendance level fluctuates by approximately 50% between summer and winter.

We are a homogeneous congregation with 90+% being Caucasian. We are approximately 30% Lutheran and 70% other denominations or no church affiliation.

Race/Ethnicity (Surrounding Community)

Caucasian (90%) Other (10%)

LARGEST	SECOND	THIRD	FOURTH
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COMMENTS OR EXPLANATION

Green Valley is located right next to another city that is very different from the demographics of Green Valley. Sahuarita shares its southern town border with the northern town border of Green Valley and is a fast growing, family oriented community of approximately 31,420. Together the two communities offer the lifestyle for retirees and the opportunity to share in the activities and opportunities offered in a dynamic, growing town with children, schools K-12 and the extracurricular events that accompany them.

Gender comparison

Age distribution

44% 56% 0% 0% 0% 5% 95%



MALE	FEMALE	19 YEARS OR YOUNGER	20 - 34	35 - 49	50 - 65	OVER 65
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Number of Paid Staff

2	0	12	1	3	12
Ministers of Word and Sacrament (PASTORS)	Ministers of Word and Service (DEACONS)	OTHER LAY PROFESSIONALS	SECRETARIAL SUPPORT	CUSTODIAL SUPPORT	OTHER

Congregational Information

700+	101+	Single site
AVE WEEKLY WORSHIP ATTENDANCE	AVE ATTENDANCE IN CHRISTIAN EDUCATION	PARISH TYPE

Distance members live from church facilities:

0%	25%	25%	50%
1/2 MILE OR LESS	1/2 - 1 MILE	1 - 3 MILES	MORE THAN 3 MILES

Community Type

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

Budget of the Congregation/ Organization

2020

\$1,793,481

TOTAL BUDGET FOR THE LAST FISCAL YEAR

\$215,533

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

LAST FISCAL YEAR

\$318,290

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

\$1,098,748

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.

Green Valley is located in Pima County with a population of approximately 32,000 with an elevation of 2,980 ft. The median age is 72 and median home price is \$211,211.

Green Valley is only 20 miles south of Tucson and is small town friendly with “big city” amenities with international luxuries in nearby Nogales, Sonora, Mexico. Surrounded by mountains, and near cycling, hiking and birding areas of the Santa Rita Mountains. Green Valley is an unincorporated retirement community with businesses, churches, health services, short & long-term care facilities, and a library, hospital, and post office.

Green Valley is a premier community where people retire to: Live, Work, Play and Invest! Green Valley has been known for many years as one of the best places to retire . . . Ideal-Living magazine recently highlighted Green Valley as a great place for active adult living. The local Community Performance and Art Center (CPAC) offers a broad



spectrum of cultural and educational courses.

Green Valley Recreation (GVR) offers its members recreational facilities, cultural and educational programs and clubs. Golf is big in Green Valley – a dozen courses within the town and surrounding areas. Sports enthusiasts enjoy bicycling, hiking, pickle ball, tennis, swimming, etc. Local cuisine encompasses the diversity of southern Arizona – Spanish, Mexican, Native American, American, Asian, French and more. Best yet, the Tucson International Airport is only 30 minutes away!

There are five seasons in Green Valley: Fall, Winter, Spring, Dry Summer and Wet Summer and is surrounded by lakes: Patagonia Lake, Pena Blanca Lake, Rose Canyon Lake, and Parker Canyon Lake with RV Resorts, Parks, and Campgrounds.

Trends:

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

MEMBERSHIP	TOTAL ATTENDANCE	AVERAGE WEEKLY ATTENDANCE
2018- 1427	2018- 64,732	2018- 1193
2019- 1472	2019- 66,629	2019- 1281
2020- 1480	2020- 65,043 #1	2020- 1252 #1
TOTAL GIVING		
2018- \$1,688,849		
2019- \$1,714,505		
2020- \$1,731,133		

#1—Combining on-line service attendance and in-person attendance our attendance has increased to 2019 levels.

Desert Hills Lutheran Church has defied National and ELCA trends in church attendance and giving. Our Mission Statement and Core Values coupled with Biblical based messages from the pulpit inspire us to daily acts of Celebrating Grace, Making Disciples and Making a Difference.

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.

COVID 19 PANDEMIC

Green Valley, like other communities, was negatively impacted by COVID in the following ways:

- A) Economy- The hospitality industry was virtually shut down. It is just now beginning to recover, however, finding the needed number of employees has hampered its return to pre-COVID levels.
- B) Isolation- Our retirees that had no family or local support systems were further isolated by the “shelter in place” edicts. It affected both their physical and mental well being.
- C) Health- COVID infections and death dealt a blow to our long-term care facilities, assisted living centers and our local hospitals as well as our medical professionals.

Positive responses by our community leaders and our churches resulted in more aggressive outreach to our vulnerable and isolated populations. Our retired medical professionals instituted an aggressive local vaccine program that resulted in an 80% immunized community. Our shop local attitude has assisted local business recover and our local hospitals gained a more solid financial footing.

AREA GROWTH

Rapid population growth coupled with national trends has made housing availability and affordability a problem for our fixed income retirees. Home prices as well as rent costs have escalated to the point that many potential newcomers are priced out of the market.

CONSTANT TRANSITION

The advanced age of our community results in an endless change in neighborhoods, social and political



organizations and church congregations. Health conditions, family concerns and death fuel the exit while new retirees fill the voids. This challenge will continue for the foreseeable future.

Programs:

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

Part two of DHLC's Mission Statement is dedicated to "Making Disciples", starting with ourselves. Following are examples of faith formation opportunities available to all members:

Scripture Study: A weekly meeting for Bible Study, fellowship, caring, service and prayer.

Basic Bible Study: Classes for all levels of Biblical knowledge. Meets once a week, two times a day. Open to all. Led by the Pastor.

Bible Fellowship: A one-hour study led by the Pastor; offered weekly, two times during the day. Meets throughout the year. Open to all.

Men's Bible Study: Meets weekly, September through May. Led by lay leaders. All men invited.

Women's Bible Study: Meets monthly October through May. Led by lay leaders. All women welcome.

Sermon based Discussion Groups: Small groups meet weekly to discuss sermons and their meaning. Builds connections and relationships within the congregation.

Other Educational Opportunities: Classes are planned and conducted by the Education Committee. Class topics are publicized in DHLC's newsletters.

Global Mission Leadership Summit: DHLC hosts this annual Summit, bringing church and community leaders together to hear ways to re-ignite our passion for mission.

Goals:

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

Goals 2021/2022

1. Oversee the search for a new Senior Pastor and manage the change within DHLC through a comprehensive communication plan

to keep the congregation informed and to hear and respond to their concerns and questions.

2. Maintain and enhance our worship experience during our transition time, work with, pray for, and support our interim pastor.

Goals 2-4 years.

1. Church Without Walls - Build on and expand the work done during the pandemic to expand our ministry through:

a. Enhanced digital communications and platforms (dedicated YouTube channel, chat capabilities, online training

b. Identify and offer off-site worship opportunities – both onsite and online (assisted living sites)

c. Neighborhood Fellowship Bible based groups

d. Community wide events.

2. No One Walks Alone

For the Disconnected:

a. Develop and implement methodology to contact those who have not attended worship, weekly activities or events because of

reasons unknown to us, in order to identify those feeling disconnected and reasons why.

b. Develop and implement a different methodology for those who are house-bound or residents of independent/assisted living

facilities.

For the Unaware:

Some (extent not known) individuals who become new members do not seem to engage in committees or activities of the church.

Guests seem to be unaware of the activities and events.

Create a system to bring awareness of the many opportunities at DHLC to new members and guests.

Goals – 5-10 years

1. Plan for acquisition of new location to plant a mission church.



Energy:

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

“At Desert Hills Lutheran Church, we just love it when we can make a difference.” This is the third part of our mission statement. Our congregation always gets excited when we can really make a difference. Members are continually adding ways for us to make a difference.

We open our doors to outside groups that make a positive difference in our community and our world. This includes exercise and health programs, American Red Cross blood drives, AA meetings, school functions, and community attended concerts. These programs have been the mainstay of making a difference.

With the advent of the pandemic, we have had to improvise how we make a difference. Some of those ways are programs like “No one Walks Alone”, where members call each other to make sure they are doing well. “Church Without Walls”, making sure the messages goes outside of the building. “Home Bound Meals”, volunteers will deliver one meal a week to those shut-ins that would like a meal. This not only provides food but also a face to face to make sure people see other people. None of these programs could be accomplished without our tremendous volunteers.

Fellowship is always exciting to our congregation. We strive to get together in many ways. Table fellowship is one of the largest ways, with Tables for 8, Men's Breakfast, Women's Luncheon, and Saturday evening meals. Bookmen is a popular group that discusses new books. The Widows Group, and Safe Harbor Caretaker's group make sure no one walks alone.

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 members of Desert Hills are very generous and our church maintains a broad scope of charitable giving to the ELCA and the Grand Canyon Synod.

We tithe to the synod every year to ensure the programs and needs within our area are supported and expanded.

Our Global Mission Outreach results in annual support of seven ELCA sponsored missionary groups throughout the world. This team also sponsors twice yearly programs at DHLC to provide our members with the opportunity to support the ELCA Good Gifts program, helping those in need around the globe.

We have a strong and ongoing support of the YAGM program.

We maintain a scholarship fund through our foundation that supports scholarships for 4-5 seminary students annually, ensuring the ongoing fulfillment of the need for ministers within the ELCA.

We believe in the work of Lutheran Social Services and support it through our gifts and programs to provide for those needs identified through Lutheran Social Services of the Southwest.

Each year we attend and participate in the Synod assembly.



Ministry Site Characteristics

AS A COMMUNITY

A LOT LIKE US	A LITTLE LIKE US	A LITTLE LIKE US	A LOT LIKE US
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- | | | | | | |
|---|-------------------------------------|--------------------------|--------------------------|-------------------------------------|---|
| We tend to be formal and programmatic. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | We tend to be informal and spontaneous. |
| We have clearly defined goals and plans for our future. | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | We have no stated goals or plans. |
| We are racially and economically diverse. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | We are demographically homogeneous. |

OUR LEADERSHIP STYLE

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

OUR PROGRAMMING

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

OUR THEOLOGICAL PERSPECTIVE

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

1. Christ Centered

We are a gathering of Christians centered around Christ. He is the pioneer and perfecter of our faith. If we move away from this core we stop being Christians.

2. We Stand Level at the Foot of the Cross

As a community we are aware that all people stand level at the foot of the cross in need of forgiveness. There are no groups or individuals standing on higher ground above others. We all are in need of the redemption of Christ crucified.

3. Excellent Mistakes Happen

As a community we are aware that because we are sinful, mistakes will happen. When we learn from them they become Excellent Mistakes for they help us find our way forward.

4. Laughter Liberates

As a community we love to laugh and do so as often as possible.

5. Passion on Purpose

As a community we have a passion to reach as many people as we can with the gospel of Jesus Christ and to make the biggest difference for good in our community. Time is short, so we have passion for mission on purpose.

6. One More

We always want one more person to join our group. As long as we are a community called Desert Hills Lutheran, we will be happy only if at the end of a day, one more person has been invited or helped.

7. Come and See

In the Gospel of John, Jesus invites potential disciples to come and see. Our job as disciples of Jesus is to invite people to come and see worship and come and see our lives. We are not in charge of what they do, but we are told to invite.

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 gifts and resources for fulfilling our Core Values begin by:

Loving Christ in every facet of our lives – with our time, talents and money. When we gather as a church to worship Jesus we do this by remembering the gospel through preaching, teaching, singing, praying and celebrating the sacraments of baptism and communion. We are reminded of the importance to love each other no matter where one is at in their journey of life, and through God's Grace, we are forgiven as we strive to do better in our daily walk with the Lord. We believe that laughter glorifies God in our hearts and the lives of others. Because of our church's diverse background and by reaching out into the community we see more and more people experiencing God's Grace as our church grows in numbers. By loving each other and inviting others to share in God's word and sacrament, we pray that others will continue to come and see all that God can do in their lives.

The top three assets our congregation has are: 1) we come from diverse backgrounds with different work experience and institutional knowledge; 2) as a retirement community we have work and life experience to share; 3) our needs are few and because of God's blessings we have been equipped financially to share those gifts in many ways.

Volunteerism has many benefits and we find due to an aging community and health problems, it is sometimes difficult to fulfill the various needs of the congregation. We remain committed to helping people identify, develop and deploy their gifting for the good of the church and the glory of God.

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?



1. CELEBRATING GRACE:

Every weekend, we gather for worship at five different services. We gather to offer thanks and praise to God for loving, forgiving and redeeming us so we can make a difference in the world. Our worship styles are different, but we gather as one Lutheran body. At every service, we proclaim our mission to CELEBRATE GRACE, MAKE DISCIPLES and MAKE A DIFFERENCE. It is part of our church DNA and it has changed our lives.

2. MAKING DISCIPLES:

Making disciples, starting with ourselves, is only part of our three-fold mission. Adding “one more” and inviting people to “come and see” are two of our core values as well. Jesus actually commanded us to make disciples when he said in Matthew 28:1, “ Go therefore and make disciples of all nations”. We continue to sow seeds by growing our Sermon-based Small Groups, expand our Stephen Ministry and hosting the Global Leadership Summit as part of growing our faith and influence. Each weekend, we are given an assignment to help change the world one person at a time.

3. MAKING A DIFFERENCE:

Our faith encourages us to be active in love. The prophet Micah told us to “do good, seek justice, and walk humbly with our God”. We respond generously to this directive from God by supporting many charities and by responding when made aware of special needs. Annually, we give \$200,000-300,000 to God’s mission in the world and for the poor.

References

Synod Bishop

Deborah Hutterer	Grand Canyon Synod	dhutterer@gcsynod.org	
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DAY PHONE	EVENING PHONE	CELL	FAX

Inside Congregation or organization

Ed Bonderson	Retired	bonderson@gmail.com	
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DAY PHONE	EVENING PHONE	CELL	FAX

Outside Congregation or organization

LuAnn Guthmueller	Retired	llguthmueller@msn.com	
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An ELCA rostered minister

Neal Engbloom	Retired ELCA Pastor	nengbloom@yahoo.com	
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Anyone else who knows your setting well

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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

Senior Pastor / Head of Staff

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 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 checked="" type="checkbox"/> Interpret Theology |
| <input type="checkbox"/> Inter-personal Climate | <input type="checkbox"/> Ministry in Crisis | <input checked="" type="checkbox"/> Ministry in Daily Life |
| <input type="checkbox"/> Ministry with Seniors | <input type="checkbox"/> Multicultural Ministry | <input type="checkbox"/> Music / Worship / Arts |
| <input type="checkbox"/> Outdoor/ Camping Ministry | <input type="checkbox"/> Parish Nurse / Health | <input type="checkbox"/> Participant in the Larger Church |
| <input type="checkbox"/> Pastoral Care and Visitation | <input 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 |



- Strategic Mission Planning Teaching Volunteer Coordination
 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.	Yes
	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.	
	Be an effective administrator.	
	Be an effective communicator.	Yes
Yes	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.	
Yes	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 minister to give special attention to during the first year of his or her ministry at this congregation or organization:

- A. **Listen, observe and question in order to build relationships with the members and staff of Desert Hills Lutheran Church. Spend quality time with members and staff to get to know them personally.**
- B. **Develop and deliver Bible based messages that relate to our daily living each week. We are not a congregation that wants political messages from the pulpit, but rather a message from the scriptures that helps us grow our faith, become better Christians and give us the tools to share our faith by connecting the message to our daily lives.**



- C. **Build on a strong base of Pastoral Care at Desert Hills. We are a congregation of older, retired members and pastoral care is a very large need for our members. A key focus in this area is to work with the congregation to call an Associate Pastor to support and provide for the pastoral care needs of Desert Hills.**
- D. **Build discipleship through continuation and expansion of the bible study programs. Focus on Small group development to enhance connections within the congregation and a strong base from which we can enhance our spiritual growth and development and share it with our friends, family and community.**
- E. **Trust the staff and congregation council. Use their gifts and experience to help a new pastor acclimate and support the ministry at Desert Hills Lutheran Church.**

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. **We will show up! We will be there through our attendance at worship services, participation in Bible classes and volunteer for the mission needs and activities at Desert Hills.**
- B. **Prayer - the members of Desert Hills will pray for the success of our new pastor.**
- C. **Financial Support - We are a large church and we will continue to support the mission of our church and the pastor as our spiritual guide.**
We have always been financially sound and we always put mission above budget. Through our resources we are able to provide an excellent salary and benefits package to our pastors. As we grow with a new pastor and support new opportunities to serve, we will provide the funds that are needed.
- D. **We will be open to new ideas. We have had a wonderful pastor for 18 years, but we believe there is a pastor waiting for our call who will bring new ideas and offer new ways to build our faith. We will be accepting of our new pastor, and work hard to build strong relationships with him or her.**
- E. **Let the new pastor learn. We pledge to give a new senior pastor time to learn who we are and where we have been and where we want to go. We are a congregation of many people and it will take time for a new pastor to know us. We will support a new pastor, providing grace and compassion as they learn a new congregation and environment.**

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	No	
SABBATICAL POLICY	PARENTAL LEAVE POLICY	
Yes		
ARE BACKGROUND CHECKS REQUIRED		

Professional Expenses



Yes	Yes
AUTO / TRAVEL REIMBURSEMENT	PROFESSIONAL EXPENSES ACCOUNT
No	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.

Desert Hills Lutheran Church is financially sound and is generous to its pastors and employees. We offer excellent salary and benefits for all those who serve our church.

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.

For the past 37 years, our congregation has built on the foundation provided by our charter members and grown our church from 98 people in 1984 to a weekly average attendance at Desert Hills of 1,235. There are approximately 40 congregations in the Evangelical Lutheran Church with an average attendance between 750-1,000 per weekend. Desert Hills Lutheran is in the top 0.4% of all ELCA churches in the United States by size. This just means we are a large congregation, striving to flourish and bring the good news to as many as possible.

We are not a “maintenance” church but rather a mission church and we strongly believe in our Mission. We are a dynamic congregation, in an environment which connects us to God. We are an open, loving church that embraces diversity, and is inclusive. We are a happy group, we laugh often, take joy in our community and are always open to continued learning.

The cornerstones of our ministry are our Mission that every member can tell you at any time and the Core Values that support that Mission.

We are men, women, mostly retired, who love life and our Lord. We are energetic, active and welcoming. Sharing life with one another as family. We believe in a living, daring confidence in God's grace.

The members of Desert Hills are very generous and our church maintains a broad scope of charitable giving to our community. Our members are also involved as volunteers to the many charitable organizations in Green Valley.

As a congregation we:

Embrace change.

Celebrate an open communion table at our services.

Are inclusive – inviting all to join us.

Are a growing congregation – always looking for one more to join us.

Are mission oriented, not maintenance.

Provide Saturday and Sunday meals after our services to provide an open, welcoming opportunity for members in our community to connect.

Are a joyful, happy congregation – we laugh often and celebrate the joy of grace every day!

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).

Desert Hills anticipated the retirement of our current Senior Pastor and created a Transition Planning Team almost two years ago.

This team was charged with developing our Church Profile and communicating the profile information, the call process, and future needs in a Senior Pastor to our members. Identifying who we are and what we need was done through several avenues.

The Transition Team hosted cottage meetings to get feedback from our members; sent out surveys to all members and then communicated and confirmed the information received with the congregation.

Progress was communicated to members at the last two annual meetings and feedback was requested.

The final Church Profile was distributed to all members who were given opportunities to comment on the information presented.



Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's board: **5/25/2021**

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.

Pat Reed

NAME

(480) 580-3401

OFFICE PHONE

Congregation Coach

TITLE

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E-MAIL

Reference's Recommendation

Ed Bonderson

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