



Evangelical Lutheran
Church in America

God's work. Our hands.

MINISTRY SITE PROFILE

The Ministry Site Profile (MSP) is intended for use by congregations and church-related organizations that are seeking to call an ordained or lay rostered minister (Associate in Ministry, Deaconess or Diaconal Minister) of the Evangelical Lutheran Church in America or First Call candidates for rostered ministry. Congregations must complete the entire Ministry Site Profile. Church-related organizations may, with the concurrence of the synod bishop, complete only the required sections (1 - 4 and 8 - 19). Once complete, this form is submitted electronically to your synod bishop for review and posting to the "ministry opportunities" listing on the ELCA web site.

PART I: WHO WE ARE

Date Completed: **12/17/2011**

1. NAME AND LOCATION

CONGREGATION MULTIPLE POINT PARISH ORGANIZATION

Peninsula Lutheran Church

12864

Name

Congregation ID

Gig Harbor

WA

98335

U.S. Canada

City

State / Province ZIP / Postal Code

Country

Southwestern Washington Synod

1C

1951

Synod

Year Organized

Congregation - Organized

Small Town under 10,000

Type of Ministry Site (select one)

Size of Community

2. CONTACT INFORMATION

Mailing Address: 6509 38th Ave NW

City: Gig Harbor

State / Province WA

ZIP or Postal Code 98335

e-mail address: info@plcplace.com

Country: U.S. Canada

Web site: info@plcplace.com

Phone: (253) 851-3511 FAX: (253) 851-3517

Chairperson of Congregation or Head of the Organization (preferred contact information)

Name: Richard Austring

Address: PO Box 961

City: Gig Harbor

State / Province WA

ZIP or Postal Code 98335

e-mail address: rich@austring.com

Country: U.S. Canada

Day Phone: (253) 853-7578 Evening Phone: () - Cell: () - FAX: () -

Chairperson of Call or Search Committee (preferred contact information)

Name: Gerald A. Alexander

Address: 10510 122nd st NW

City: Gig Harbor

State / Province WA

ZIP or Postal Code 98329

e-mail: popcanorange034@yahoo.com

Country: U.S. Canada

Day Phone: (253) 241-8353 Evening Phone: (253) 858-4752 Cell: () - FAX: (253) 858-4752

3. DEMOGRAPHICS

Languages spoken

In the congregation / organization

Primary language:

Second language:

Third language:

In the surrounding community

Race / Ethnicity

Largest %

Second %

Third %

Fourth %

%

%

%

%

Please explain 'OTHER' ethnicity.

Please explain 'OTHER' ethnicity.

Gender comparison *

% %

Male Female

Age distribution *

% % % % %

19 years or younger 20 -34 35 - 49 50 - 65 over 65

Number of Paid Staff (Number of full or part time paid staff of the congregation or organization.)

Clergy	2	Secretarial Support	3
Lay Rostered	0	Custodial Support	1
Other Lay Professionals	0	Other	4

Enter the following congregational information.

Average weekly worship attendance	51 - 150		
Average attendance in Christian education	0 - 25		
Parish type:	Single site		
Indicate the distance members live from the church facilities			
1/2 mile or less	<input type="text" value="5"/> %	1 - 3 miles	<input type="text" value="15"/> %
1/2 - 1 mile	<input type="text" value="5"/> %	More than 3 miles	<input type="text" value="75"/> %

Community Type (Check any that apply.)

- Bedroom community College or University Farming
- Industrial Inner City Mining / logging
- Ranching Resort Retirement

4. BUDGET OF THE CONGREGATION / ORGANIZATION

Last fiscal year : 2011

Total budget for the last fiscal year	\$421,220	Total debt of the congregation/ organization at the end of the last fiscal year	\$151,761
Mission Support to the ELCA / synod for the last fiscal year	\$11,177	Total savings, reserves, endowment at the end of the last fiscal year	\$181,430

5. TRENDS IN THE COMMUNITY CONTEXT OF THE CONGREGATION OR ORGANIZATION

Please give a short answer to the following questions. (approx. 150 words maximum)

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 (available at www.elca.org/research) for your primary ZIP codes may be helpful.

The Gig Harbor and Key Peninsulas have evolved over the past 85 years from a fishing/farming community to an active middle to upper middle-class community and is adjacent to the cities of Tacoma and Seattle. Its population includes a high percentage of people with college degrees and other advanced education, as well as white and blue collar workers, families and retirees, making our community a wonderful place to call home.

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.

The Puget Sound area has been challenged in this current economy but continues to rebound and build for the future. We have seen a greater need for the Manna Ministry and those of us who are blessed with abundance from God donate to the best of our ability.

The greater Northwest has a higher population of unchurched. This is a continual challenge that all members are faced with -- spreading the Good News to those who have not yet heard. We are challenged from the pulpit to invite our friends and neighbors. We hope that as people see and use our facilities they too will want to know more about our mission and vision and that we will touch one person at a time.

Our congregation had a drop in membership this past year. A challenge we face is growing our congregation. We continue to reach out and look to grow in younger families and singles.

Trends

List three changes or trends within the congregation or organization which have occurred in the last three to five years. (If this profile is about a congregation, the Congregational Trend Report (available at www.elca.org/research) may be helpful to you.)

The congregation has just hired a full time Youth and Education Director. This position will bring renewed life into our youth programs (pre-kindergarten, grade, middle and high school).

Our lead pastor of six years resigned January 2011 due to difference of vision in organization and Lutheranism, (i.e., no confirmation or creed). This created conflict among members and resulted in approximately 25% of members leaving. PLC stepped out in faith, able to live up to our commitment providing a severance package to our recently departed pastor. PLC has been blessed to be able to keep up with all our financial commitments.

We have been blessed to hire an incredible interim pastor as well as an associate pastor who have helped us grieve and move into the healing process. PLC continues to welcome visitors and receive new members. We are rising up from the ashes and rebuilding as a family of faith looking forward to what God has in store for us.

Programs

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

Our ministries are wide reaching in the congregation, community, and beyond. These ministries include but are not limited to: Worship and Music, Manna Ministry, Prison Ministry, Prayer Ministry, and Mission Outreach Team. We have many small groups ministries (on campus and off); Bible studies, and adult education. PLC provides classroom space for Harbor Christian School. The facilities are also used by the Boy Scouts, Messianic Christian Bible Study, as well as other community groups. We also have Children's and Youth Ministry, Sunday school, and nursery care on Sundays. We care for others through Parish Nursing, Care Team, Habitat for Humanity, Women's ministries, and many others. Vacation Bible School had 65 children with 80% not affiliated with our church. Helpers consisted of 28 adults and 28 teens and 50% of the helpers were not affiliated with the church. Additional programs can be found at www.plcplace.com.

Goals

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

1. Upgrading our facilities to make better use of the campus for both the congregation and the community -- our Renewal for Mission focus. This focus on remodeling is coming to completion and facility use is now growing.
2. Call a Senior Pastor to work with us in an effort to serve, shepherd, and grow our church.
3. Maintain community outreach and grow back into such projects as "Go & Do," service to others, movie night youth activities, Marriage Encounter, Heritage dinners (i.e. Lutefisk, Oktoberfest, Seder meal), and others.
4. We desire to hear challenging words from the pulpit to encourage our stewardship growth. To teach us biblical stewardship that we will build on our web site for E-giving program found on the website.
5. PLC strives to follow the Great Commandment and the Great Commission.

Energy

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

PLC has a renewed sense of commitment to each other and devotion to God. We strive to be a Church of Grace and Mission. We are excited to begin a new chapter in PLC's history with the selection and call of a new senior pastor. PLC has been blessed with our current interim pastors, (Retired Bishop, The Rev. L. Miller, & The Rev. A. Sortland). Both Pastors have ministered to us as we healed through a grieving process and now the congregation looks forward to greater things. The congregation is also excited about our facility building renovations and better overall use of this campus to serve the church and the greater community.

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 ELCA decision (ordination of homosexuals) has impacted our giving and involvement with the ELCA proper. PLC continues to participate at the annual Synod assembly with representation. We continue to support the Southwest Washington Synod at a local level and also contribute to Lutheran World Relief, Mission support, Seminary support, World Hunger, and global missions. The annual reports and parochial reports are filed with the synod and ELCA. PLC uses the ELCA Ministry Site Profile and synod Call Manual to follow the call process in searching and calling a rostered Senior Pastor candidate.

PART II: OUR VISION FOR MISSION

6. MINISTRY SITE CHARACTERISTICS

As you think of your congregation or organization and the way it tends to live out its corporate life and pursue its mission, what tends to characterize your life together? You may make only one selection in each of the comparisons below or you may leave the line blank if this item does not apply to your ministry site.

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

OUR LEADERSHIP STYLE

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

OUR PROGRAMMING

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

OUR THEOLOGICAL PERSPECTIVE

	A LOT LIKE US	A LITTLE LIKE US	A LITTLE LIKE US	A LOT LIKE US	
We are obviously Lutheran in identity and practice.	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	We are less obvious about our Lutheran heritage.
We participate in synod and ELCA activities.	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	We are not very active in the synod and ELCA.
We focus on Biblical studies and doctrine.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	We focus on contemporary issues and topics.

7. PURPOSE, GIFTEDNESS AND MISSION

The mission of a congregation or organization is found at the intersection of its purpose, giftedness and context. That is, a clear sense of mission will grow directly out of an assessment of your identity and purpose, your resources and gifts, and your understanding of the needs and trends within your community. Please offer thoughtful responses to the following questions. (Approximately 250 words maximum)

Purpose

How does this congregation or organization understand its reason for being in light of God's call to mission and service? Who are you? Why are you here? (You may wish to refer to your congregation's or organization's Mission or Vision statements.)

PLC believes and puts into action the Great Commandment and the Great Commission. PLC believes in the seven tenets or Articles of Faith: 1, Jesus Christ is Lord and Savior, 2. The Gospel of Salvation, 3. the Authority of Scripture, 4. The Common Confession of Faith, 5 The Priesthood of All Believers, 6. Marriage and Family, 7. The Mission and Ministry of the Congregation.

PLC strives to be: A Church of Grace and Mission, a place to gather, a place to worship, a place to grow, a place to serve, a sending place and a safe harbor for all.

"What PLC Believes, Preach , and Teach" documentation along with other information can be found on the church's web site at; www.plcplace.com. These documents all work together to show what PLC Congregation does and what we are all about.

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?

1. Christ - all we have is His and we praise Him for the stirring in our lives.
2. God's people relying on Christ to lead our people in the use of their spiritual gifts -- be it time, talents or treasures -- to do ministry on campus, in the community, and beyond.
3. PLC campus, God has provided us richly and abundantly for ministry and mission at PLC.

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. We will maximize the use of the Peninsula Lutheran Church Campus. God has blessed us with a "can-do" congregation. We desire that our campus use be maximized with activities that honor HIM! This mission will be further promoted with our newly hired Youth and Education Director and the new Senior Pastor that God has chosen for us!
2. We desire to provide a vibrant worship experience that will draw families of all ages to PLC. We have recently completed a sanctuary remodel consisting of lighting and video presentation enhancements.
3. We understand that music is an international language, so to that end we are currently providing a blended service using a praise team, a chancel choir, hymns (both old and new), and hand bells. Music, word, and instruments are all expressions found at PLC that support the day's or season's message. The congregation is offered Holy Communion weekly to further support worship. It is a blessing and absolution which renews our faith.

8. SUMMARY DESCRIPTION

Please describe your ministry setting and position opening in 75 words or less. This is the brief description that will be publicized.

PLC - a dynamic community nestled on Puget Sound, with the ocean and mountains nearby. We seek a Pastor who's a leader, has a servant's heart, a vision and passion for people and Gods work with strong communication skills, in and out of the pulpit, shepherds new leaders, a heart for connecting with all ages, seeks out visitors and potential members, and has the ability to motivate and challenge us to become visionary disciples of Jesus.

9. REFERENCES

In addition to your synodical bishop, please list four people who know your congregation or organization well and who would be willing to share their perspective on the life and ministry of the congregation or organization. One reference should be a person who is currently a member or employee/client; one reference should be someone from the community who is able to regularly observe your ministry; and one should be an ordained ELCA clergy person.

Synodical Bishop

Name:

Synod

Day Phone: Evening Phone: Cell: FAX:

e-mail:

Someone from inside the congregation or organization

Name:

Organization and Title

Day Phone: Evening Phone: Cell: FAX:

e-mail:

Someone from outside the congregation or organization

Name:

Organization and Title

Day Phone: Evening Phone: Cell: FAX:

e-mail:

A member of the ELCA clergy roster

Name:

Organization and Title

Day Phone: Evening Phone: Cell: FAX:

e-mail:

Anyone else who knows your setting well

Name:

Organization and Title

Day Phone: Evening Phone: Cell: FAX:

e-mail:

PART III: LEADERSHIP NEEDS

Use this section to describe both the gifts for ministry and the style of leadership that your position requires.

10. THE LEADER WE SEEK

Roster type: (Check all whom you would be open to interviewing)

- Associate in Ministry Deaconess Diaconal Minister
 Ordained Clergy In Candidacy / First Call

Position type: (Select the most descriptive option)

Senior Pastor / Head of Staff

This ministry position is:

Full time

Education: (Select the minimum level of education required)

Master's Degree (seminary or graduate school)

Language (proficiencies preferred)

Primary language: English

Proficiency: Fluent

Second language:

Proficiency:

Third language:

Proficiency:

Experience: (Select all you would consider for this position)

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

11. TOP FIVE MINISTRY TASKS (Select 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 checked="" type="checkbox"/> Christian Education |
| <input type="checkbox"/> Communications / Media | <input type="checkbox"/> Community Organizing | <input type="checkbox"/> Conflict Management |
| <input type="checkbox"/> Counseling / Social Work | <input type="checkbox"/> Early Childhood Administration | <input type="checkbox"/> Ecumenical Work |
| <input type="checkbox"/> Evangelism / Mission | <input type="checkbox"/> Financial Management | <input type="checkbox"/> Global Service |
| <input type="checkbox"/> Innovation / Creativity | <input type="checkbox"/> Interim Ministry | <input type="checkbox"/> Interpret Theology |
| <input type="checkbox"/> Inter-personal Climate | <input type="checkbox"/> Ministry in Crisis | <input type="checkbox"/> Ministry in Daily Life |
| <input type="checkbox"/> Ministry with Seniors | <input type="checkbox"/> Multicultural Ministry | <input checked="" 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 Leadership | <input type="checkbox"/> Public Policy / Advocacy |
| <input type="checkbox"/> Recruit and Equip Leaders | <input type="checkbox"/> Self Care / Family Life | <input type="checkbox"/> Small Group Ministry |
| <input type="checkbox"/> Social Ministry | <input type="checkbox"/> Spiritual Formation / Direction | <input type="checkbox"/> Stewardship |
| <input type="checkbox"/> Strategic Mission Planning | <input type="checkbox"/> Teaching | <input type="checkbox"/> Volunteer Coordination |
| <input checked="" type="checkbox"/> Youth and Family Ministry | | |

12. GIFTS FOR MINISTRY

Every rostered leader can offer a variety of gifts, skills and personality characteristics that would be helpful in a ministry setting. Identify a maximum of five gifts for ministry that the rostered leader must bring to your ministry setting in the left-hand column. In the right-hand column, identify five more gifts that would be helpful in your ministry setting. (If your setting is a congregation and your search is for a pastor, this survey of gifts assumes that the pastor is able to offer worship leadership and preaching.)

Top Priority	<i>Our new leader needs to be able to...</i>	Very Helpful
<input checked="" type="radio"/>	Help people develop their spiritual life.	<input type="radio"/>
<input type="radio"/>	Help people understand and act upon issues of social justice	<input type="radio"/>
<input type="radio"/>	Provide care and nurture.	<input type="radio"/>
<input checked="" type="radio"/>	Be active in visitation of members and non-members.	<input type="radio"/>
<input type="radio"/>	Be effective in working with children.	<input type="radio"/>
<input type="radio"/>	Build a sense of community among the people with whom he/she works.	<input checked="" type="radio"/>
<input type="radio"/>	Help others develop their leadership abilities and skills for ministry.	<input type="radio"/>
<input type="radio"/>	Be an effective administrator.	<input type="radio"/>
<input checked="" type="radio"/>	Be an effective communicator.	<input type="radio"/>
<input checked="" type="radio"/>	Be an effective teacher.	<input type="radio"/>
<input type="radio"/>	Encourage support of the Church's wider mission.	<input type="radio"/>
<input type="radio"/>	Work regularly in the development of stewardship growth.	<input checked="" type="radio"/>
<input type="radio"/>	Be active in ecumenical relationships.	<input type="radio"/>
<input type="radio"/>	Be effective in working with youth.	<input type="radio"/>
<input type="radio"/>	Organize people for community action.	<input type="radio"/>
<input type="radio"/>	Be skilled in planning and leading programs.	<input checked="" type="radio"/>
<input type="radio"/>	Have a strong commitment and loyalty to the Lutheran Church.	<input type="radio"/>
<input type="radio"/>	Understand and interpret the mission of the Church from a global perspective.	<input type="radio"/>
<input type="radio"/>	Deal effectively with conflict.	<input checked="" type="radio"/>
<input type="radio"/>	Bring joy and good humor to relationships.	<input type="radio"/>
<input checked="" type="radio"/>	Be able to share leadership and work in a team.	<input type="radio"/>
<input type="radio"/>	Be creative and innovative about his or her tasks.	<input type="radio"/>
<input type="radio"/>	Be able to use technology and media.	<input type="radio"/>
<input type="radio"/>	Appreciate cultural diversity in language and customs.	<input type="radio"/>
<input type="radio"/>	Have talents in the areas of music, arts and writing.	<input checked="" type="radio"/>

13. MUTUAL EXPECTATIONS

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

- A.
- B.
- C.
- D.
- E.

Please list 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.
- B.
- C.
- D.
- E.

14. COMPENSATION

Indicate the maximum amount that is available for the "Defined Compensation" of this ministry position. Defined Compensation is described by the ELCA Board of Pensions as the gross cash salary paid to the staff member. In the case of clergy, Defined Compensation includes any housing allowance (whether in cash or the annual cash value of a parsonage,) Social Security Tax offset, and/or furnishings allowance if paid directly to the staff member.

You may choose to use the button below to access the ELCA Board of Pensions Defined Compensation calculator in assisting you to determine Defined Compensation.

Parsonage Yes No (If yes, include the annual dollar value in the "Defined Compensation" below)

Social Security Tax offset Yes No (If yes, include the annual dollar value in the "Defined Compensation" below)

The maximum amount available for Defined Compensation

15. BENEFITS

The ELCA Board of Pensions has complete information about the benefits program of the church at www.elcabop.org including online calculators to help you estimate costs.

Pension Yes No

Medical Yes No

Vacation weeks:

(Recommended: Four weeks per year. For an ordained or lay rostered minister in a congregation, this should include four Sundays.)

Sabbatical Policy Yes No

Parental Leave Policy Yes No

Are Background Checks required? Yes No (*Recommended for all paid staff and key volunteers.*)

16. PROFESSIONAL EXPENSES

Auto / travel reimbursement Yes No

(*Recommended: Auto reimbursement at the IRS business mileage rate for actual miles driven.*)

Professional Expense account Yes No

(*A reimbursement account for professional expenses - books, publications, memberships, vestments, uniforms and the like.*)

Continuing Education Yes No

(*Recommended: Two weeks per year, plus \$700 per year from the congregation or organization and \$300 per year from the rostered leader; funds to be held in a separate account.*)

First Call Theological Education Yes No

(*Recommended: Meeting synod expectations for First Call rostered leaders to participate in FCTE, including financial support and continuing education time.*)

Comments

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

PLC is seeking a Senior Pastor with greater than 4 or more years of congregational shepherding experience who is skilled in preaching, worship leadership, administration tasks, skilled in Christian education and strong in pastoral care and visitation.

Peninsula Lutheran Church will use the local synod guidelines for development of the compensation package.

17. OTHER SUPPORTING RESOURCES

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

Mission and Vision statement of the congregation or organization Yes No

Printed history of the congregation or organization Yes No

Strategic Plan: Goals and Objectives Yes No

Budget Yes No

Annual Report Yes No

Position description: Duties and Responsibilities Yes No

Communications Piece (publicity, newsletter, etc.) Yes No

PART IV: COMMENTARY

You are encouraged to offer information or commentary that will help the reader appreciate the vision, opportunities, challenges and nature of your ministry site. Use this opportunity to promote and commend your ministry possibilities. To see some examples, please click here. If your congregation is a part of a Multiple-Point Parish, please click here.

PLC's service area is in a stable, vibrant, beautiful and desirable community just a short hop across the Narrows Bridge from Tacoma and Seattle.

From the historic downtown waterfront basin, with its stunning views of Mount Rainier and Puget Sound, to Fox Island and west across Carr Inlet and Henderson Bay, to the quiet, rural setting of the Key Peninsula, Gig Harbor is truly a friendly and special place to live and work.

There is a strong sense of community throughout the area, and although Gig Harbor has about 60,000 people on both the Gig and Key Peninsulas, it truly feels like a small town. We have three high schools, two of which are top rated in the county and state, and plenty of recreational opportunities, including a 100 acre beautiful park with lots of trails and athletic fields. We have a new hospital, and all services and shopping required for everyday living.

Small groups are still the core of the congregation. We have maintained our key programs, and desire to re-institute other programs which have been successful in the past. PLC's vision has allowed us to grow a Manna Ministry, which is connected to other churches and the area's FISH food bank (founded & run by a member), and also a Habitat for Humanity ministry.

We are still working on our "Renewal for Mission" remodeling of our sanctuary, including refreshing the exteriors of our buildings for increased curb appeal and to maintain long-term serviceability. Over the years, PLC visionaries have purchased adjacent properties for future growth and expansion, and we recently finished a remodel of several buildings which will better meet our current needs and carry us well into the future.

We continue to support our missionaries - Barbara Robertson from Tanzania and the Kraft family from Bolivia. We had visits from each this past year, and were privileged to listen to their uplifting sermons, stories, pictures and hand-made items that made their work come alive for us, as well as showing that our support is vital and appreciated as they serve others to God's glory.

It is exciting to see cooperation between the area churches continue to grow, as we all face the challenges of the current economy and subsequent giving. Our goal is to increase attendance by those who have not yet found a church home. We feel that Gig Harbor is an environment ripe for ministry.

We are looking for a pastor for PLC who is a shepherd, who truly cares for and connects with their flock, and has a Pastor's heart. To us, it's about solid biblical teaching, spiritual leadership, and about discipleship. 1 John 2:14-16. We believe the purpose of spiritual leadership is to lead, shepherd, oversee the flock. Our new pastor needs to be spiritually mature to be able to guide us to become more like Christ, and develop us into our future Christian leaders. We will support and work with you in mutual ministry as we embark on this journey together.

18. SEVEN REFLECTIONS

Seven Reflections on Ministry and Context

If you would like to enhance your Ministry Site Profile with additional reflections on several key questions, you may download the extra form.

PART V: COMPLETION OF PROFILE

19. DISCERNMENT PROCESS AND ADOPTION

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

Profile input was obtained and processed by the seven member 2011 Call Team which was established by the PLC congregation on Oct 2, 2011. Input from the congregation, Leadership Team, Interim Pastor and Associate Pastor was all used to review documents and develop the final input and writing of this profile.

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

12/14/2011

20. CALL PROCESS CONTACT PERSON

Enter the name of the person on the synod staff who is the contact person or call process administrator for your call process. You may need to contact the synod office to verify this information.

Name: Ronald Hoyum

Title: Rev. Assistant to the Bishop

e-mail: hoyumra@plu.edu

Office Phone: (253) 535-8300

Click here to allow a change in the CALL PROCESS CONTACT PERSON'S information.

21. REFERENCE'S RECOMMENDATION

Please give the name of someone from outside the congregation or organization who has agreed to comment on the life and ministry of this ministry site.

Reference agreeing to do this:

Name: John Bergren

Day Phone: (303) 862-7683

Evening Phone

() -

Cell: () -

FAX: () -

e-mail: jhbergren@hotmail.com

Finished! Thank you for the thoughtfulness and energy you have invested in completing this form. Be certain to **SAVE** your work on your computer and **PRINT** a hard copy for your files. Before submitting this form you must **DATE** and **LOCK** it to prevent accidental or unauthorized changes to your work. After you hit **SUBMIT** you will see a dialog box that confirms that your form has transmitted successfully.

What to do next: Once this form is submitted, go to www.elca.org/call and click on "Access Account" to download your *Reference Recommendation* and *Seven Reflections* forms.