MINISTRY SITE PROFILE

Peace Lutheran

Fort Myers, FL

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 an ordained or lay rostered minister of the Evangelical Lutheran Church in America, or a First Call candidate for rostered ministry. Congregations must complete the entire MSP. Church-related organizations may, with the concurrence of the synod bishop, complete only the required sections (Part I, III and IV). Once complete, this form is submitted electronically to your synod bishop for review and posting to the "Current Openings" listing on the ELCA website (www.ELCA.org/call).

Summary Description

Peace is seeking a Senior Pastor in Southwest Florida for a senior congregation. It is important that the new pastor is comfortable working with older individuals as well as welcoming any families with children.

PART I: WHO WE ARE

Name and Location

CONGREGATION	**Peace Lutheran**	**03045**
CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION	NAME	CONG ID
ort Myers, FL, 33908	**US**	
CITY, STATE , ZIP	COUNTRY	
Florida-Bahamas Synod (9E)	**Congregation - Organized**	**2003**
SYNOD	TYPE OF MINISTRY SITE	YEAR ORGANIZED
Medium city (50,000 - 249,999)		
SIZE OF COMMUNITY		

Contact Information

Ministry Site (preferred contact information)

15840 McGregor Blvd.		**Fort Myers, FL, 33908**	**US**
ADDRESS LINE 1	ADDRESS LINE 2	CITY, STATE, ZIP	COUNTRY
fcw911@aol.com		**(239) 437-2599**	
E-MAIL	WEB SITE	PHONE	FAX

Chairperson of Congregation or Head of the Organization

Janet Carter			
NAME			
13 Winewood Court		**Fort Myers , FL, 33919**	**US**
ADDRESS LINE 1	ADDRESS LINE 2	CITY, STATE, ZIP	COUNTRY
(239) 826-3532			
AY PHONE	EVENING PHONE	CELL PHONE	FAX
jcarter13@comcast.net			

E-MAIL

Chairperson of Call or Search Committee

Frank Warner

NAME

9121 Southmont Cove	**#201**	**Fort Myers, FL, 33908**	**US**
ADDRESS LINE 1	ADDRESS LINE 2	CITY, STATE, ZIP	COUNTRY
(239) 454-2512		**(239) 672-2111**	
DAY PHONE	EVENING PHONE	CELL PHONE	FAX

fcw911@aol.com

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 (100%)

LARGEST | SECOND | THIRD | FOURTH

COMMENTS OR EXPLANATION

Race/ Ethnicity (Surrounding Community)

Caucasian (70%)	**Latino/Hispanic (25%)**	**African American/Black (5%)**	
LARGEST	SECOND	THIRD	FOURTH

COMMENTS OR EXPLANATION

Gender comparison

40%	**60%**
MALE	FEMALE

Age distribution

0%	**0%**	**0%**	**30%**	**70%**
19 YEARS OR YOUNGER	20 - 34	35 - 49	50 - 65	OVER 65

Number of Paid Staff

1	**1**	**5**	**1**	**1**	**0**
CLERGY	LAY ROSTERED	OTHER LAY PROFESSIONALS	SECRETARIAL SUPPORT	CUSTODIAL SUPPORT	OTHER

Congregational Information

[illegible] - 400	**26 - 50**	**Single site**
AVE WEEKLY WORSHIP ATTENDANCE	AVE ATTENDANCE IN CHRISTIAN EDUCATION	PARISH TYPE

Distance members live from church facilities:

0%	0%	30%	70%
1/2 MILE OR LESS	1/2 - 1 MILE	1 - 3 MILES	MORE THAN 3 MILES

Community Type

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

Budget of the Congregation/ Organization	2019 LAST FISCAL YEAR
$794,740 TOTAL BUDGET FOR THE LAST FISCAL YEAR	**$1,443,886** TOTAL DEBT OF THE CONGREGATION/ ORGANIZATION AT THE END OF THE LAST FISCAL YEAR
$39,812 MISSION SUPPORT TO THE ELCA/ SYNOD FOR THE LAST FISCAL YEAR	**$261,273** TOTAL SAVINGS, RESERVES, ENDOWMENT AT THE END OF THE LAST FISCAL YEAR

PART II: OUR VISION FOR MISSION

Trends in the Community Context of the Congregation or Organization

Characteristics:

Write a description of your community in terms of socio-economic status, demographics, primary areas of employment and lifestyle. The Demographic ZIP Code report for your primary ZIP codes may be helpful.

The surrounding community is predominantly white, middle to upper-middle class, with an average age of 50-55.

The three major employers in the area are the service industry, healthcare and the education system including two 4 year universities.

Lee County has no major manufacturing industry and relies heavily on tourism.

Trends:

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

Stewardship has steadily increased over the past 5 years allowing for both the expansion of the physical plant as well as the funding of programs.

The parish nurse program has been expanded and has many regularly scheduled events that attract and serve members of the community.

Peace has doubled the size of its facilities as well as expanded parking. This has led to an increase in the use of the facilities by both the congregation and the local community.

Context:

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

Lee County is one of the fastest growing areas in the country and the pace at which the area's population is increasing has led to some growing pains.

The lack of affordable housing in the area is especially hard on those employed by the service industry and local schools.

The lack of widespread public transportation also leads to difficulty moving within the community for those who do not drive.

Programs:

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

Word & Sacrament are the heart and foundation at Peace and is supplemented by a music program that enhances the worship service with meaningful and appropriate traditional anthems. Worship is further enhanced by a modified service, offered on Saturday evening during season, which blends the liturgical service with keyboard and strings.

Our volunteers serve many different organizations in the community as well as the church itself. Included in these is support for the Gladiolus Food Pantry and Harry Chapin Food Bank and nearby medical facilities.

We have a very active parish nurse program that reaches many people both inside and outside the congregation. This program includes a prayer shawl ministry to make and distribute shawls and various programs that focus on health and fitness for seniors.

We work with other congregations, both Lutheran and non-Lutheran, in both worship and community activities.

Goals:

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

Peace looks forward to implementing an Inviting Ministry through expanded marketing of both worship and programs. As part of this program, we look forward to the continued work and development of the senior center with other organizations within our community.

Develop a new mission statement to encompass the demographic plan that has been provided by the Synod.

To more fully utilize the facilities, i.e. using the facilities 12 hours per day, 7 days per week. The use may consist of both internal and external groups.

Energy:

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

The music and arts programs continue to provide joy and pleasure to all who participate and attend.

The congregation is excited about the parish nurse program and all the activities that it provides.

We continue to be excited about the continuing volunteer opportunities that are made available to us.

The continued work on the development of the senior center.

The call process for a new Pastor has given all the opportunity to share their thoughts.

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?

Peace Lutheran supports Lutheran World Relief with the donation of quilts made by congregational members. Past years have seen donations of more than 200 quilts per year. In addition, the sewing group donates layettes and sewing kits which are put together in Good Samaritan Hall.

Through financial giving , prayer and attendance at the Synod Assembly and through participation in the SAS program.

We participate in the Caloosa Conference meetings and other conference activities.

Ministry Site Characteristics

	A LOT LIKE US	A LITTLE LIKE US	A LITTLE LIKE US	A LOT LIKE US	
AS A COMMUNITY					
We tend to be formal and programmatic.	☒	☐	☐	☐	We tend to be informal and spontaneous.
We have clearly defined goals and plans for our future.	☒	☐	☐	☐	We have no stated goals or plans.
We are racially and economically diverse.	☐	☐	☐	☒	We are demographically homogeneous.
OUR LEADERSHIP STYLE					
We welcome ideas that are provoking and challenging.	☐	☒	☐	☐	We prefer ideas that are tried and true.
We rely on our leaders for direction.	☐	☐	☒	☐	We rely on group decision-making.
We have learned how to use conflict constructively.	☐	☒	☐	☐	We tend to perceive conflict as something destructive.
OUR PROGRAMMING					
Our facilities are often used by community groups.	☐	☒	☐	☐	Our facilities are only used for our activities.
We train people to minister outside our walls.	☐	☒	☐	☐	We train people to minister inside our walls.
We focus on ideas and beliefs.	☐	☒	☐	☐	We focus on skills and action.
OUR THEOLOGICAL PERSPECTIVE					
We are obviously Lutheran in identify and practice.	☒	☐	☐	☐	We are less obvious about our Lutheran heritage.
We participate in synod and ELCA activities.	☐	☒	☐	☐	We are not very active in the synod and ELCA.
We focus on Biblical studies and doctrine.	☐	☒	☐	☐	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?

Peace Lutheran is an ELCA presence in the community to spread God's word through our actions of faith and volunteerism. We demonstrate God's love to all who seek it both inside and outside of the walls of our building. We are a place for all people in the community to find friendship, mutual respect and support.

Giftedness

What are your gifts and resources for fulfilling this purpose? What are the congregation's or organization's top three assets and how are they being used? Are there obstacles that must be overcome to be able to use these gifts and accomplish the mission?

Our resources are used to fulfill the purpose of spreading God's love starting with the dedicated volunteers who are willing to step up whenever the need arises.

We have been blessed with a wonderful facility which can be utilized to welcome all people who seek help.

Our paid staff is dedicated to the mission of the congregation and supports the volunteers as needed.

Our members financially support the mission of the congregation and the wider Church through their gracious giving.

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?

Developing an invitational ministry to expand the reach of the congregation both inside and outside the walls of the church.

A continued commitment to the development of a Senior Center. Since Peace sees itself as a congregation that ministers to a community of older individuals, having a place where seniors can seek friendship, counseling and guidance is essential.

Growing the Legacy Foundation to assure that the funds will be available to continue the ministry work that is above and beyond the congregational budget..

References

Synodical Bishop

NAME	SYNOD	E-MAIL	
Pedro Suarez	**Florida-Bahamas Synod**	**info@fbsynod.org**	
(813) 876-7660			
DAY PHONE	EVENING PHONE	CELL	FAX

Inside Congregation or organization

NAME	ORGANIZATION AND TITLE	E-MAIL	
Bruce Jaeger	**Jaeger Aviation, Inc. Owner**	**bruce@jaegeraviation.com**	
(320) 444-3042	**(320) 444-3042**		
PHONE	EVENING PHONE	CELL	FAX

Outside Congregation or organization

ike McCoy	**Wartburg College, Chair, Board of Regents**	**mjmccoy69@gmail.com**	
NAME	ORGANIZATION AND TITLE	E-MAIL	
(239) 770-1861	**(239) 770-1861**		
DAY PHONE	EVENING PHONE	CELL	FAX

Member of the ELCA Clergy roster

Gary LaCroix	**Caloosa Conference Dean**	**revpax@gmail.com**	
NAME	ORGANIZATION AND TITLE	E-MAIL	
(239) 282-5500		**(239) 989-3513**	
DAY PHONE	EVENING PHONE	CELL	FAX

Anyone else who knows your setting well

Pr. Carol Gates	**Lamb of God, Interim Pastor**	**csgates77@gmail.com**	
NAME	SYNOD	E-MAIL	
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	**Master's Degree (seminary or graduate school)**	**Full time call**
POSITION TYPE:	MINIMUM DEGREE REQUIRED:	FULL TIME/PART TIME:

Language Proficiencies

English/Fluent	**Spanish/Conversational**	
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.

☐ Administration	☒ Building a Sense of Community	☐ Campus / Young Adult Ministry
☐ Chaplaincy	☐ Children's Ministry	☐ Christian Education
☐ Communications/ Media	☐ Community Organizing	☐ Conflict Management

☐	Counseling/ Social Work	☐	Early Childhood Administration	☐	Ecumenical Work
☐	Evangelism/ Mission	☐	Financial Management	☐	Global Service
☐	Innovation / Creativity	☐	Interim Ministry	☐	Interpret Theology
☐	Inter-personal Climate	☐	Ministry in Crisis	☐	Ministry in Daily Life
☒	Ministry with Seniors	☐	Multicultural Ministry	☐	Music / Worship / Arts
☐	Outdoor/ Camping Ministry	☐	Parish Nurse / Health	☐	Participant in the Larger Church
☒	Pastoral Care and Visitation	☒	Preaching / Worship	☐	Public Policy / Advocacy
☐	Recruit and Equip Leaders	☐	Self Care / Family Life	☐	Small Group Ministry
☐	Social Ministry	☐	Spiritual Formation / Direction	☐	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.	
Yes	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.	
Yes	Be an effective communicator.	
	Be an effective teacher.	Yes
	Encourage support of the Church's wider mission.	
	Work regularly in the development of stewardship growth.	
	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 Lutheran Church.	
	Understand and interpret the mission of the Church from a global perspective.	
	Deal effectively with conflict.	Yes
Yes	Bring joy and good humor to relationships.	
es	Be able to share leadership and work in a team.	
	Be creative and innovative about his or her tasks.	

Be able to use technology and media.

Appreciate cultural diversity in language and customs.

Have talents in the areas of music, arts and writing.

Mutual Expectations

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

A. **Preach to teach the word of God.**

B. **Foster the feeling of inviting, welcoming & blending that a seasonal church needs.**

C. **Establish a rapport with leadership, staff & congregation.**

D. **Become acquainted with membership.**

E. **Bring people together to share common mission & purpose.**

Please list the five ways that this congregation / organization will support and encourage the rostered leader during the first year in order to help her or him accomplish these responsibilities:

A. **The call committee is committed to being a support group for the new pastor and family.**

B. **New pastor and family will be welcomed and supported as is the custom at Peace.**

C. **There are innumerable talents in the congregation that can be utilized by the new pastor and family, both inside and outside of worship. Member name tags and congregational picture directory will assist the pastor and family in becoming familiar with congregation members.**

D. **Peace will continue to support the new pastor in ecumenical activities.**

E. **Peace will be supportive of the family's activities outside the congregation. Spouse will be encouraged to pursue his/her career. There will be no church expectations of the spouse and they may use their talents as they see fit.**

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

as	**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.

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**
mmunications 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.

Peace is very much a seasonal congregation. Attendance at worship services ranges from 450 Jan. - Mar. to 130 from June - Oct.

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).

A survey was sent out to all individuals on the Peace mailing list as well as being made available at the church.

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

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.

NAME	TITLE
OFFICE PHONE	E-MAIL

Reference's Recommendation

NAME	E-MAIL
DAY PHONE	EVENING PHONE
CELL	FAX

Reflections on Ministry and Context

Peace Lutheran

Fort Myers, FL

Completed:

Evangelical Lutheran Church in America
God's work. Our hands.

Congregations and Organizations in the Call Process are invited to expand their Ministry Site Profile (MSP) by reflecting on the several key aspects of ministry and context given below. You are encouraged to give short, thoughtful answers (a maximum of 250 words) on at least four of the seven topics. This form is optional unless specifically requested by a synod bishop. The form is submitted electronically and becomes a part of the Ministry Site's MSP.

1. What key issues or concerns of our church and society are reflected in the ministry that is centered in your congregation or organization?
The key issues of Peace Lutheran are dynamic worship of word & sacrament that drives us to mission in the world, Senior Ministry and the Parish Nurse Program.

2. How do the stewardship practices and allocation of financial resources of the congregation or organization reflect your priorities for mission?
Congregational commitment to ministry support (budget), benevolence, community involvement and debt management.

3. In what ways is the membership of your congregation or organization similar or different from the people of the neighborhood in which you are located?
Peace is similar to the neighborhood in that both are made up of those who are seasonal and senior. Peace sees itself as a mirror of the community.

4. Identify the three most significant or formative events in the history of your congregation or organization.
2003- formally organized as an ELCA congregation.

2005- first building utilized.

2017 - doubled physical space and parking.

5. Describe the way the congregation or organization is currently involved in community and ecumenical partnerships.
Ecumenical partnership with St. Columbkille Catholic, Faith United Methodist, Cypress Lake Presbyterian and Iona Hope Episcopal - Thanksgiving & Epiphany services, joint musical events. All congregations support a free clothes closet.

Heights Foundation for school supplies and Christmas gift program.

Walk to End Hunger food walk with local TV station.

Ring bell for Salvation Army during holiday season.

Support for Harry Chapin food bank.

Parish nurse "Time for Peace" program regarding dementia.

6. Has your congregation or organization had significant conflict in recent history and, if so, what have you learned from that experience?
This congregation has had no significant conflict in its recent history.

7. Describe your physical facilities: construction date, purpose, capacity, date of last renovation, any deferred maintenance, and any plans for upgrading.
2003 - organized

2005 - first building; sanctuary, small kitchen, foyer, small offices, parking.

2017 - addition; fellowship hall, large kitchen, expanded welcome center (foyer), classrooms, doubled office space, dedicated music space, doubled parking area.