

Call committee takes cues from you

A sense of joy is growing within Immanuel's worship and fellowship, and the people of Immanuel are ready for pastoral leadership that can inspire a commitment to God's work.

That good news and your personal hopes for our shared ministry, which you have expressed through forums and conversations, are important influences as the call committee creates Immanuel's Ministry Site Profile. The profile will be posted on the ELCA website to attract qualified candidates to the call as Immanuel's next pastor.

Important pastoral qualities

Your responses to the written "Our New Leader Needs To ..." survey also have helped the call committee clarify the pastoral qualities that are most important to you. The survey was mailed to all households in the September Parish News, and has been available in the narthex.

While all of the pastoral gifts, skills and characteristics from which the survey asked you to choose would be a plus, top survey responses indicate that our next pastor needs to:

- **Be an effective communicator.** Preaching that clearly communicates the challenges of the gospel is crucial, as is clarity and leadership in writing, and in group and one-on-one conversations.
- **Be an effective administrator.** Immanuel's staff and members need a leader who can effectively, efficiently keep us focused on God's work.
- **Provide care and nurture/Be active in visitation of members and non-members.** Although other Immanuel members and staff also can be involved, it's important to hear from and feel cared for by the pastor.
- **Help people develop their spiritual lives.** Preaching, teaching and a clear focus on how scripture defines our mission will help us deepen our shared faith.
- **Be able to share leadership and work in a team.** We need a collaborative pastor who listens first and then leads with conviction.

Ministry Site Profile comes together

The call committee already has completed early drafts for seven major sections of the Ministry Site Profile:

- The **Characteristics** section shares demographic descriptions about the congregation and the area of Kansas City in which our building resides.
- The **Context** section discusses how the surrounding community has been challenged by change and transition during the most recent five years.
- The **Trends** section reviews changes or trends within the congregation that have occurred during the past three to five years.
- The **Programs** section describes Immanuel's current programs for mission and ministry.

- The **Goals** section reviews the congregation's strategic plan (the Vision for Ministry) and the primary goals to which we are committed.
- The **Energy** section relates what the congregation is most excited about right now (including calling a new pastor!).
- The **Partnership** section talks about how Immanuel sees itself as a member of and active participant in the ELCA and the synod.

Those first sections are just the beginning of our profile. The synod office and our congregational council will review the entire document before it's published for viewing by pastoral candidates.

The call committee welcomes your thoughts, prayers and questions. Watch Parish News and Sunday bulletins for news about upcoming forums with the committee members, who will continue to take their cues from you!