



The Ministry Site Profile (MSP) is intended for use by the church when seeking to extend a call within the Evangelical Lutheran Church in America. Once complete, this MSP will give framework and constitute the Synod's intent to call a Bishop to the Oregon Synod.

This Oregon Synod Ministry Site profile is adopted by vote of the Synod Assembly or the Synod Council: _____

PART ONE: WHO ARE WE

1. OREGON SYNOD

Based on Reported 12/31/2017 (Baptized Membership)

The Oregon Synod is comprised of 123 ministries, 109 of which are traditional congregations and 14* of which are either synodically authorized worshipping communities or congregations under development.

Ascension, Medford (577)	Emmanuel, Willamina (140)	Hope, Klamath Falls (651)
Atonement, Newport (208)	Emmaus, Eugene (265)	Immanuel, Silverton (903)
Augustana, Portland (801)	Faith, Albany (286)	Immanuel, Woodburn (254)
Bethany, Gold Beach (85)	Faith, Clatskanie (254)	Joyful Servant, Newberg (116)
Bethany, Portland (46)	Faith, Coquille (159)	King of Kings, Milwaukie (180)
Bethany, Warren (123)	Faith, Junction City (148)	Klamath, Klamath Falls (213)
Bethel, Portland (116)	Faith, Keizer (65)	Luther Memorial, Portland (40)
Bethesda, Eugene (899)	Faith, North Bend (94)	Macksburg, Canby (232)
Bethlehem, Portland (28)	Faith, Roseburg (266)	Messiah, Portland (42)
Calvary, Grants Pass (606)	Fir Lawn, Sweet Home (69)	Mid-Willamette Valley Outreach*
Calvary, Hillsboro (317)	First, Astoria (448)	Milwaukie, Milwaukie (269)
Casa de Zion, Woodburn* (104)	First, St. Helens (237)	Mt. Carmel, Portland (128)
Central, Eugene (619)	First Immanuel, Portland (318)	Nativity, Bend (578)
Central, Portland (232)	Flame, Portland*	New Life, Florence (91)
Centro Montesinos*	Gethsemane, Portland (300)	Our Redeemer, Eugene (106)
Christ, Aurora (258)	Gloria Dei, Coos Bay (522)	Our Savior's, Lake Oswego (327)
Christ the Good Shepherd, Salem (224)	Good Shepherd, Albany (638)	Our Savior's, Prineville (146)
Christ the King, Milton-Freewater (188)	Good Shepherd, Cave Junction (53)	Our Saviour's, Eugene (66)
Christ the King, Tigard (204)	Good Shepherd, Eugene (141)	Our Saviour, Lebanon (153)
Church of Living Waters, Burns* (42)	Good Shepherd, Madras (75)	Our Saviour's, Seaside (146)
Colton, Colton (38)	Good Spirit, Portland* (261)	Peace, Astoria (95)
Community of Christ Church, Hillsboro (113)	Grace, Corvallis (444)	Peace, Burns (39)
Community of Hope, Wilsonville (378)	Grace, Enterprise (26)	Peace, Pendleton (655)
Creator, Clackamas (270)	Grace, Vale (25)	Peace, Portland (128)
Cully Outreach, Portland*	Grace and Mercy, Hermiston* (61)	Pilgrim, Portland (18)
Emanuel, Cornelius (340)	Grace First, Bend (427)	Portland Taiwanese, Beaverton (38)
	Heavenly Peace, Portland* (33)	Portsmouth Trinity, Portland (108)
	Holy Cross, Salem (289)	Prince of Life, Oregon City (320)
	Holy Trinity, Portland (28)	Resurrection, Portland (266)
	Hoodland, Brightwood (162)	Saint Mark, Salem (660)
	Hope, Heppner (35)	Salt and Light, Portland (101)



Shepherd of the Hills, Sisters (133)	St. Matthew, Beaverton (2117)	Trinity, Gresham (562)
Shepherd of the Mountains, Sunriver (74)	St. Paul, Ontario (136)	Trinity, McMinnville (242)
Shepherd of the Valley, Beaverton (376)	St. Paul, Portland (122)	Trinity, Silverton (177)
Spirit of Grace, Hood River (149)	St. Paul of Damascus, Damascus (147)	Trinity, Tulelake (22)
Spirit of Grace/MOTA, Beaverton (120)	St. Peter, Tillamook (40)	United, Eugene (209)
Southeast Portland Organizing* Springfield, Springfield (118)	St. Stephen, Gladstone (535)	West Linn, West Linn (747)
St. Andrew, Beaverton (538)	St. Timothy, Portland (260)	Wilderness Way, Portland*
St. James, Portland (250)	Story Dwelling, Bend*	Zion, La Grande (84)
St. Luke, Portland (1241)	The Flame, Portland*	Zion, Medford (135)
St. Mark, Portland (192)	Third Space, Gresham*	Zion, Oregon City (313)
	Together Lab (Millennial Engagement) Portland*	Zion, Port Orford (31)
	Trinity, Dallas (235)	Zion, Redmond (268)
		Zion, The Dalles (292)
		Zoar, Canby (261)

2. SYNOD Office

Oregon Synod of Evangelical Lutheran Church in America		
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3. SYNOD Demographics

LANGUAGES spoken within ministry settings

primary English secondary Mandarin third Spanish/Taiwanese/Cantonese

LANGUAGES spoken in surrounding communities

primary English 84.79% secondary Spanish 9.05% third Asian/Pacific Islander (3.00%)

RACE/ETHNICITY among ELCA members

White 90.7% Other (likely white) 2.9% Asian/Pacific 1.7% Af Am/Black 1.7% Latino 1.5%

RACE/ETHNICITY in surrounding community

2014 data

White 81.6% Hispanic/Latino 13.1% Asian 4.4% Af Am/Black 1.9%

AGE distribution in synod

0 to 9 11.59% 10 to 17 9.75% 18 to 24 9.08% 25 to 44 26.33% 45 to 64 26.13% over 65 17.11%

ROSTERED STAFF in congregations and other ministry sites

Clergy 117 Deacons 1 Retired clergy 115 Retired deacons 8 Other (includes On-leave & Disability) 10

Note: 53% of active Clergy are age 60 or older

ELCA members served by synod

31,586 (baptized, 2016)
10% decrease since 2011

Non-ELCA Members served by synod: *Unavailable*

COMMUNITY TYPES across the synod

Bedroom community 19.27% College or University 7.34% Farming 12.84%
Inner city 21.10% Mining/logging 10.09% Ranching 3.67%
Industrial 14.68% Resort 6.42% Retirement 4.59%

4. SYNOD Budget

Fiscal Year: Feb 1, 2018 – Jan 31, 2019 (FY18)

TOTAL BUDGET \$1,444,029. (FY2018)

TOTAL DEBT Zero

BENEVOLENCE to ELCA Churchwide \$394,250.

MISSION SUPPORT to ministry sites \$325,500.

TOTAL savings, reserves, endowment \$1,538,930.(Endowment & Reserves not otherwise restricted.)



5. SYNOD Trends:

CHARACTERISTICS: Our synod has unique aspects of socio-economic status, demographics, primary areas of employment, and cultural lifestyles.

Based on Census data, the typical Oregonian is a 40 year old white woman with a high school education. She owns a home with a median value of \$269,000 (approximately 1.4 times the median home cost nationwide), makes a little more than \$30,000 a year, and drives about 24 minutes to work each way.

The workforce is 60.6% white collar, 20.4% blue collar, and 19.0% service and farm workers.

73.5% of the population resides in counties along the I-5 corridor.

43.4% of the population resides in Washington, Multnomah and Clackamas counties.

The coastal counties and Columbia County make up 6.6% of the population.

The counties that make up the High Desert Cluster (Crook, Deschutes, Harney, Jefferson) contain 5.7% of the population.

The Blue Mountain Cluster contains 3.7% of the population.

Six counties in the east portion of the state have no ELCA presence. These counties (Baker, Gilliam, Grant, Lake, Sherman, and Wheeler) have approximately 20% of the land area, but less than 1% of the state's population.

Context: Our congregations are facing many challenges:

- Challenges are statewide, affecting congregations of many sizes and locations.
- Congregation financial declines and decreased sustainability. This can create a leadership environment that is unwilling to try new things or change for the sake of God's mission. This is a question of capacity.
- Leadership is the critical component for vitality, tone, and sustainability (or the lack thereof). Leaders who are risk-avoidant refuse to act upon their future for the sake of harmony.
- Aging communities express a desire to bring in new, younger members.
- Facility challenges manifest in aging buildings with inadequate investment in maintenance and infrastructure.
- Some congregations face poor communication and processes for dealing with hard, divisive issues.

Trends:

- 53% of the active clergy in the Oregon Synod are age 60 or older (i.e. approaching retirement).
- 57% of congregations report average worship attendance of 75 or less.
- 50% of congregations report 350 or fewer baptized members.
- 52% of congregations report more than 3% decline in attendance over the last 3 years, 32% remained stable, and 17% experienced growth."

Programs:

- Transformational Leadership Cohorts
- "Together Labs"—(i.e. community organizing, youth collectives)
- Assessment and Consultations
- Accompaniment practices
- EcoFaith Communities
- Ethnic Communities
- New Ministry starts



Goals: Our synod has strategic goals and current priorities.

- God's mission in the local context: Encouraging and equipping community listening and engagement to create new partners and partnerships.
- Equipping leaders for congregations and ministries of today and tomorrow: Encouraging and equipping lay and rostered leaders as well as leadership in our local communities and beyond.
- Vital and sustainable congregations; Encourage healthy behaviors, strong partnerships, innovation, and positive risk while working to establish a context of trust.

(2014 Oregon Synod Priorities)

Energy: Congregations have responded to their hopes and excitement about the future.

- Exploring new relationships and collaborations among congregations, other denominations, non-profits, and surprising friends
- Extraordinary leaders, both lay and clergy, developing new ministries and alternative approaches for how to be Christ's church in this post-religion, post denominational culture.

Partnership: We continue to foster partnerships among our congregations, with ELCA churchwide, regional ecumenical ministries, local neighborhoods and communities as well as our sisters and brothers beyond our borders.

- Local congregations form cohorts and collectives across denomination and faith lines
- Transformational Leadership

PART TWO: OUR VISION FOR MISSION

6. SYNOD Characteristics:

Congregational Survey Responses

As a faith community, our congregation tends to be:	much more formal and programmatic 3%	somewhat more formal and programmatic 52%	a little more informal and spontaneous 39%	a lot more informal and spontaneous 6%
As a faith community, our congregation:	has clearly defined goals and plans for our future 15%	prefers to have defined goals and plans for our future 58%	doesn't necessarily rely on stated goals or plans 24%	simply doesn't rely on stated goals or plans 3%
As a faith community, our congregation	is racially and economically diverse 5%	has some racial and economic diversity 64%	shares a common ethnic heritage 38%	prides itself in our common ethnic heritage 3%
In our leadership style, our congregation:	reaches for ideas that are provoking and challenging 18%	is open to ideas that are provoking and challenging 63%	is aware of principles that are tried and true 13%	leans on principles that are tried and true 6%



In our leadership style, our congregation	looks to our leaders for direction 9%	knows our leaders are a source for direction 35%	is open to group decision-making 36%	finds group decision-making to be essential 20%
In our leadership style, our congregation	has learned how to use conflict constructively 25%	is still learning that conflict might be used constructively 43%	might prefer to avoid conflict 23%	works to maintain the peace as conflict is too often destructive 9%
In our programming, our facilities are:	frequently used by community groups 61%	sometimes used by community groups 30%	most often available to us 6%	always available to us 3%
In our programming:	we frequently train people for ministry outside our walls 18%	we sometimes train people for ministry outside our walls 56%	it is common for us to focus our resources on ministries inside our walls 24%	it is important that we focus our resources on ministries inside our walls 2%
In our programming, the focus of our congregation:	is on the integrity of our proclamation through ideas and beliefs 18%	includes being clear about our ideas and beliefs 55%	tends to be on skills and action 24%	is importantly on our skills and action 3%
In our congregation, Lutheran heritage:	shines bright in our identity and practices 18%	is important to us 37%	is part of who we are 37%	is less obvious 8%
Regarding the activities of the Oregon Synod and ELCA:	it is important to us that we participate 40%	we pay attention and are interested 39%	we sometimes lose track of what is going on 13%	we tend to not keep track of what is happening 8%
In our theological perspective:	we focus primarily on our biblical studies and doctrine 8%	we turn to biblical studies and doctrine 31%	we focus on contemporary issues and topics sometimes 45%	contemporary issues and topics are important to us 16%

7. SYNOD Purpose, Giftedness and Mission

Purpose: Leaders have identified what God wants for and from our congregations.

Congregations believe that God wants them to experience a deeper spiritual life and relationship with God. They also believe that God wants them to be brave enough to engage in meaningful service. They expressed confidence that God wants them to thrive over time, experience growth and vitality, especially by increasing the number of families with children.



Congregations believe that God wants them to engage actively in listening to each other and building relationships with their neighbors. This will motivate them to dare to share the suffering of others and work for justice through change in their communities. This work will require different strategies than they have used in the past, and might involve stepping beyond both their comfort zone and previous practices.

Giftedness: Congregations have identified specific assets and gifts to facilitate and enhance our missional priorities.

Congregations have the ability to build strong relationships within themselves and in the communities they serve. They have created relational cultures with the ability to go deeply into the congregation and their community. They have a broad commitment to caring for and serving the needs of people in the context of those communities. This includes working for equality and justice, sanctuary and immigration work, housing advocacy and shelter, and Reconciling in Christ work that will specifically welcome LGBTQ+ persons.

Congregations also identified themselves as scrappy: able to deal with whatever situation arises in their ministry context.

Mission: This Ministry Site Profile has been shaped by three top mission priorities.

Oregon Synod priorities

1. Vital, vibrant congregations;
2. Joining God's mission in local context; and
3. Equipping leaders for mission.

8. SYNOD Summary Description

Statement of the Oregon Synod's ministry:

The Oregon Synod is a diverse gathering of congregations and ministries across the states of Oregon and Northern California. The 109 traditional congregations and 14 synodically authorized worshipping communities and congregations under development engage mission and ministry in urban, suburban, and rural contexts. Oregon ministries range in ministry size from large congregations of over 1,000 people to small gatherings of less than 25 people. On the synod roster, there are 242 Ministers of Word and Sacrament of whom 125 are retired, disabled or on leave, and 12 Ministers of Word and Service, of whom 8 are retired. There are over 30,000 baptized members in the congregations of the Oregon Synod.

The Oregon Synod is proud to be a Reconciling in Christ synod. We are also the first Sanctuary Synod in the nation. Recognizing the need for adaptive leadership, we emphasize community organizing, environmental stewardship, and ecumenical collaboration.

9. SYNODICAL Partners

Legacy Emanuel Health	legacyhealth.org	503-415-5600
Columbia Memorial	columbiamemorial.org	503-338-7505
Oregon Diocese of the Episcopal Church	diocese-oregon.org	503-636-5613
United Methodist Church	westernjurisdictionumc.org	800-755-7710
Lutheran Community Services	lcsnw.org	206-901-1685
Interfaith Movement for Immigrant Justice	imirj.org	503-550-3510
Camp Lutherwood	lutherwood.org	541-998-6444



PART THREE: LEADERSHIP NEEDS

10. SYNOD is seeking Gifts for Ministry

Congregational Survey Responses

	<i>148 Respondents chose 5</i>	<i>Responses</i>
Cultivate the strengths, passions, and wisdom of those who are laity, rostered as well as unchurched	49.32%	73
Commit to fostering Christ's presence in places of economic, cultural, and gender diversity	45.95%	68
Explore and embrace adaptive leadership to address emerging systemic challenges	37.84%	56
Purposefully build collaborative teams of leadership who have a clear view of the margins	37.84%	56
Value questions, not just answers; relationships old and new; as well as rural and urban	35.81%	53
Articulate a vision born of anchored optimism revealing the power of Christ's cross	33.78%	50
Cultivate our engagement in ecumenical relationships	32.43%	48
Execute justice for the orphan and the widow, as well as love for the stranger	31.76%	47
Communicate leading with deep listening	27.03%	40
Bring infectious joy and good humor to interactions	25%	37
Enhance our awareness of and commitment to faithful stewardship	24.32%	36
Demonstrate a devotional life informing one's personal life and ecclesiastical role born of humility and conviction	19.56%	29
Bridge our local mission with a global perspective	18.24%	27
Deepen our respect for our Lutheran heritage	14.86%	22
Long for cultural diversity in its many forms	14.19%	21
Delegate, supervise, and evaluate routinely	13.51%	20
Engage us via relevant technology and media	11.49%	17
With intuition and confidence, recognize the potential uses of conflict, both positive and destructive	10.14%	15
Model engaging the shadow side of life - our own, others, and systemically - with an eye on Christ	8.78%	13
Be intentional about being healthy	5.41%	8



11. SYNOD Expectations

We are committed to support and encourage the elected bishop in order to facilitate and breathe life into the vision described in this Ministry Site Profile.

1. The Synod Council has actively updated administrative procedures, accountability, job descriptions and processes to streamline efficiency and align with the synod's mission.
2. The Oregon Synod Mission Table is deeply committed to engaging issues of congregational vibrance, vitality and sustainability.
3. The 2017 Synod wide listening season increased connections between congregations and provided hard data on actual congregational life, establishing a baseline to begin work.
4. Region 1 Bishops offer strong regional peer support with collegiality, retreats and planning meetings.
5. The deans and Synod Council expect to share leadership throughout the synod in partnership with the bishop.

This Ministry Site Profile will guide our elected Bishop to focus on these primary areas of activity.

1. Provide guidance to congregations on financial issues and right sizing of congregational life.
2. Assist congregations transitioning to become church for younger generations.
3. Cultivate relationships with clergy and ecumenical partners in regular site visits.
4. Accelerate development of lay leadership as congregations lose ability to call clergy.
5. Lead the synod in fostering ecumenical partnerships.
6. Provide a clear voice to address complex and divisive social issues.

The Oregon Synod has not only a vision and challenges but also a unique opportunity to advance God's kingdom in this place and time.

The Oregon Synod has the unique opportunity to advance God's kingdom because of its location in the "none zone", where the vast majority of the population has no church affiliation. This environment requires the synod to seek new adaptive ways to be the church in the world and to live out God's mission. Recognizing that the church cannot be complacent, we must be willing to take creative risks and encourage innovation in lay and rostered leaders.

Congregations report divergent missional realities:

A majority of our congregations struggle financially, even as they care for their local neighborhoods with meals, clothing and food. They see long term trends of numerical decline in worship attendance, fiscal capacity, and membership. These congregations are comprised primarily of retirees, with few children.

A minority of Oregon Synod congregations thrive financially and grow in active participation. Rather than working alone, they actively work aggressively and publicly for justice with community partners and abound with young families, diversity, creative tension, and life.

12. SYNOD Compensation and Benefits

composite report for entire Synod Staff

Defined COMPENSATION	\$237,981.	<i>Salaries follow Synod Guidelines.</i>	Social Security Tax OFFSET	\$25,672.
PENSION	\$43,348.		MEDICAL	\$102,186.
PARSONAGE	\$97,600.	<i>Housing allowance</i>	VACATION WEEKS	<i>See synod guidelines</i>
PARENTAL LEAVE POLICY	Not defined			
SABBATICAL POLICY	Yes			



13. SYNOD Professional Expenses *composite report for entire Synod Office*

TRAVEL REIMBURSEMENT	\$53,000.	PROFESSIONAL ACCOUNT	N/A
CONTINUING EDUCATION	\$3,220.		

14. SYNOD Supportive Documents

Constitution, Bylaws, and Continuing Resolutions of the OREGON SYNOD of the ELCA (Revised 2016):

- Statement of Purpose (Synod constitution, *Chapter 6*)
- Duties and Responsibilities for the Office of the Bishop (*S8.10*)
- Election of the Bishop (*S9.04*)
- Role in Adjudication (*S 17*)

History of the Synod: The Oregon Synod has enjoyed the leadership of two bishops since the inception of the ELCA. Bishop Paul Swanson served three consecutive terms, followed by Bishop Dave Brauer-Rieke for two consecutive terms.

PART FOUR: COMPLETION OF PROFILE

15. SYNOD Discernment Process and Adoption

This Ministry Site Profile has been developed through information gathered in a synod-wide listening season in 2017. Drafts for review and comment were presented at Synod regional gatherings in April and May 2018. Approval of this guiding document is voted on by the Synod Council.

16. SYNOD Bishop Election Process

The Oregon Synod Bishop's Election Task Force in conjunction with the ELCA Office of the Secretary and informed by the Constitution of the ELCA and the Oregon Synod Constitution has prepared the formal process whereby the bishop's election will be conducted.

This process and rules governing this election will be presented to the Synod Council by February 2019.

17. Writers & Compliers of this OREGON SYNOD MINISTRY SITE PROFILE

SYNOD STAFF and ASSISTANTS	MISSION TABLE
Pr. Michael Keys	Pr. Michael Keys
Deborah Chenoweth	Greg Shea
Pr. Dan Schleiwitz	Pr. Chris Kramer
Pr. Kim Hester	Bonnie Beadles-Bowling
Pr. Barbara Punch	Pr. Donna Herzfeld-Kamprath
Robert Cornie	Katy Rustvold
Sarah Kruger	Pr. Jeff Olsgaard
Jan Wierima	
Myrna Sheie	