

United Methodist Church Profile

This is _____ to be filled out by the Staff/Pastor Parish Relations Committee. It is in response to Paragraph 427.1 of *The 2012 Book of Discipline*. It is designed to help the bishop and the superintendents in the consultation and appointment making process. Information provided is important and will be used in an advisory way.

Church: Messiah UMC _____ **District:** Twin Cities _____
Charge: Plymouth _____ **Date:** 10/06/21 _____

I. The Community

You are encouraged to use MissionInsite to research the demographics of your zip code area to help you complete this section. The website is www.missioninsite.com In order to login on; you need the agency account code which is RPYIH. Follow the instructions on the website to register as a church user.

- A. Describe the ministry area your congregation serves. (i.e. inner city, suburban, small city, rural. Include size of community, and appropriate demographics such as ethnic makeup, average age, projected growth and household income.
Our congregation is compiled of numerous suburbs that drive to attend Messiah. Communities besides Plymouth would include: Wayzata, Long Lake, Maple Plain, Corcoran, Medina, Hamel, Rockford, Delano, Maple Grove and Minnetonka. We have families that drive from as far as Shakopee to the south and Champlin to the north. The predominant age range is 45-84. Caucasian families make up the largest part of the congregation with BIPOC representation being Black, Korean, and Chinese.
- B. How has your community changed over the past five years?
The Wayzata school district (covers west half of Plymouth) remains one of the most desirable school districts. Housing prices continue to rise. Home sales have been increasing in 2021 with new construction also increasing. Challenges still exist with inadequate public transportation and affordable housing. The recent economic and racial justice challenges have not gone unnoticed here at Messiah.
- C. What future changes do you see occurring in your community? Continued growth and some re-development has begun in Wayzata.
- D. What is your congregation known for in the community? Words that our own congregation has used: Welcoming, spirit-led, inviting, comforting. In 2000, we started Bloom a child care center for families unable to afford child care. This also helped launch a community-wide initiative on early childhood learning and kindergarten readiness. In 2019, we launched a second Bloom location on the north side of Plymouth. In 2012, we commissioned a missionary and launched Imara International in Kenya to serve teenaged mothers and their children. We have a strong emphasis on local and global missions.
- E. Name three or four other strong churches in your community, and what are they known for? St. Phillip the Deacon Lutheran, Holy Name of Jesus Catholic, Wayzata Evangelical Free and Wayzata Community. All are significantly larger than Messiah.

- F. What community services and resources (cultural, recreational, economic) are available to a pastor and family? Most any need can be met if you are looking within a 30 minute radius.

II. Church History

- A. Give a brief history of this congregation. (Founding date, mergers and/or splits, time of greatest membership and strength, time of greatest problems etc.)

Messiah's history began in 1868 when a Methodist Society was organized with services held in area homes and the Plymouth Grange Hall. Circuit riding ministers who assisted in these services were welcomed by the congregation and often paid with food and lodging rather than a salary. It was an honor for church members to be able to say "the preacher stayed with us last night." Our first chapel—a log one—was built for Sunday services on the north shore of Parker's Lake in 1871 - the current site of Pillar Homes on County Road 6. This structure burned to the ground in 1887 and again the congregation met in homes and the Plymouth Grange Hall.

The Parker's Lake Methodist Episcopal Church was built by members on the same site as the burned church in 1889. The Sunday School membership was approximately 50 persons. By 1911, we were ready for improvements and a basement with dining room and kitchen was added. Another addition in 1947 added Sunday School classrooms. In November of that year, a fire destroyed the section of the church built in 1889, but the new addition was spared. Services were held in the parsonage. Starting in 1948, the church was again rebuilt on the same location with completion in 1953.

Construction of the present structure on County Road 6 and Olive Lane began in July, 1964. During construction, services were held at Oakwood School. The Consecration Service was celebrated in 1965. The church was renamed Messiah United Methodist Church in 1966. More additions and renovations were completed in 1985 and 1999, adding our current sanctuary, new offices and classrooms for Bloom Early Learning and Child Care Center. We enlarged and completed the sanctuary and added space for Youth Ministry in 2009. We also added a Columbarium in 2015.

- B. Record the following information for the past five years.

Year	Avg. Worship Attendance	Avg. Sunday School Attendance	Membership	# of Professions of Faith	% of Apportionments Paid
2016	425	28	848	20	100
2017	401	40	859	28	100
2018	386	54	864	25	100
2019	357	81	880	17	100
2020	981	25	870	9	100

- C. As you reflect on the data above, what trends do you notice? What do you think are the reasons for any upswings or downturns in the data? Membership decline in 2020 was a result of a membership audit and deaths. Worship attendance increase in 2020 was a result of accessibility of online worship and the addition of a new family worship experience, Kid Street. The decline in Sunday School numbers in 2020 were a result of COVID.

- D. List the clergy who have served this church for the past 20 years. Steve Richards 2000-Current, Rolland Robinson 1986-2000, Tami Luckhardt, 2016-present, Dick Ellis, Carrie Binnie, Lyndy Zabel, Sharon Hegele.

III. Current Ministry Assessment

- A. What are the three primary strengths of this congregation? Our online worship experiences on Sunday mornings, small group ministry, strong mission identity locally/globally, and significant resources devoted to children and youth ministry.
- B. What is the purpose/mission/vision statement of this congregation? How well is it known by the members of the congregation? How is it used in the development and shaping of ministry? Mission statement: Go build relationships as we grow disciples of Christ by loving God, loving each other, and loving the world.

We accomplished a major revision of mission statement and leadership structure in 2009. A visioning process was initiated in 2012. Our mission statement is included on worship bulletins, weekly digital newsletter and website. The mission statement has also helped define the Path of Discipleship as we have declared discipleship as a primary task of the church and its participants. A strategic plan, Vision 2023, was developed at the end of 2019, placed on hold for 2020, and guiding ministry for 2021 and beyond.

- C. What ministry is the church most noted for or most proud of? Pre-COVID, we were a church that saw activity 7 days a week. Our Sunday services include traditional, contemporary and an on-demand family worship. Recently, many folks are finding us on Google. We offer a variety of ministries that respond to the needs of our congregations as well as that of our neighbors in the community.
- D. What are your current goals and how are you working to achieve them? 5% annual growth in worship attendance, faith group ministries, and mission participation
- E. How would you describe the attitude of the congregation towards change, and its theological stance? In Messiah's 153 year history, the word that best describes this church is change. From a country church to a large suburban congregation. Moving from one location to another several miles away. A name change in the 1960s. Four building programs in its current location, each time with an effort to build the maximum space for future needs. Theologically, we embrace the center while providing room for those who are conservative and progressive. "Everyone is welcome here" guides our interactions – respectful conversations where everyone is loved. We embrace the Wesleyan call to vital piety and social involvement.
- F. What is your sense of the congregation's overall health and vitality? Are there any unresolved conflicts? Our congregation maintains its vitality and health when conflict arises it is addressed effectively.
- G. What do you see the congregation doing and/or becoming in the next five years? In 2019, we completed a three-year strategic process guided by a coach and supported by our Servant Steering Team. We are currently in the process of reassessing that plan, Vision 2023, to determine its relevance post-COVID.
- H. What is the challenge this congregation is facing, or where is its growing edge? As we strive to grow our congregation, we will be challenged to keep the main thing the main thing – growing disciples as well as finding ways to welcome people back, build community and serve realizing that some/most folks may choose to continue to worship online even post-COVID.

IV. Description of Ministry Areas.

Please provide a brief description as well as your assessment of the effectiveness of this area.

- A. **Welcome and Hospitality:** How do you reach new people and connect them into the life of the congregation? Many new folks are finding us on Google or by invitation from other attenders. New persons are invited into small group ministry and serving opportunities. Membership orientations are provided every other month.
- B. **Worship:** What are your worship times, styles of worship offered, and any distinctive elements? How often do you celebrate Holy Communion, and in what method? We worship at two times on Sunday with traditional and contemporary worship styles. Communion is served monthly with lay assistants. Sunday school is offered for children, youth and adults.
- C. **Children and Youth Ministries:** Include Sunday school times, curriculum, confirmation program, and other groups such as UMYF. Sunday School is taught per published curriculum. Ninth graders participate in confirmation during their Sunday morning time together, that includes curriculum, service project and working with a mentor for the year. JYF and MYF are integral parts of youth activity each week. The youth also participate in yearly mission trips for Middle School and High School separately, with spiritual growth an emphasis.
- D. **Adult Faith Formation:** Do you have an intentional plan of discipleship? If so, what is it? We have a defined Path of Discipleship that is part of our membership expectation. We also have a growing faith group ministry.

Small group	Describe	# of Sessions
Bible Study	We have Bible studies that occurs on Sunday and throughout the week.	3
Covenant Groups	Another set of persons who meet weekly to hold each other accountable in their faith walk through individual covenants that they have created.	2
Prayer Groups	Prayer groups meet each Sunday morning before services begin, on Tuesday afternoons, and informally.	2
Alpha/Beginnings	No currently meeting	
Small Group Ministry	Called Faith Groups that meet in homes, restaurants, and the church. Each person is encouraged to participate in a faith group. This ministry initiated in 2009.	150+ participants in 14 different groups
Financial Peace University	Outreach to the community as well as open to the congregation	0
UMW Circles		4

- E. Leadership Development: How are you developing new leaders and training current leaders? Over the past 19 years, Messiah has participated in The United Methodist Church of the Resurrection's Leadership Institute in Kansas. We also have intentional staff development. offer spiritual gifts sessions and attempt to match leaders with their gifts and passions. In 2015, we entered MCCI process of discernment and implementation.
- F. Outreach and Service: Do you support any missionaries? How are you involving people in hands-on mission projects? What community needs are you seeking to meet? We continue to provide regular mission opportunities for all ages to participate in service in and around Messiah and the Metro area. We have adult mission teams that have traveled to Puerto Rico, Russia, Kenya, Bolivia, Jamaica, Haiti, and Costa Rica. Youth participate in summer trips both locally and internationally. In 2012, we commissioned our own missionary to begin a mission project in Nanyuki, Kenya. Messiah supports such mission projects as: Habitat for Humanity, Sleep out for Homelessness, Bloom Early Learning and Childcare Centers, Simpson shelter, Iglesia Piedra Viva, Re-Member on the Pine Ridge Reservation in South Dakota, wo area food shelves. We also sponsor Scouts BSA, AA, Alanon, founding partners in the West Suburban Grief Coalition. We host an annual Living Nativity and a bi-annual musical production.
- G. Community Life: How do you provide congregational care to people, and what ways do you find to celebrate together as the body of Christ? List any Fellowship Groups below. Our Congregational Care team meets weekly to determine the needs of members for the week who are ill, hospitalized or in need of emotional support and spiritual encouragement. This team includes a pastor and several trained lay visitors. We provide communion to those who are homebound. There are fellowship groups, both age-related and interest-related: Young-At-Hearts (older adults), Men's Breakfast.

V. Congregational Data

- A. Average age of the membership: 45-84
- B. What is the financial health of the church? Are you balancing the budget? Yes. Please attach a copy of your current budget. Financially healthy. Income consistently exceeds expenses. Aggressive debt reduction program.
- C. Do you have building debt? yes Amount? \$700,000
- D. Do you have an endowment? yes Amount? \$491,000 What is it used for? Ministry and mission projects beyond the budget. Grants given twice a year.
- E. Do you do an annual stewardship campaign?
Yes, pledge drive every November
- F. Paid Church Staff (List positions and # of hours per week)

<u>Position</u>	<u># of hr/wk</u>
Sr Pastor	FT
Executive Pastor	FT
Pastor/Congregational Care	15 hr/wk - Retired Pastor
Dir of Operations	FT
Dir of Worship	FT
Dir of Community Engagement	FT

Dir of Outreach/Missions	Part Time, Volunteer
Dir of Children/Family	35 hr/wk
Dir of Youth/Family	FT
Administrative Assistant	20
Communication	20
Bookkeeper	8
Organist	10
Chancel Choir Director	8
Bell Choir Director	8
Maintenance	15
Security	1.25

G. Attach a description of your church governing structure as per the 2020 Book of Discipline, Paragraphs 243 and 244.

H. Is there a parsonage? No

VI. Leadership Needs

List the gifts/skills you desire for pastoral leadership.

1. Modeling faith
 - Personal prayer, devotion
 - Listening for God

2. Discerning and embedding church DNA
 - Core values, beliefs, behaviors – path of discipleship
 - Championing the DNA

3. Effectively communicate faith and hope
 - Daily Bible study
 - Place a priority on preaching and sermon preparation
 - Utilize other print, online media, and in-person communication

4. Vision casting and alignment
 - Where are we going and how will we get there?

5. Leadership development
 - Develop systems to reflect the DNA
 - Empower paid and unpaid servants
 - Team building

6. Problem solving
 - Lead change, knowing when to take risks and when to show restraint
 - Ability to make difficult decisions at critical times
 - Ability to face criticism and resolve conflict

7. Connect with the community
 - The face of the congregation in the community, serving in leadership

- Evangelism – carrying the Christian faith into the community

Qualities

- Self-awareness
- Entrepreneurial
- Prayer-focused
- Integrity, willing to be held accountable
- Confidence
- Humility
- Servant leader
- “only do what only you can do”
- Learner, teachable
- Collaborative
 - A. Given your current ministry, what are the areas you most need a pastor to give leadership to. Vision casting and preaching
 - B. Given that no one person can meet every need, what do you need least from a pastoral leader at this time due to the situation of your church, or having sufficient resources in this area. We are blessed to have a trained pastoral leadership team that works well together handling the congregational needs.
 - C. What else would you like the bishop and the superintendents to know about your congregation, and pastoral leadership?
This is a strong congregation with vital ministry positioned for future growth.

All ministerial members in good standing shall receive an annual appointment by the bishop (2012 Book of Discipline).

All clergy members who are in good standing in an Annual Conference shall receive annually appointment by the bishop unless they are granted a sabbatical leave, a disability leave, or are on leave of absence or retired. In addition to the ordained ministers, persons who have been granted a license as local pastors and who have been approved by vote of the clergy members in full connection may be appointed as pastors in charge under certain conditions which are specified in Paragraphs 315-320. All clergy members and licensed local pastors to be appointed shall assume a lifestyle consistent with Christian teachings as set forth in the Social Principles. The United Methodist Church affirms and practices open itineracy; therefore, it is understood that age, sex, marital status, handicapping conditions, or race will not be considered as valid objections to any appointment.

Please submit one copy electronically to the District Office by November 1. Retain a copy for the local church file.

This record should be review annually by the Servant Steering Team and updated as needed.

Signature of SST Chair: _____ Date: _____

Updated October 2021