



Zion Lutheran Church, Kent, WA

Ministry Site Profile

May 2017

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Ministry Site Profile for Zion Lutheran Church

Thank you for your interest in Zion Lutheran Church of Kent, Washington. This ministry site profile (MSP) is intended to provide a comprehensive overview of Zion Lutheran Church and the community we serve.

This section of the MSP contains general information about our congregation.

1 WHO WE ARE

1.1 GENERAL INFORMATION

Name/Location/Contact:

- Zion Lutheran Church
- 25105 132nd Ave. SE, Kent, WA, 98042
- 253-631-0100
- Zionkent.org

Worship Times / Types:

- Summer – two services
 - 8:30 – 9:30 AM – traditional Lutheran service
 - 10:00 – 11:00 AM – contemporary service
- All other seasons – two services
 - 8:30 – 9:30 AM – traditional Lutheran service
 - 11:00 AM – Noon – contemporary service

Congregation Council Chair and Contact Information:

- Patti Petrut

Call Committee Chair and Contact Information:

- Monica Champoux

Church Construction (dates approx.):

- Original church constructed began in 1904
- Decision to build new church (now Sunshine Mountain Pre-school) in 1946
- New Education Building constructed in 1994
- Main church building entryway/narthex, office space and kitchen remodeled 2010

Church Property and Buildings:



Figure 1 – Church Property and Buildings

As seen in Figure 1., Zion Lutheran Church sits on several acres of land. The main office building is on 132nd street with the sanctuary next to the main office space. The sanctuary has a main seating level and an upper balcony, which combined seat approximately 320 congregants. The balcony hosts a large organ used regularly for our traditional service. Next to the sanctuary is the Fellowship hall, connected by folding/sliding walls. The sanctuary has one computer projector and a sound system to support Sunday worship services and meetings/classes that are held in the sanctuary from time to time.

A short breezeway connects the main building with the U-shaped education building which has 12 classroom spaces (4 of which can be divided into 2 rooms), a nursery, a men’s and women’s restroom and a library with conference table space for meetings.

On the property is a 2400 square foot (approx.) two-story outbuilding that is currently used as a Sunday school education facility.

Sunshine Mountain Pre-school and kindergarten is also on the property in a separate building and is legally affiliated with Zion Lutheran Church. There is a large barked play area off the parking lot for the attendees to use. The school enrolls 32 students in kindergarten and 168 in 3 and 4 year old pre-school classes.

1.2 DEMOGRAPHICS

a. Race / Ethnicity

Congregation: the congregation of Zion is predominantly Caucasian.

Community: the surrounding community is predominantly Caucasian as well, but includes many small pockets of Hispanic, Asian, European, Middle-Eastern and other races and ethnicities. Specific demographics are available online as listed in section 2.1 *Characteristics*.

b. Gender Comparison / Age Distribution

The following is the gender comparison of the members of Zion Lutheran Church:

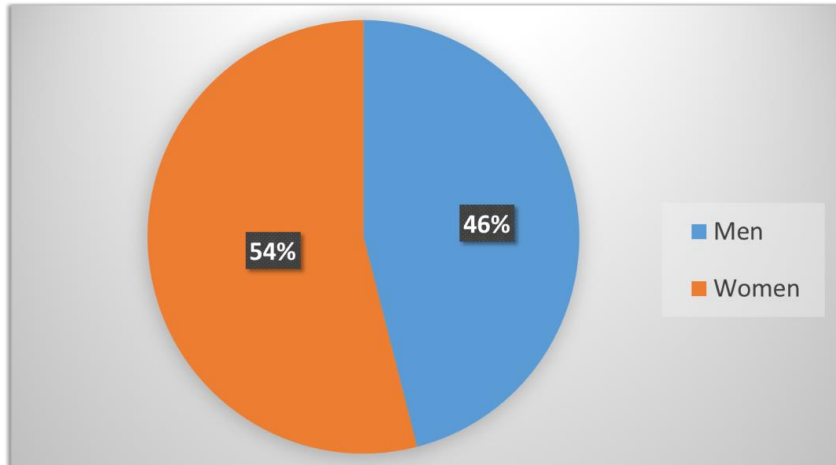


Figure 2.1 – Gender Comparison

The following is the Age distribution of the members of Zion Lutheran Church:

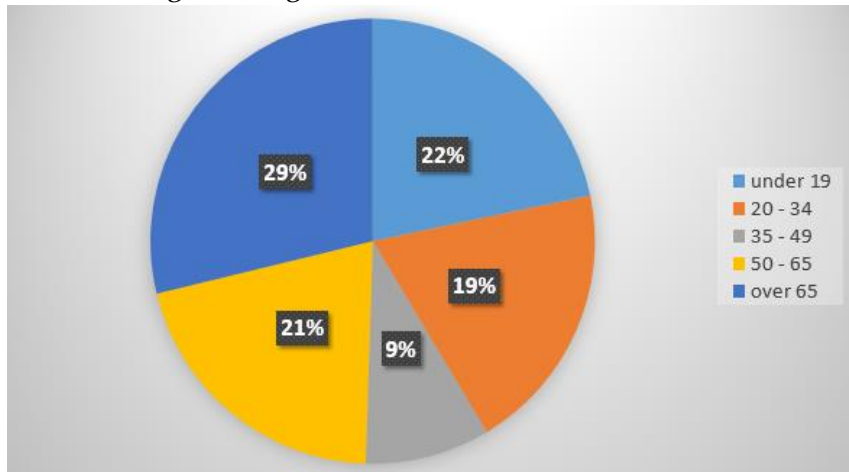


Figure 2.2 – Age Group Distribution

c. Staffing

The following are the current paid staffing positions at Zion:

- Senior Pastor (open)
- Elementary Education Coordinator

- Middle School Education Coordinator
- High School Education Coordinator (interim)
- Office Administrator
- Church Organists
- Adult Choir Director
- Multiple Pianists
- Sound Technician
- Janitorial Services
- Nursery Attendants

d. Leadership, Committee, Volunteer Structure

Zion Lutheran Church is fundamentally a central control (council) with distributed authority (committee) structure. The church is governed by a Constitution and By-laws.

The Church Council is elected each year and is comprised of the following executive and other positions:

- President, Vice-president, Secretary, Treasurer
- Council positions (10) – each council position is required to serve on one of the church committees to keep a connection between the committees and the church council.
- The Nominating Committee is elected each year. This committee is responsible for nominating members for the various elected positions at the church.
- Trust Committee. The trust committee is responsible for overseeing the trust accounts (e.g. Endowments) of the church.
- Two (2) representatives to the LCMC annual gathering.

The following are the current Standing committees at Zion:

- Evangelism Committee
- Fellowship Committee
- Property Management Committee
- Stewardship Committee
- Worship and Music Committee
- Faith @ Home Committee

The following are the current Administrative committees

- Audit Committee
- Budget/Finance Committee
- Executive Committee
- Nominating Committee
- Personnel Committee
- Board of Trustees (Congregation President, Vice President and Secretary)

- Sunshine Mountain Advisory Committee
- Trust Committee
- Endowment Committee

Detail responsibilities for each of these committees can be viewed in the Zion Lutheran Church By-laws.

Zion Lutheran has a wonderful adult choir lead by our choir director. The choir sings regularly at both services.

e. Congregation Data / Membership / Attendance

The following are the congregation demographics of Zion:

- Total confirmed baptized members: 486
- Total baptized members: 590
- Total family units: 299
- Average weekly worship attendance: 193

f. Membership Distance from Church

The following figure shows the membership’s living distance from the church.

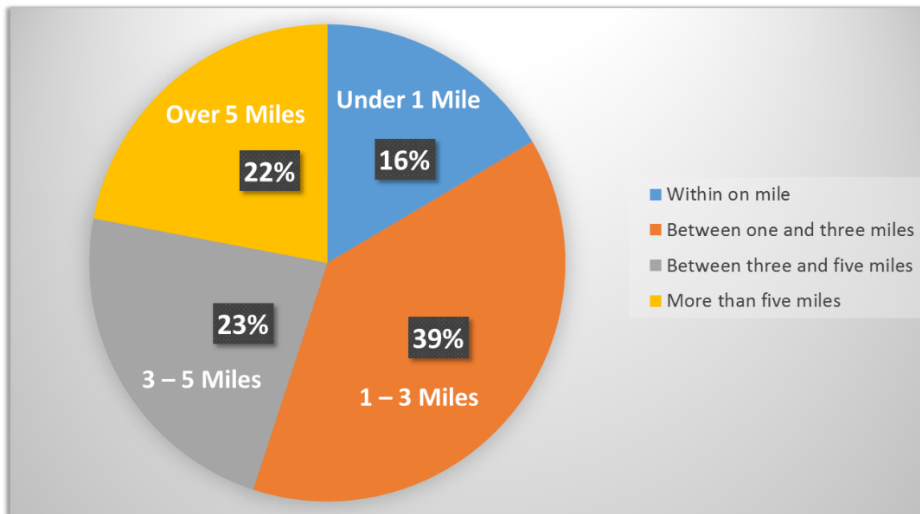


Figure 3 – Membership living distance from the church

g. Community Type

The community surrounding Zion Lutheran Church is primarily suburban, single family homes and apartments with population density growing.

h. Budget / Mission Support / Savings & Endowments

The following are the past 4 years and current year budgets for Zion Lutheran Church:

- 2013: \$588,084

- 2014: \$583,562
- 2015: \$600,120
- 2016: \$533,487
- 2017: \$484,713

The following are some of the various missions supported by Zion Lutheran Church:

- Kent HOPE (Kent Homelessness Partnership Effort)
- HOME (Homeless Outreach Mobilization Effort)
- Vine Maple Place (assisting families in crisis)
- Lutheran World Relief
- Lutheran Counseling Service
- Sunshine Mountain Preschool and Kindergarten
- Christmas in July (for obtaining school supplies)
- Giving Tree (for gifts for needy families at Christmas)
- Nicaragua Medical Mission Trips
- Local Food Banks – Shopping Cart Sundays

The following are the various Zion designated benevolence recipients (65% based on 2014 Annual Report):

- Lutheran Congregations in Mission for Christ (LCMC)
- St James Outreach
- New Life Fund
- Ministry Scholarship
- New Mission Outreach
- Pacific Lutheran University
- Undergrad Lutheran College Scholarship
- Institute of Lutheran Theology
- St Paul Seminary
- Lutheran Compass Center
- Lutheran Community Center
- World Mission Prayer League
- Lutheran World Relief

The following are the various Zion undesignated benevolence recipients (35% based on 2014 Annual Report):

- Undesignated Benevolence (35% of total benevolence)
 - Lutheran Outreach
 - Local Community
 - Education
 - Non-Lutheran Outreach

Zion maintains the following Endowment funds managed by the Trust Committee (2014 Annual Report):

- Zion Endowment Fund
- Norah Matson Endowment
- Anna Wivag Endowment
- Zgolinski Endowment

Other funds managed by the Trust Committee

- Memorial Fund – monies accumulated from memorials given by individuals in memory of loved ones who have passed.
- Good Samaritan Fund – these are funds distributed to needy families based on request from the pastor or members of the congregation.
- Organ/Piano Fund – monies held in support of the maintenance of the church organ and piano
- General Fund Holding Account – created to assist members of the congregation who may give multi-year monies to Zion.

The total Trust Fund assets as of 10/31/2016 were \$392,800.

Zion maintains savings in the amount of \$144,712.

2 OUR VISION FOR MISSION

In Jesus Christ we...

REJOICE in God's Grace,

RENEW through God's Word and

REACH OUT to serve others,

....all to the Glory of God!

REJOICE in God's Grace - Romans 5:2

“Through whom we have gained access by faith into this grace in which we now stand. And we rejoice in the hope of the glory of God.”

RENEW through God's Word - Romans 12:2

“Do not conform any longer to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God's will is -- his good, pleasing and perfect will.”

REACH OUT to serve others - Mathew 28:19-20

“Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.”

2.1 CHARACTERISTICS

The primary surrounding areas of Zion Lutheran Church include the Cities of Kent, Maple Valley and Covington and well as areas of unincorporated King County. The two cities cover these zip codes: 98030, 98031, 98038, 98042 and 98058. There are “pockets” of dramatic differences within the surrounding areas of the church as relates to some of the fundamental demographics such as race, household income, per capita income, etc.

The following are sample community demographics of several surrounding areas of Zion Lutheran Church:

- <http://www.city-data.com/zip/98030.html>
- <http://www.city-data.com/zip/98031.html>
- <http://www.city-data.com/zip/98038.html>
- <http://www.city-data.com/zip/98042.html>
- <http://www.city-data.com/zip/98058.html>

2.2 TRENDS

- There is a core set of volunteers who participate in the life of the church – however, we struggle to get “leadership” positions in the church filled
- People are not coming to Zion from Sunshine Mountain as regularly as previously had been and our emphasis on working with them has waned
- We are moving to a more contemporary approach in 2nd service, but the perspective on what is “contemporary” is mixed
- Perception that we have two separate populations (1st service/2nd service) and we need to address this
- We left the ELCA – how are other LCMC churches doing? Need to reach out to them.
- We have lost track of who we are and what are our primary objectives

2.3 CONTEXT

- The community around us has changed dramatically and we’re missing opportunities to reach into the community to youth and immigrants
- Sunshine Mountain is still there and they’re reaching into the community; we should be better engaged in our relationship with them to reach the youngest members of our community and their parents/guardians
- The community has changed and has deeper/increased “needs” - we should be more open as a church to providing for the needs of our surrounding community and understand how to effectively share Jesus with our neighbors.

2.4 PROGRAMS

We have many, many programs that we participate in within our community at the church level, committee level and individual level. Most have been ongoing for many years. Here is a list of just a few of them (visit our website for more: www.zionkent.org):

- Adult Education – primarily weekly during the “education hour” between Sunday worship services
- Faith at Home Sunday School – each Sunday during the “education hour” – Elementary, Middle School and High School
- Youth Mission Trips
- Bible studies
- Mission Quilters
- Adult Choir

2.5 GOALS

- If we have goals at the church level, it’s not clear if the congregation knows what they are and how we are working to achieve them
- Core values are not clear based on where/how we spend our time (and \$) as a congregation
- We need to be able to track how our activities match up to our core values and goals, once clear, then develop a plan to move forward

2.6 ENERGY

Our congregation is excited about the following in its ministry right now:

- The Holy Spirit has rekindled the fire in the congregation and re-established hope
- The interim period is providing us the opportunity to heal and move forward in a methodical way and to learn from and avoid repeating our past experiences
- Our interim pastor is moving us forward and helping to rekindle the Holy Spirit through preaching, working with leadership and his manner during services (e.g. inviting, welcoming, engaging)

2.7 PARTNERSHIP

It is not clear to our congregation how LCMC “fits” in the broader picture and it is perceived we are not very engaged with LCMC although we participate in gatherings. There is an opportunity to learn more through engaging with other area LCMC churches to understand their struggles and successes and to become more aware of what LCMC has to offer to our church.

2.8 CONGREGATION CHARACTERISTICS

There are four categories we've used to capture our characteristics here at Zion through surveying our congregation members.

| Our Ministry Characteristics as a Congregation Summary | | | | | |
|---|----------------------|-------------------------|-------------------------|----------------------|---|
| A large "X" in a space below indicates significantly strong agreement across survey results for that response; A small "x" in a space represents an area of general agreement across all surveys for that response. A dash (--) indicates no agreement. | | | | | |
| As a community | | | | | |
| | <i>A lot like us</i> | <i>A little like us</i> | <i>A little like us</i> | <i>A lot like us</i> | |
| We tend to be formal and programmatic. | X | | | | We tend to be informal and spontaneous. |
| We have clearly defined goals and plans for our future. | | x | | | We have no clearly stated goals or plans. |
| We mirror our community in racial and economic diversity. | | | | X | We are demographically homogeneous. |
| Our Leadership Style | | | | | |
| | <i>A lot like us</i> | <i>A little like us</i> | <i>A little like us</i> | <i>A lot like us</i> | |
| We welcome ideas that are provoking and challenging. | | | | X | We prefer ideas that are tried and true. |
| We rely on our leaders for directions. | -- | -- | -- | -- | We rely on group decision-making. |
| We have learned how to use conflict constructively. | | | X | | We tend to see conflict as something destructive. |
| Our Ministry Programs | | | | | |
| | <i>A lot like us</i> | <i>A little like us</i> | <i>A little like us</i> | <i>A lot like us</i> | |
| Our facilities are often used by community groups. | X | | | | Our facilities are only used for our activities. |
| We train people to minister outside our walls. | | | x | | We train people to minister inside our walls. |
| We focus on ideas and beliefs. | X | | | | We focus on skills and action. |
| Our Theological Perspective | | | | | |
| | <i>A lot like us</i> | <i>A little like us</i> | <i>A little like us</i> | <i>A lot like us</i> | |
| We are obviously Lutheran in identity and practice. | X | | | | We are less obvious about our Lutheran heritage. |
| We are clearly aware of & active w/ other LCMC congregations. | | | | X | We are not very aware of our LCMC partners. |
| We focus on Biblical studies and doctrine. | X | | | | We focus on contemporary issues and topics. |

2.9 PURPOSE, GIFTEDNESS AND MISSION

2.9.1 Purpose

How does your congregation live out God's call to mission and service?

Zion is at a critical moment in its history. We have a strong history and long traditions, but stand ready for the next phase of our life as a congregation. Preaching and teaching of the Law and Gospel has been central to our identity as a church. However, we recognize that we have tended to become more works-focused over the last call. This has impacted our faith and effectiveness. We seem to have stalled as a congregation with God's call to mission and service and have confused being busy and doing with fulfilling God's mission and purpose for us. Our shared traditions are a source of strength in our church, but also have hindered our progress in adopting necessary changes to keep Zion vibrant and relevant to our members and the community. We know the community has changed and is very different from our own congregation. We are in prayer and discernment and discussion about how God is calling us to move forward to engage the community in a way that advances God's mission. Zion needs pastoral leadership that can help us define the next phase of our history, lead us through the process of growth and change to get there, and walk with us into the future God has planned for us.

2.9.2 Giftedness

What are your gifts and resources, as a congregation and how are they being used?

Our gifts include our generosity (in time, money and talents); formal and informal leaders at all levels; commitment to education for all age groups and knowledge levels; and our facilities (encompassing all aspects of our physical campus). A gift that we have not fully embraced yet is the diversity of the community around us. We have a lot of potential in these gifts, but are still discerning how best to harness them to fulfill God's purpose.

What are identified obstacles that, if overcome, would enable the congregation to be more effective in accomplishing its mission?

At Zion we say "Rejoice in God's Grace, Renew through God's Word, Reach Out to serve others." We are actually pretty good at these in terms of delivering food, shelter and tangible gifts like school supplies. However, for a variety of deeper reasons (fear; personality; lack of focus; structure) we minimize our personal contact with communities that are very different from us while keeping us very busy with activities, committees, preserving our church's heritage and keeping our church clean and beautiful. For example, we avoid extended personal contact with the men whom we serve dinner to at H.O.M.E. (*Homeless Outreach Mobilization Effort*) and the women of Kent Hope whom we have sheltered at night in our Education Building. (Each of these last two activities – one month per year.) Similarly, the recipients of our gifts of clothing to the Compass Center and school supplies through Christmas in July rarely see us because we gather a big load and send two people to deliver the donation. In short, we are great servants but timid brethren.

2.9.3 Mission

In light of the way you have described your ministry context, what are the top three mission priorities which, if accomplished, hold the most promise for continued growth of your ministry?

First, we must refocus our mission(s) at Zion to emphasize the proclamation of the Law and Gospel. As Lutherans we believe faith comes from hearing the Gospel. In the words of Martin Luther “...there is no more terrible disaster with which the wrath of God can afflict men than a famine of the hearing of his Word” and “those churches that refuse to live by the Gospel die by the Law.”

Second, we must grow our worship and education community; to deepen, strengthen and broaden our faith through our worship services and educational offerings at all levels. We must take a realistic view of our services, strengthen and improve upon what we do well, and move away from approaches that are failing to serve us or our community.

Third, we must begin to engage our changing and diverse community in a way that promotes deeper and more sustainable relationships with those we serve. We must become the welcoming presence of Christ in our community, no matter how the community has changed around Zion.

2.10 REFERENCES

The following individuals are willing to respond with helpful insight for you as a candidate.

- Pastor of a neighboring congregation – Jim Rismiller, 206-226-6667, ris44@comcast.net
- Community resident not a member of the congregation, but who knows the congregation – Kelly Mullin, 253-709-0029, Kelly.Mullin@mclauburn.org
- Another Pastor in the Seattle area – Paul Braafladt, 206-772-7270, pbraafladt@centurylink.net

3 LEADERSHIP NEEDS

This section of the MSP includes Zion’s perspective on the characteristics of leadership we are seeking in our call process.

3.1 TOP FIVE MINISTRY TASKS

The following 5 ministry tasks are the result of a congregation survey taken during the interim pastoral period.

1. Preaching/Worship Leadership

2. Teaching
3. Christian Education
4. Administration
5. Pastoral Care & Visitations

Although they are the “top 5” there are several other significant needs identified by the congregation including: Interpreting Theology, Spiritual Formation/Direction, Youth & Family Ministry, Evangelism & Mission and Building a Sense of Community.

3.2 GIFTS FOR MINISTRY

The following 5 gifts for ministry are the result of a congregation survey taken during the interim pastoral period.

1. Be an effective communicator
2. Help people develop their spiritual life
3. Be an effective teacher
4. Have a strong commitment and loyalty to the Lutheran Church
5. Be an effective administrator

Although they are the “top 5” there are several other gifts for ministry identified by the congregation including: be effective in working with youth, be able to share leadership and work in a team, deal effectively with conflict, build a sense of community among the people with whom he/she works, bring joy and good humor to relationships.

3.3 MUTUAL EXPECTATIONS

These are the 5 primary areas of activity or focus that we would like our pastor to give special attention to during the first year of ministry with our congregation.

1. Help our congregation define the next phase of our history.
2. Lead us through the process of growth and change and help us strengthen and improve upon what we do well, and move away from approaches that are failing to serve us or our community.
3. Work with our congregation to engage our changing and diverse community in a way that promotes deeper and more sustainable relationships with those we serve and advances God’s mission.
4. Guide our congregation’s call to mission and service through execution of our “Vision for Mission”
5. Preach and Teach the Law and Gospel

The following is a sampling of the ways the congregation will support and encourage our new pastor during the first year of their ministry in order to help accomplish the primary focus areas listed above.

- Through Prayer
- Support the pastor’s transition into the life of the congregation

- Support from our wonderful staff
- Large contingent of our fabulous volunteers
- Support from our church council
- Support from our committees

3.4 COMPENSATION

The salary for this position is in the range of \$80,000 as negotiated, and commensurate with the level of education and experience of the candidate. Social security offset is included as is a housing allowance.

3.5 BENEFITS

A medical and pension package will be provided with disability and survivor benefits. An annual vacation in the amount of 2 weeks plus 2 additional Sundays for year 1 is provided. A sabbatical leave of 6 weeks after each 5 years of service is provided.

3.6 PROFESSIONAL EXPENSES

Actual relocation expenses will be reimbursed in the range of \$10,000 as negotiated. Other annual items include pastor mileage reimbursement, pastoral discretionary fund, LCMC Conference attendance, and a continuing education allowance of \$1,500.

4 OTHER SUPPORTING RESOURCES

Zion Lutheran Church uses additional supporting resources to stay connected with our community and our congregation. Two of these resources are our web site (www.zionkent.org) and our Zion Lutheran Church Horizon newsletter, which is published once a month and can be found linked on our web site.

5 COMPLETION OF THIS PROFILE

During the current interim pastoral period, the Call committee, with assistance from our interim pastor, performed an analysis of the community in which we serve as well as a thorough analysis of the congregation demographics to understand better “our” community. Then, through various methods of surveying, conversation, congregational meetings and concerted prayer, the Call committee collected the information contained in this MSP with the intent to provide a comprehensive overview of Zion Lutheran Church and the community we serve to our potential call candidates.