

MINISTRY SITE PROFILE  
Prince of Peace Lutheran Church

DUBLIN, OH

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](http://www.ELCA.org/call)).

**Summary Description**

Prince of Peace is seeking a full-time pastor to work with its staff and membership. A pastor who appreciates and supports a strong commitment to worship, music and liturgy, who teaches and preaches at a high level, and who serves and cares for people of all ages would be an ideal match. Prince of Peace looks forward to sharing its ministry with someone who has energy, drive, and faithfulness. Prince of Peace is an inclusive church focused on the unconditional love of Jesus Christ.

**PART I: WHO WE ARE**

**Name and Location**

**CONGREGATION**

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

**DUBLIN, OH, 43017**

CITY, STATE , ZIP

**Southern Ohio Synod (6F)**

SYNOD

**Suburb within 10 miles of a large city**

SIZE OF COMMUNITY

**Prince of Peace Lutheran Church**

NAME

**US**

COUNTRY

**Congregation - Organized**

TYPE OF MINISTRY SITE

**07725**

CONG ID

**1985**

YEAR ORGANIZED

**Contact Information**

**Ministry Site (preferred contact information)**

**5475 BRAND RD**

ADDRESS LINE 1

**jmorris@princeofpeacedublin.org**

E-MAIL

ADDRESS LINE 2

**www.princeofpeace  
dublin.org**

WEB SITE

**DUBLIN, OH, 43017**

CITY, STATE, ZIP

**(614) 766-6377**

PHONE

**US**

COUNTRY

FAX

**Chairperson of Congregation or Head of the Organization**

**Brian Golden**

NAME

**3899 Wedgewood Place Drive**

ADDRESS LINE 1

ADDRESS LINE 2

**Powell, OH, 43065**

CITY, STATE, ZIP

**US**

COUNTRY

DAY PHONE

EVENING PHONE

CELL PHONE

FAX



**goldenbrianj@gmail.com**

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**Chairperson of Call or Search Committee**

**Chasity Kuttrus**

NAME

**5065 Breckenhurst Drive**

ADDRESS LINE 1

**(614) 537-5783**

DAY PHONE

**ckuttrus@exec-elements.com**

E-MAIL

**Hilliard, OH, 43026**

CITY, STATE, ZIP

**(614) 537-5783**

CELL PHONE

**US**

COUNTRY

FAX

**Demographics**

**Language Spoken**

**In the congregation/ organization**

**English**

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

**In the surrounding community**

**English**

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

**Race/ Ethnicity (In the Congregation)**

**Caucasian (95%)**

**Other (5%)**

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

**Race/ Ethnicity (Surrounding Community)**

**Caucasian (80%)**

**Asian/Pacific Islander (10%)**

**Latino/Hispanic (5%)**

**Other (5%)**

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

**Gender comparison**

**40%**

**60%**

MALE

FEMALE

**Age distribution**

**20%**

**25%**

**25%**

**20%**

**10%**

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

**Number of Paid Staff**

**1**

**0**

**2**

**2**

**1**

**6**

CLERGY

LAY ROSTERED

OTHER LAY PROFESSIONALS

SECRETARIAL SUPPORT

CUSTODIAL SUPPORT

OTHER

**Congregational Information**

**401 - 700**

**101+**

**Single site**



AVE WEEKLY WORSHIP ATTENDANCE	AVE ATTENDANCE IN CHRISTIAN EDUCATION	PARISH TYPE	
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**Distance members live from church facilities:**

<b>0%</b>	<b>10%</b>	<b>70%</b>	<b>20%</b>
1/2 MILE OR LESS	1/2 - 1 MILE	1 - 3 MILES	MORE THAN 3 MILES

**Community Type**

- |   |   |                                     |
|---|---|-------------------------------------|
| <input checked="" type="checkbox"/> Bedroom community | <input checked="" type="checkbox"/> College or University | <input type="checkbox"/> Farming    |
| <input type="checkbox"/> Inner City                   | <input type="checkbox"/> Mining/logging                   | <input type="checkbox"/> Ranching   |
| <input checked="" type="checkbox"/> Industrial        | <input type="checkbox"/> Resort                           | <input type="checkbox"/> Retirement |

**Budget of the Congregation/ Organization**

**2019**

**\$1,400,000**

TOTAL BUDGET FOR THE LAST FISCAL YEAR

**\$150,000**

MISSION SUPPORT TO THE ELCA/ SYNOD FOR THE LAST FISCAL YEAR

LAST FISCAL YEAR

**\$300,000**

TOTAL DEBT OF THE CONGREGATION/ ORGANIZATION AT THE END OF THE LAST FISCAL YEAR

**\$200,000**

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.

**Dublin is a fast growing, affluent, suburb of Columbus, Ohio. Dublin, and the surrounding area, continue to grow with new home sites and significant construction. Recently, the Bridge Park Development has brought many more restaurants, apartment living, and hotels to the area and a growing city center.**

**Trends:**

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

- 1) **Have managed and almost eliminated all debt.**
- 2) **Staff transitions**
- 3) **Finding enough space for programs -- especially Preschool and Music Ministry.**

**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.

- 1) **Managing Growth**
- 2) **Reaching out to a growing cultural diversity within the local community.**
- 3) **Engaging the current business community and the new economic base of the Metro Columbus area.**

**Programs:**

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



**Several years ago we divided our mission programs into two areas: Global and Local.**

**Both of these groups have significant ministries. The Global Mission group raises over \$40,000 each year to help various missions and ministries throughout the world. The Local Mission group supports over 20 local ministries throughout the year.**

**The congregation is also heavily involved in Lutheran Social Services of Central Ohio. We have as many as four recent board members and the Board President from our congregation.**

**Goals:**

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

**Increased ordained pastoral staff to assist with worship and the care of members.**

**An Event Planner/Publicity Person to coordinate the many events of our congregation and find ways to make sure the community knows of our many ministries.**

**Continued growth in financial strength and the ability to support benevolent ministries.**

**Energy:**

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

**The future.**

**Prince of Peace is uniquely positioned to provide meaningful ministry throughout the new millenium.**

**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?

**Our pastors have been active over the years in many synod events**

**Both pastors and staff have participated regularly in Association of Lutheran Church Musicians, and the Institute of Liturgical Studies at Valparaiso.**

**Prince of Peace has maintained strong partnerships with local congregations, like First English Lutheran Church in Columbus, and the campus ministry, Jacob's Porch, at the Ohio State University.**



**Ministry Site Characteristics**

**AS A COMMUNITY**

	A LOT LIKE US	A LITTLE LIKE US	A LITTLE LIKE US	A LOT LIKE US	
We tend to be formal and programmatic.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We tend to be informal and spontaneous.
We have clearly defined goals and plans for our future.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We have no stated goals or plans.
We are racially and economically diverse.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We are demographically homogeneous.

**OUR LEADERSHIP STYLE**

We welcome ideas that are provoking and challenging.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We prefer ideas that are tried and true.
We rely on our leaders for direction.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We rely on group decision-making.
We have learned how to use conflict constructively.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We tend to perceive conflict as something destructive.

**OUR PROGRAMMING**

Our facilities are often used by community groups.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Our facilities are only used for our activities.
We train people to minister outside our walls.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We train people to minister inside our walls.
We focus on ideas and beliefs.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We focus on skills and action.

**OUR THEOLOGICAL PERSPECTIVE**

We are obviously Lutheran in identify and practice.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We are less obvious about our Lutheran heritage.
We participate in synod and ELCA activities.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We are not very active in the synod and ELCA.
We focus on Biblical studies and doctrine.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	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?

Our Mission Statement is:

Proclaiming the good news of Jesus Christ and welcoming all to grow with us in God's love through witness, learning, service, and fellowship.

### **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?

Prince of Peace has a group of very generous and committed people. Its leaders are faithful and its members are committed to its mission.

Top Three Assets: Financial Strength, Leadership, Membership Involvement

### **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?

- 1) Outreach to the World and Local Community
- 2) Education and support for the children and young people.
- 3) Music that supports worship and showcases the very best of the Lutheran Choral Tradition

## **References**

### **Synodical Bishop**

**Suzanne Dillahunt**

**Southern Ohio Synod**

**BishopSDillahunt@southern  
ohiosynod.org**

NAME

SYNOD

E-MAIL

**(614) 464-3532**

DAY PHONE

EVENING PHONE

CELL

FAX

### **Inside Congregation or organization**

**Linda Ogden**

**logden@mtso.edu**

NAME

ORGANIZATION AND TITLE

E-MAIL

**(614) 764-9665**

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### **Outside Congregation or organization**

**Robert Hobby**

**Trinity English Lutheran Church -- Fort Wayne, IN**

**rhobby@trinityenglish.org**

NAME

ORGANIZATION AND TITLE

E-MAIL

**(260) 426-3424**

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### **Member of the ELCA Clergy roster**

**Pastor Steven Wilco**

**Assistant to the Bishop -- NE Synod**

**steven.wilco@gmail.com**

NAME

ORGANIZATION AND TITLE

E-MAIL



(413) 658-4222

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**Anyone else who knows your setting well**

**Dan Potaznick**

**Advancement Officer Wartburg Seminary**

**dpotaznick@ltsps.edu**

NAME

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(631) 275-2918

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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

**Associate / Assistant Pastor**

**Master's Degree (seminary or graduate school)**

**Full time call**

POSITION TYPE:

MINIMUM DEGREE REQUIRED:

FULL TIME/PART TIME:

**Language Proficiencies**

**English/Fluent**

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.*

- |  |   |   |
|--|---|---|
| <input type="checkbox"/> Administration                          | <input type="checkbox"/> Building a Sense of Community  | <input type="checkbox"/> Campus / Young Adult Ministry    |
| <input type="checkbox"/> Chaplaincy                              | <input type="checkbox"/> Children's Ministry            | <input type="checkbox"/> Christian Education              |
| <input checked="" type="checkbox"/> Communications/ Media        | <input type="checkbox"/> Community Organizing           | <input type="checkbox"/> Conflict Management              |
| <input type="checkbox"/> Counseling/ Social Work                 | <input type="checkbox"/> Early Childhood Administration | <input type="checkbox"/> Ecumenical Work                  |
| <input type="checkbox"/> Evangelism/ Mission                     | <input type="checkbox"/> Financial Management           | <input type="checkbox"/> Global Service                   |
| <input type="checkbox"/> Innovation / Creativity                 | <input type="checkbox"/> Interim Ministry               | <input type="checkbox"/> Interpret Theology               |
| <input type="checkbox"/> Inter-personal Climate                  | <input type="checkbox"/> Ministry in Crisis             | <input type="checkbox"/> Ministry in Daily Life           |
| <input checked="" type="checkbox"/> Ministry with Seniors        | <input type="checkbox"/> Multicultural Ministry         | <input type="checkbox"/> Music / Worship / Arts           |
| <input type="checkbox"/> Outdoor/ Camping Ministry               | <input type="checkbox"/> Parish Nurse / Health          | <input type="checkbox"/> Participant in the Larger Church |
| <input checked="" type="checkbox"/> Pastoral Care and Visitation | <input checked="" type="checkbox"/> Preaching / Worship | <input type="checkbox"/> Public Policy / Advocacy         |



- |   |  |   |
|---|--|---|
| <input type="checkbox"/> Recruit and Equip Leaders            | <input type="checkbox"/> Self Care / Family Life         | <input type="checkbox"/> Small Group Ministry   |
| <input type="checkbox"/> Social Ministry                      | <input type="checkbox"/> Spiritual Formation / Direction | <input type="checkbox"/> Stewardship            |
| <input type="checkbox"/> Strategic Mission Planning           | <input type="checkbox"/> Teaching                        | <input type="checkbox"/> Volunteer Coordination |
| <input checked="" type="checkbox"/> 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
	Help people develop their spiritual life.	
	Help people understand and act upon issues of social justice.	
<b>Yes</b>	Provide care and nurture.	
	Be active in visitation of members and non-members.	<b>Yes</b>
	Be effective in working with children.	<b>Yes</b>
	Build a sense of community among the people with whom he/she works.	
	Help others develop their leadership abilities and skills for ministry.	
	Be an effective administrator.	
<b>Yes</b>	Be an effective communicator.	
	Be an effective teacher.	<b>Yes</b>
	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.	<b>Yes</b>
	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.	
<b>Yes</b>	Bring joy and good humor to relationships.	
<b>Yes</b>	Be able to share leadership and work in a team.	
<b>Yes</b>	Be creative and innovative about his or her tasks.	
	Be able to use technology and media.	<b>Yes</b>
	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. **Getting to know the people and bringing energy and enthusiasm to the congregation.**





- B. Support current programs in youth and family ministry, while encouraging attendance and offering assistance.**
- C. Be excellent with time management, organizational skills, and be fully present throughout the entire congregation.**
- D. Visit regularly in hospitals, care facilities, and retirement homes.**
- E. Actively engage prospective members through emails, phone calls, and home visits.**

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. Provide office help and the assistance of professional colleagues.**
- B. Understand that in a large parish it takes time to learn the procedures already in place and to begin to learn the names of all the members.**
- C. Welcome input and new ideas.**
- D. Keep open lines of communication through weekly staff updates, monthly staff meetings, monthly council meetings, a yearly staff retreat, and a yearly council retreat.**
- E. Provide for personal care by encouraging a weekly day off, vacation time, and continuing education events.**

**Compensation**

<b>No</b>	<b>Yes</b>
PARSONAGE	SOCIAL SECURITY TAX OFFSET
\$75,000 - \$80,000	
MAXIMUM AMOUNT AVAILABLE FOR DEFINED COMPENSATION	

**Benefits**

<b>Yes</b>	<b>Yes</b>	<b>4 weeks</b>
PENSION	MEDICAL	VACATION WEEKS
<b>Yes</b>	<b>Yes</b>	
SABBATICAL POLICY	PARENTAL LEAVE POLICY	
<b>Yes</b>		
ARE BACKGROUND CHECKS REQUIRED		

**Professional Expenses**

<b>Yes</b>	<b>Yes</b>
AUTO / TRAVEL REIMBURSEMENT	PROFESSIONAL EXPENSES ACCOUNT
<b>Yes</b>	<b>Yes</b>
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.

Prince of Peace is committed to fully support all of its staff members.

Other Supporting Resources

Are you able to supply the following items, if requested?

Mission and Vision statement of the congregation or organization	<b>Yes</b>
Printed history of the congregation or organization	<b>Yes</b>
Strategic Plan: Goals and Objectives	<b>No</b>
Budget	<b>Yes</b>
Annual Report	<b>Yes</b>
Position description: Duties and Responsibilities	<b>Yes</b>
Communications Piece (publicity, newsletter, etc.)	<b>Yes</b>

**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.

**Prince of Peace is a young congregation and has grown tremendously in a short amount of time. Now that it has grown enough to be self-supporting, Prince of Peace intends to turn its energies toward helping others in need -- both locally and globally.**

**Prince of Peace takes seriously its Lutheran heritage, and seeks to maintain its identity as a church committed to the unmerited grace of God in Jesus Christ.**

**Worship is at the core of Prince of Peace. Weekly worship helps to strengthen our community for service in the world.**

**Prince of Peace serves lots of young and growing families. Education is a hallmark of what our church does. From our Little Shepherd's Learning Center to Confirmation to Adult Studies, there are many opportunities for discipleship to grow and be enhanced.**

**In the last several years, Prince of Peace has also become known for its very talented and gifted music program. Taking the best of Lutheran hymnody, the choral tradition, and accomplished instrumentalists, Prince of Peace has created a concert series that has become well-known throughout the Columbus area.**

**At the core of Prince of Peace is a good spirit of working together, caring for one another, and learning how to be the church in an ever-changing world.**

**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).

**This profile was worked on during the COVID-19 outbreak. Our senior pastor, John Morris, did the initial writing which was then shared with the entire committee for input and revisions.**

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's **5/12/2020** 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.

**Robert Abrams**

NAME

**(614) 464-3532**

OFFICE PHONE

**Assistant to the Bishop**

TITLE

**rabrams1@columbus.rr.com**

E-MAIL

**Reference's Recommendation**

**Dan Potaznick**

NAME

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