

## MINISTRY SITE PROFILE

# Fabric

Minneapolis, MN

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 a 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

Deeply woven in three strands of our true selves, others, and God, Fabric is an ongoing 17-year experiment in being church, unconstrained by institutional conventions. We share, care, trust, and grow together through relevant Sunday messages rooted in the Bible and Jesus' life, spiritual and secular band music, kids' programs, and small groups. We seek a collaborative visionary leader and effective communicator with intellectual insight, personal warmth, and spirituality to lead our community.

### PART I: WHO WE ARE

#### Name and Location

##### CONGREGATION

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

**Minneapolis, MN, 55419**

CITY, STATE , ZIP

**Minneapolis Area Synod (3G)**

SYNOD

**Large city (250,000 or more)**

SIZE OF COMMUNITY

##### Fabric

NAME

**US**

COUNTRY

**Congregation - Organized**

TYPE OF MINISTRY SITE

**30801**

CONG ID

**2007**

YEAR ORGANIZED

#### Contact Information

##### Ministry Site (preferred contact information)

**3751 17th Ave S.**

ADDRESS LINE 1

ADDRESS LINE 2

**Minneapolis, MN, 55407**

CITY, STATE, ZIP

**US**

COUNTRY

**next@fabricmpls.com**

E-MAIL

**fabricmpls.com**

WEB SITE

PHONE

FAX

##### Chairperson of Congregation or Head of the Organization

**Charles Carlson**

NAME

**3751 17th Ave S.**

ADDRESS LINE 1

ADDRESS LINE 2

**Minneapolis, MN, 55407**

CITY, STATE, ZIP

**US**

COUNTRY

DAY PHONE

EVENING PHONE

CELL PHONE

FAX



**charles.carlson@gmail.com**

E-MAIL

**Chairperson of Call or Search Committee**

**Eric Sybesma, Transition Team  
contact**

NAME

**3751 17th Ave S.**

**Minneapolis, MN, 55407**

**US**

ADDRESS LINE 1

ADDRESS LINE 2

CITY, STATE, ZIP

COUNTRY

DAY PHONE

EVENING PHONE

CELL PHONE

FAX

**esybesma@gmail.com**

E-MAIL

**Demographics**

**Language Spoken**

**In the congregation/ organization**

**English**

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

**In the surrounding community**

**English**

**Spanish**

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

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

**Caucasian (90%)**

**African American/Black  
(5% or less)**

**Latino/Hispanic (5% or less)**

**Asian/Pacific Islander  
(5% or less)**

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

**Race/Ethnicity (Surrounding Community)**

**Caucasian (75%)**

**African American/Black  
(15%)**

**Latino/Hispanic (5% or less)**

**African National (5% or  
less)**

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

**Gender comparison**

**40%**

**60%**

MALE

FEMALE

**Age distribution**

**35%**

**15%**

**25%**

**20%**

**5%**

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

**Number of Paid Staff**

**1**

**0**

**4**

**1**

**0**

**1**

Ministers of Word  
and Sacrament  
(PASTORS)

Ministers of  
Word and  
Service  
(DEACONS)

OTHER LAY PROFESSIONALS

SECRETARIAL SUPPORT

CUSTODIAL SUPPORT

OTHER



**Congregational Information**

51 - 150	51 - 75	Single site	
AVE WEEKLY WORSHIP ATTENDANCE	AVE ATTENDANCE IN CHRISTIAN EDUCATION	PARISH TYPE	
<b>Distance members live from church facilities:</b>			
5%	10%	50%	35%
<b>Community Type</b>	1/2 - 1 MILE	1 - 3 MILES	MORE THAN 3 MILES
<input type="checkbox"/> Suburban	<input type="checkbox"/> College or University	<input type="checkbox"/> Farming	
<input checked="" type="checkbox"/> Inner City	<input type="checkbox"/> Mining/logging	<input type="checkbox"/> Ranching	
<input type="checkbox"/> Industrial	<input type="checkbox"/> Resort	<input type="checkbox"/> Retirement	

**Budget of the Congregation/ Organization**

2021

	LAST FISCAL YEAR
<b>\$364,814</b>	<b>\$0</b>
TOTAL BUDGET FOR THE LAST FISCAL YEAR	TOTAL DEBT OF THE CONGREGATION/ ORGANIZATION AT THE END OF THE LAST FISCAL YEAR
<b>\$3,400</b>	<b>\$197,438</b>
MISSION SUPPORT TO THE ELCA/ SYNOD FOR THE LAST FISCAL YEAR	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.

**Most of the Fabric community come from near neighborhoods of Minneapolis itself or first ring suburbs. Our population age varies, but leans toward younger families with children and people in their 30s/40. We purposely and deliberately meet in an elementary school and are not interested in owning a building. Our community trends toward middle and upper middle class, many are college-educated, and many in the community identify as progressive in ideology.**

**Recognizing that the majority of our congregation is White, we actively look for partnerships with the larger Minneapolis community to foster anti-racism. Fabric is additionally an ally of the LGBTQ community and any community unjustly marginalized in our society. We desire our new leader to continue and strengthen these emphases.**

**Many regular attendees have left an assorted range of traditional churches due to negative experiences, while some have minimal past church involvement. Many are life-long church attenders identifying as Christian, while some do not identify as Christian or theistic. There are also mixed couples in which one member identifies more strongly as Christian while another does not. A commonality is that most appreciate the focus on relevant, applicable conversations and community. We seek a leader who is able to effectively communicate to a group with these wide ranges of belief and experiences.**

**Fabric's effort to re-invent being church involves an avoidance of words that can be triggers for those with baggage about church. So, we typically talk about our community, not our church, after all we are a people, not a place. We don't use the word worship – as it's a strange word for people who aren't church insiders. We have gatherings, not services; we have messages, not sermons.**



Our non-traditional liturgical and non-doctrinal approach also means that we don't rely on creeds and prayer patterns that are assumed in most mainline churches. We hold on to the sacredness of baptism and communion over the traditional sacramental practice of these. We use prayer, but in many and varied ways, not often the way church people in traditional settings would expect.

#### Trends:

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

Our staff is very stable with five of our core staff being on board nine years or more. It was Fabric's seventeen year anniversary this year, we've only had one pastor during the community's tenure. Our pastor took a sabbatical this past summer and the staff took on more leadership roles to both adapt and prepare for future changes.

During the last two years, several core values were identified by the staff as a useful framework to center their work. These include brave uncertainty, think big, choose connection, share warmth, and whimsify (spark wonder and delight). More on these core values can be found at [fabricmpls.com/core-values](http://fabricmpls.com/core-values).

Rebuilding after COVID. We have experienced a drop in attendance during the pandemic. During that period, we have been able to focus on community building that includes ongoing online options (podcast, livestream). We expect attendance rebuilding to be a continuing focus for the board, staff, and the new pastor.

#### Context:

List three ways the community in which you are located has been challenged by change and transition in the last three to five years.

The larger community of Minneapolis was a geographical focal point for the racial justice revolutions which ignited in 2020 after the murder of George Floyd, which occurred within a mile of Fabric offices. Fabric intends to be a listening partner and support for those who have been marginalized by race. We seek to identify internal biases and be active supporters of this important social justice movement.

Mental health is an ongoing challenge, amplified for many during the COVID-19 pandemic, and Fabric has a ministry (for all) called CareIQ in order to recognize that care is needed and to equip us all to be both caregivers and care-receivers.

Fabric tends to attract a demographic with high mobility. Many have recently moved to outer suburbs, some have been able to remain part of in-person Fabric, while others have found the longer commute too challenging.

#### Programs:

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

In lieu of Fabric having specific mission partners, we encourage our regulars to have a ministry within Fabric and a mission beyond it (M&M). With respect to a mission beyond Fabric, we aim to equip people to be Fabric in the world through volunteering, social justice activism, or other missions consistent with their values.

The ministry of Fabric aims to inspire, challenge, and call to action through contemporary but not "Christian" music which is connected to a thematic series. Those series are based on the perceived needs, hurts, and joys of the people we serve rather than on the lectionary. There is an emphasis on vulnerability and open dialogue. The message, delivered in many ways and modes, and the music form the center of Sunday gatherings which are further explored in weekly small group gatherings and in the personal practices of individuals.

A high percentage of the community (75 people) is involved in a Fabric Group. Much internal care ministry of Fabric is given through these small groups which in addition to reflective conversations together also organically organize peer-to-peer support such as meal trains, crisis support, and other care.

#### Goals:

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

We are an experiment in being church; we gather as church and then go forth as church; we are called together to create significant relationships in community around conversations that matter and weave our lives deeply with our true selves, with others and with God.

We don't hold a theological tradition as a filter keeping people out who don't experience their faith journey in terms of theological positions or belief statements. We do seek guidance from the Bible, the narratives of Jesus and our understanding of God. We want to continue to grow in our love and care and engage with our community and neighbors just as we love and care for ourselves.

We grow from a Christian tradition seeking to bring its relevance and value and love to one another, and to reach out



beyond our own gatherings to our neighbors, our community and the world. We stand in solidarity with all people, whether they be Black, brown, indigenous, immigrant, LGBTQ, low-income, or whatever unjustly marginalizes them in society, and in our shared desire to work through social justice activism for a better, more caring world.

**Energy:**

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

We make tough choices to keep the energy and focus of Fabric on how we help each other weave our three-stranded lives of true self, others, and God, and translating that into living it out in the world, rather than on keeping the organization running with committees and other time / resource consuming activities. Likewise, we find energy in keeping our unity focused on the fact that we all seek to connect with each other, learn, grow, and stay honest rather than looking for conformity on positions of faith or life.

Sunday conversations and Fabric groups (small groups) are casual and yet honest and relevant to our life, bringing Biblical concepts toward a practicability of God's love through us. We love how our music and kids' program is integrated with the adult conversation and the consistent challenge to develop ministries and missions in different aspects of our lives. The percentage of our community who volunteer for ministry involvement both for our community ministry and also for our mission into other communities is very high. Our community inspires us to share, care, trust, and grow, providing freedom to doubt and have imperfections and is always welcoming to all.

**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?

In a time in which what is core to the church is being challenged and tested, we believe we are among the churches with the ability and permission to experiment and help discover what is core to the ELCA and the church in general. We participate in conference, synod, and churchwide activities, mostly through our lead pastor. We also actively work with Luther Seminary, Augsburg University, various camps, area congregations, and leaders regarding the innovation and learning we experience.



**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 type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | We tend to be informal and spontaneous. |
| We have clearly defined goals and plans for our future. | <input type="checkbox"/> | <input checked="" 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 checked="" type="checkbox"/> | <input 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 checked="" type="checkbox"/> | <input 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 checked="" type="checkbox"/> | <input 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 type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | We focus on skills and action.                   |

**OUR THEOLOGICAL PERSPECTIVE**

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

What it means to be church is changing rapidly and radically, and we need communities that are more nimble than most established churches to assist in finding alternative pathways. Fabric feels called to focus on those new spaces and help the larger church better explore our understanding of being church in this century. Our aim is to appeal to and meet the spiritual needs of a diverse range of people, including those with limited church exposure, those looking for a new church experience, and those who have lost faith in church, religion, and God.

We are looking for a leader who understands change management and is comfortable with a community that is 'in motion' as its normal state and isn't seeking static but rather dynamic equilibrium, who is focused more on adaptive change than technical change, and who knows how to use vision to organize and move a community forward.

### **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?

Being a new community that was started deliberately, we have our resources directed toward things that matter to us. We are able to focus on our vision because we are able to leverage our resources toward it. We have a very adept and stable staff. We also established a board for governance purposes that is highly effective and understands the difference between trying to run the community and watching over its well-being. We have a great ongoing opportunity to lease our Sunday gathering space from Minneapolis Public Schools at a lower cost than owning a building, which helps us be a people and not a place and physically accommodates us well. Our finances can thus be used programmatically instead of on our building.

### **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?

Unity in diversity, not conformity - we invite and attract a community that ranges widely between comfort and discomfort with established church forms. We want to learn from each other and weave our life deeply with our true selves, others, and God (or a meaningful higher purpose). Our mission is not in conformity with a Christian institution but rather to be a safe space to be vulnerable and wrestle with doubts and questions so that we can dialogue and grow. This community responds well to Sunday series with life-relevant messages. While these messages are nearly always inspired from the Bible, Biblical interpretation is intended to enhance understanding and not as an obligatory or exclusive authority source. Our music is approachable, non-traditional, often non-religious, and ties in with the series' theme, and is often composed by our community.

Fostering Children and Youth Growth -- a significant portion of Fabric is made up of children and youth and their parents. We appreciate how the conversations our kids have will appropriately mirror what the adults are talking about in the Sunday gathering. We have a strong and creative staff focusing on our children and youth and would like our next pastor to support and encourage them in their positions.

Significant relationships - we changed our name from Jacob's Well to Fabric in 2018 because the word Fabric better reflects our deep commitment to being in significant relationships together and weaving ourselves with others and God. Whether it be Sunday mornings, Fabric (small) Groups, retreats, or youth gatherings, we strive to share-care-trust-grow together. We also want our relationships to extend to marginalized communities and want to encourage each other to work for a better, more caring world through social justice awareness and activism.

## References

Synod Bishop



Rev. Ann M. Svennungsen, MPLS ELCA Minneapolis Area Synod a.svennungsen@mpls-synod.org

NAME SYNOD E-MAIL  
DAY PHONE EVENING PHONE CELL FAX

Inside Congregation or organization

Dr. Matt Mielke Internist, Regions Hospital matt.l.mielke@gmail.com

NAME ORGANIZATION AND TITLE E-MAIL  
DAY PHONE EVENING PHONE CELL FAX

Outside Congregation or organization

Terry Esau Executive Director, Free Bikes 4 Kidz terry@terryesau.com

NAME ORGANIZATION AND TITLE E-MAIL  
DAY PHONE EVENING PHONE CELL FAX

An ELCA rostered minister

Terri Elton Dean of Academic Affairs, Luther Seminary telton@luthersem.edu

NAME ORGANIZATION AND TITLE E-MAIL  
DAY PHONE EVENING PHONE CELL FAX

Anyone else who knows your setting well

Joe Davis Founder, Joe Davis Poetry joedavispoetry@gmail.com

NAME SYNOD E-MAIL  
DAY PHONE EVENING PHONE 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

Senior Pastor / Head of Staff

POSITION TYPE:

Master's Degree (seminary or graduate school)

MINIMUM DEGREE REQUIRED:

Full time call

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 checked="" 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 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 checked="" type="checkbox"/> Innovation / Creativity    | <input type="checkbox"/> Interim Ministry                         | <input checked="" type="checkbox"/> Interpret Theology    |
| <input type="checkbox"/> Inter-personal Climate                | <input type="checkbox"/> Ministry in Crisis                       | <input type="checkbox"/> Ministry in Daily Life           |
| <input 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 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 checked="" type="checkbox"/> Strategic Mission Planning | <input type="checkbox"/> Teaching                                 | <input type="checkbox"/> Volunteer Coordination           |
| <input 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
<b>Yes</b>	Help people develop their spiritual life.	
<b>Yes</b>	Help people understand and act upon issues of social justice.	
	Provide care and nurture.	
	Be active in visitation of members and non-members.	
	Be effective in working with children.	
	Build a sense of community among the people with whom he/she works.	<b>Yes</b>
	Help others develop their leadership abilities and skills for ministry.	<b>Yes</b>
	Be an effective administrator.	
<b>Yes</b>	Be an effective communicator.	
	Be an effective teacher.	
	Encourage support of the Church's wider mission.	



	Work regularly in the development of stewardship growth.	<b>Yes</b>
	Be active in ecumenical relationships.	
	Be effective in working with youth.	
	Organize people for community action.	
	Be skilled in planning and leading programs.	
	Have a strong commitment and loyalty to the ELCA.	
	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>
<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.	
	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 minister to give special attention to during the first year of his or her ministry at this congregation or organization:

- A. Develop creative content for message series growing from the felt needs of the community. Collaborate with the music, kids ministry, and congregational life staff to present cohesive messages and series that are shared conversations throughout the woven Fabric ministries.**

**Draw from experience, thought leaders, media, and our spiritual heritage to create three-stranded conversations (true self, others, and God). Themes will inspire toward growth, but often will value questions over answers, and not be doctrinally oriented or steeped in religious language, They will be grounded in an understanding of Jesus and the Bible, but not at the expense of the sacredness found in other faiths and other areas of human experience. Messages should communicate effectively to those who haven't been part of traditional church or who have left a wide range of church experiences.**

- B. Collaborate with the Fabric board and search team toward a successful transition from a 17-year founding pastor to new leadership. Communicate frequently with Fabric board and staff with respect to vision and implementation. Perform board and other leader recruitment. Lead a small staff (6 at present) with a collaborative approach to work.**
- C. Get the word out about Fabric to grow the community, engage in public dialogue, and continue to understand the opportunities of integrating Fabric people who are not here yet.**
- D. Encourage stewardship among non-traditional givers, and develop relationships with givers and recruit larger gifts from appropriate sources.**
- E. Be interested and engaged in the larger movement of re-invented churches that Fabric represents and the development of leaders for them. We believe that Fabric is a church pattern that is valuable, and we want to be part of encouraging/sharing/training with other communities that are exploring similar patterns.**

Please list the five ways that this congregation / organization will support and encourage the rostered minister during the first year in order to help her or him accomplish these responsibilities:

- A. The search team will continue for the first year of the new leader's tenure to ensure a smooth transition into Minneapolis if they are new to the area, and act as a confidential sounding board and support team in their integration with the staff and Fabric community.**



- B. Fabric community is woven deeply through participation in Fabric groups and Sunday gatherings and the investment in this successful transition to new leadership has already been and will continue to be embraced by the community and will be evidenced by continued invested participation.
- C. Fabric has a large number of volunteers in kids ministry, site setup, music ministry, and groups. We will support the vision of Fabric by showing up -- "We get to do this".
- D. The community will respond and engage with respect to financial needs, goals, and challenges. Fabric board has prepared additional financial support for rolling out any new initiatives, marketing efforts, or anything that may be needed to facilitate a successful transition of leadership.
- E. The Fabric community, staff, and board will embrace the new leader with love, respect, prayer, appreciation and constructive feedback.

**Compensation**

<b>No</b>	<b>Yes</b>
PARSONAGE	SOCIAL SECURITY TAX OFFSET
<hr/>	
\$80,000 - \$85,000	
<hr/>	
MAXIMUM AMOUNT AVAILABLE FOR DEFINED COMPENSATION	

**Benefits**

<b>Yes</b>	<b>Yes</b>	<b>3 weeks</b>
PENSION	MEDICAL	VACATION WEEKS
<hr/>		
<b>Yes</b>	<b>Yes</b>	
SABBATICAL POLICY	PARENTAL LEAVE POLICY	
<hr/>		
<b>Yes</b>		
ARE BACKGROUND CHECKS REQUIRED		

**Professional Expenses**

<b>Yes</b>	<b>Yes</b>
AUTO / TRAVEL REIMBURSEMENT	PROFESSIONAL EXPENSES ACCOUNT
<hr/>	
<b>No</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.



Base salary of the position is \$75,000-\$80,000. Base salary will be multiplied by 1.0765 to include Social Security Allowance.

For this position, there are three weeks of PTO during the first two years, then four weeks starting in the 3rd year, and five weeks starting in the 6th year.

Fabric provides healthcare benefits through an Individual Coverage Health Reimbursement Arrangement (ICHRA). Employees find qualified healthcare coverage on their own and Fabric reimburses them for their premiums on a pre-tax basis, up to a monthly maximum amount. The monthly maximum depends on the employee's age and number of dependents covered.

The Fabric retirement benefit is currently 4% of salary but this is a current discussion item for the board in terms of understanding options of upward adjustment.

Fabric sponsors an Employee Assistance Program (EAP) through NuVantage.

The 2023 benefit guidelines for the Minneapolis Area Synod ELCA recommend providing benefits through Portico (benefit services arm of the ELCA). We do not offer Portico to our employees, largely due to cost and because they do not allow much flexibility. Note that even if cost was not an option, we legally cannot provide Portico to one employee while still maintaining our other benefit programs.

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>Yes</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.

**Deeply woven in three strands of our true selves, others, and God, Fabric is an ongoing 17-year experiment in being church, unconstrained by institutional conventions. We share, care, trust, and grow together through relevant Sunday messages rooted in the Bible and Jesus’ life, spiritual and secular band music, kids’ programs, and small groups. We do this through shared conversations, significant relationships, and the growth of healthy practices together. Our gatherings are held in a Minneapolis public school on Sunday mornings as well as outdoor locations during the summer.**

**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).



The board first held a transition forum in fall 2022 gathering community information. They subsequently selected a transition team to gather input from the current pastor, staff, board members, and community members with respect to key values that are important to Fabric. The transition team had individual meetings with staff, held a community forum, sent a related survey and invited email comments on direction. The transition team compiled this information, identified strong themes and board and staff vision and then used that information in responding to this Ministry Site Profile. This site profile was then reviewed/edited by the community's board and approved.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's board: **4/20/2023**

**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.

**Norma Malfatti**

NAME

**(612) 230-3302**

OFFICE PHONE

**Director for Evangelical Mission**

TITLE

**n.malfatti@mpls-synod.org**

E-MAIL

**Reference's Recommendation**

**Norma Malfatti**

NAME

DAY PHONE

CELL

**n.malfatti@mpls-synod.org**

E-MAIL

EVENING PHONE

FAX