

## MINISTRY SITE PROFILE

# The Dwelling

Winston-Salem, NC

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

The Dwelling is a fast growing, fully federated mission development congregation of the ELCA and Moravian Church Southern Province. Located in downtown Winston-Salem, NC, we are passionate about building a worship community with those who are housing insecure. In addition to our worship life, we provide intensive pastoral care and programming that meets the immediate needs of many of our vulnerable neighbors. We're looking for a rostered leader who feels called to ministry on the margins, particularly related to worship, pastoral care, and program development and management.

## PART I: WHO WE ARE

### Name and Location

#### CONGREGATION

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

**Winston-Salem, NC, 27101**

CITY, STATE, ZIP

**North Carolina Synod (9B)**

SYNOD

**Medium city (50,000 - 249,999)**

SIZE OF COMMUNITY

**The Dwelling**

NAME

**US**

COUNTRY

**Congregation - New Mission Start**

TYPE OF MINISTRY SITE

**31380**

CONG ID

**2020**

YEAR ORGANIZED

### Contact Information

#### Ministry Site (preferred contact information)

**502 N. Broad Street**

ADDRESS LINE 1

**info@thedwellingws.org**

E-MAIL

ADDRESS LINE 2

**www.thedwellingws.org**

WEB SITE

**Winston-Salem, NC, 27101**

CITY, STATE, ZIP

**(336) 971-4897**

PHONE

**US**

COUNTRY

FAX

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

**Rev. Emily Harkins Norris**

NAME

**502 N. Broad Street**

ADDRESS LINE 1

**(336) 971-4897**

ADDRESS LINE 2

**Winston-Salem, NC, 27101**

CITY, STATE, ZIP

**(336) 971-4897**

**US**

COUNTRY



DAY PHONE	EVENING PHONE	CELL PHONE	FAX
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**emily@thedwellingws.org**

E-MAIL

**Chairperson of Call or Search Committee**

**Rev. Emily Harkins Norris**

NAME

<b>502 N. Broad Street</b>	<b>Winston-Salem, NC, 27101</b>	<b>US</b>
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ADDRESS LINE 1	ADDRESS LINE 2	CITY, STATE, ZIP	COUNTRY
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<b>(336) 971-4897</b>	<b>(336) 971-4897</b>		
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DAY PHONE	EVENING PHONE	CELL PHONE	FAX
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**emily@thedwellingws.org**

E-MAIL

**Demographics**

**Language Spoken**

<b>In the congregation/ organization</b>	<b>English</b>	<b>Spanish</b>	
	PRIMARY LANGUAGE	SECOND LANGUAGE	THIRD LANGUAGE
<b>In the surrounding community</b>	<b>English</b>	<b>Spanish</b>	
	PRIMARY LANGUAGE	SECOND LANGUAGE	THIRD LANGUAGE

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

<b>African American/Black (55%)</b>	<b>Caucasian (40%)</b>	<b>Latino/Hispanic (5% or less)</b>	
LARGEST	SECOND	THIRD	FOURTH

COMMENTS OR EXPLANATION

**Race/Ethnicity (Surrounding Community)**

<b>Caucasian (55%)</b>	<b>African American/Black (35%)</b>	<b>Latino/Hispanic (15%)</b>	
LARGEST	SECOND	THIRD	FOURTH

COMMENTS OR EXPLANATION

**Gender comparison**

<b>64%</b>	<b>36%</b>	<b>5%</b>	<b>15%</b>	<b>30%</b>	<b>30%</b>	<b>20%</b>
MALE	FEMALE	19 YEARS OR YOUNGER	20 - 34	35 - 49	50 - 65	OVER 65

**Age distribution**

**Number of Paid Staff**

<b>2</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>0</b>
Ministers of Word and Sacrament (PASTORS)	Ministers of Word and Service (DEACONS)	OTHER LAY PROFESSIONALS	SECRETARIAL SUPPORT	CUSTODIAL SUPPORT	OTHER



**Congregational Information**

<b>51 - 150</b>	<b>0 - 25</b>	<b>Ecumenical</b>
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AVE WEEKLY WORSHIP ATTENDANCE	AVE ATTENDANCE IN CHRISTIAN EDUCATION	PARISH TYPE
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**Distance members live from church facilities:**

<b>60%</b>	<b>15%</b>	<b>15%</b>	<b>15%</b>
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<small>1/2 MILE OR LESS</small>	1/2 - 1 MILE	1 - 3 MILES	MORE THAN 3 MILES
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**Community Type**

- |  |   |                                     |
|--|---|-------------------------------------|
| <input type="checkbox"/> Suburban              | <input checked="" 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      2022**

<b>\$270,338</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>\$0</b>	<b>\$30,000</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.

**The Dwelling is a community of faith, located in downtown Winston-Salem, that is a church home primarily for neighbors who are currently or have lived the experience of homelessness, addiction/recovery, severe and persistent mental illness, incarceration reentry, and/or other marginalized experiences. Many of our community members find their homes in local shelters, in tents, and in their vehicles. Just over 20% of Forsyth County residents live in poverty. This poverty rate is significantly higher than most other urban areas of comparable size, and represents over 70,000 people living at or below the poverty line in Forsyth. However, Winston-Salem is a vibrant big-small town. The city's economy is primarily centered on the healthcare industry. The Wake Forest Baptist Medical Center is Winston-Salem's biggest employer, providing jobs to over 11,000 people. Novant Health, Winston-Salem/Forsyth County Schools, the city and county governments, and Reynolds American are also top employers, providing jobs to thousands of people throughout Winston-Salem. The hospitality industry is also important to Winston-Salem, with hundreds of restaurants, bars, pubs, and small businesses located around the city.**

**Trends:**

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

**The Dwelling began its ministry in February 2020. A month later the COVID-19 pandemic shut down the world, and the City of Winston-Salem needed partners to provide care and support to the unhoused. There were two primary needs—hygiene and relationship building. In response, the Dwelling purchased a mobile shower trailer which provided showers, clothes, and hygiene kits to our neighbors without homes. Pastor Emily also became the chaplain at a local hotel where the city was housing the chronically homeless during the pandemic. These two ministries laid the groundwork for our future growth.**



As the pandemic evolved, so did we. In late Spring of 2020, our efforts shifted toward providing spiritual and community care to many of our most medically vulnerable neighbors who were sheltering in place at a local hotel. From there, we began to organize and partner with the United Way around renovating affordable housing in our community, thus creating more homes for our community members to resolve their homelessness.

A year later, in 2021, the Dwelling opened its doors for worship. Our first service had eight people. However, week after week, our service continued to grow. People commented that they were so grateful that a church community had been built just for them, just for people experiencing housing insecurity.

In 2022, we had an average worship attendance of 87 people. Then, in 2023, we moved into our new building, the Augsburg Community Center. This center, a gift from Augsburg Lutheran Church, has allowed the Dwelling to triple its footprint. Since our first service on January 8, we have had an average worship attendance of 150 people.

After worship, we also host a community meal. We serve more than 175 meals every single Sunday.

As we grow into our new space, the Dwelling is poised to increase our reach. We plan to launch a "pay-what-you-can" food truck, expand our shower ministry, and continue to provide emergency pastoral care to all of our members as they experience crisis.

#### 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.

COVID-19, inflation, and other economic pressures have resulted in the unhoused becoming the fastest-growing demographic in the United States of America. The homeless population in Winston-Salem continues to increase, and we are challenged to do our best to meet the needs of every individual who walks through our door.

Work at the Dwelling is challenging work. Serving in this context requires a great deal of flexibility, as no two weeks are the same, and often we are having to adjust plans on the fly as situations arise. This could look like adjusting worship plans when musicians do not show up or flexing hours to cover a shift at the winter white flag shelter, along with the more typical pastoral care emergencies. It is not uncommon to accompany a community member to court, spend time in tent encampments, or help someone navigate any number of our broken social systems. While we balance many different ministry arms in this community, we are most attentive to the people in our immediate presence and that often requires a posture of flexibility. Teamwork is a necessity in the life of our community. Often, multiple staff members are in the same office working on projects and collaborating together. Many pastoral care situations are handled in pairs for the safety and wellbeing of all involved. The work we do is not sustainable without the support of each other. It is essential that ministers at the Dwelling have processed or are receiving support around any traumatic experiences as working with our community can often trigger hurtful past experiences.

#### Programs:

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

Aside from worship, The Dwelling's ministries are centered around showers, food, and education and advocacy. For complete descriptions see the "Commentary" section.

#### Goals:

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

Our goals for the ministry at The Dwelling align with our Theological Statements, Core Values and Guiding principles. In all that we do or say, we aim to embody these statements, values, and principles and use them as our benchmark and lens for discernment and forward motion in our community and life together.

Practically speaking, in the next season of our life, we have identified the following goals and areas of priority:

- **Expanded Programming.** With the gift of new and larger space, we have expanded our physical capacity to offer programming that meets the unique spiritual, physical, and practical needs of our community.

- **Pay What You Can Food Truck.** With a gift from ELCA World Hunger, we have built a food truck that will begin offering dignified and delicious meals to the wider Winston-Salem community on a scale that anyone can afford. With the truck now complete, attention will be given to launching and supporting this lane of our ministry.

- **Increased Community Partnership.** As we develop programming for our community, we aim to gather, enlist, and network community partners, organizations, and professionals to share their areas of expertise and leadership with The Dwelling community.

#### Energy:



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

**Our people are stoked to be in a new building that was renovated with them in mind. The building validates the Dwelling's theology—that our people deserve to be treated with dignity and respect and that they deserve a supportive church community where they can be just who God created them to be. Our new building allows us to continue to grow our partnerships with local nonprofits and advocacy groups. The new building has allowed us to offer weekly NA meetings, given us access to a commercial kitchen which allows us to feed more people, and provided us with an actual sanctuary which enhances the Dwelling's worship experience.**

**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?

**Through cultivating relationships in Winston-Salem, we have been fortunate to build bold partnerships with local non-profits also working towards ending homelessness, hunger, and poverty through advocacy, education, and equitable initiatives. These partners include:**

**City with Dwellings**

**SPARK**

**Love out Loud**

**United Way of Forsyth County**

**New Communion Mobile Food Pantry**

**Mobile Integrated Health**

**Housing Justice Now**

**and many other organizations through the Forsyth Continuum of Care that we refer our community members to when the scope of care is outside of our immediate mission. Additionally, we are partnered with The Moravian Church Southern Province, the Mission Fund of the North Carolina Synod, and other churchwide agencies.**



**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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We rely on group decision-making.
We have learned how to use conflict constructively.	<input checked="" type="checkbox"/>	<input 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 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 type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We are less obvious about our Lutheran heritage.
We participate in synod and ELCA activities.	<input checked="" type="checkbox"/>	<input 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 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?

The Dwelling is a community of faith build primarily, but not exclusively, for our neighbors without homes along with their intersecting identities of addiction and recovery, severe and persistent mental health challenges, and incarceration and re-integration back into society. As a community we believe that 1) housing doesn't equal worthiness, 2) trauma doesn't equal shame, 3) hunger doesn't equal emptiness, 4) sobriety doesn't equal salvation, and 5) wealth doesn't equal belovedness. Overall, in a world which names folks living at the margins as unworthy, the Dwelling dares to recast the narrative by boldly proclaiming that all people, especially the housing insecure, are beloved children of God who deserve to be treated with dignity and respect.

**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?

Because we are a mission development congregation, our funding structure is unique. The Dwelling will never be a place where we pass the offering plate, as the plate might serve as a source of shame which creates a designation between one who can give and one who cannot. Instead, the Dwelling relies on grant support along with support from the Synod, Churchwide, and other partner congregations.

The building has become our biggest asset. In partnership with Augsburg Lutheran, we completed a \$1.1 million renovation project. Augsburg provided around \$800,000 and we provided \$300,000, mostly in labor. This project also requires us to have \$180,000 in building reserves to ensure that we can adequately maintain the space.

The building has also become one of many alternative revenue streams which will support our community. We are now able to rent out office space to partner organizations. In addition to rent revenue, our summer service learning experiences are another source of revenue. Camper registrations help fund our ministries, and in the coming years, we hope the funds from campers will fund an entire staff position. Finally, the "pay-what-you-can" food truck will become another source of revenue which we can use to further our food ministry.

**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?

In 2022, the Dwelling provided 1,736 showers, more than 1,500 hygiene kits, and served 5,639 meals. We also provided \$46, 658 in direct assistance to our neighbors experiencing housing insecurity. As we enter 2023, our mission priorities remain the same: 1) we want to expand our shower ministry by offering showers more days of the week, 2) we want to solidify our food ministries by launching our pay-what-you-can food truck and by expanding Sunday meal by canvassing low-income housing communities to share what resources are available, and, finally, 3) we want to expand our service learning experiences and our outreach efforts to affluent members of our community, so that we can equip and empower advocates and activists who work for change in Winston-Salem and beyond.

**References**

**Synod Bishop**

Bishop Tim Smith, NC Synod

North Carolina Synod

tsmith@nclutheran.org

NAME

SYNOD

E-MAIL

(704) 633-4861

DAY PHONE

EVENING PHONE

CELL

FAX







**Top Five Ministry Tasks**

*The five most critical tasks required in this position.*

- |  |  |   |
|--|--|---|
| <input checked="" 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 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 type="checkbox"/> Interpret Theology               |
| <input type="checkbox"/> Inter-personal Climate                  | <input checked="" 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 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 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.	<b>Yes</b>
	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.	
	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.	
	Be an effective communicator.	<b>Yes</b>
	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.	
	Organize people for community action.	
<b>Yes</b>	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.	
<b>Yes</b>	Deal effectively with conflict.	
	Bring joy and good humor to relationships.	
	Be able to share leadership and work in a team.	<b>Yes</b>
<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. **Worship & Pastoral Care**
  
- B. **New Community Programming**
  
- C. **Program Operations**
  
- D. **Volunteer Coordination and Management**
  
- E. **Storyteller**

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. **Time off for professional development.**
  
- B. **Time off for self care and mental health (in addition to scheduled vacation days).**
  
- C. **Flexible Expectations Based on the Gifts and Passions of the Rostered Minister.**
  
- D. **Strong and supportive team ministry with Lead Pastor and other ministry staff.**
  
- E. **Grace for growing pains, the need to shift directions, and unexpected challenges.**

**Compensation**

No _____	No _____
PARSONAGE	SOCIAL SECURITY TAX OFFSET
Synod Guidelines _____	
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>No</b>	<b>No</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.

**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.

**The Dwelling grows and evolves with the gifts of its rostered leaders. Both the challenge and the gift of this community is that anything is on the table and so it takes great discernment to identify what our next most faithful step is. Our hope is that our next leader will be able to bring their unique gifts, experiences, and qualities to help to discern and steward the next season of life in this community. There is an immense amount of freedom and creativity in this call, allowing for the deep need of the world and our leaders' gifts to collide.**

**As a leader at The Dwelling, we understand our call to be a dual call to the immediate Dwelling community and the wider church. Because The Dwelling is a unique worshiping community, ministers at this site are often asked to collaborate with partner congregations and other arms of the synodical or churchwide expression to provide insight and direction for how the**



church can learn from and journey with marginalized communities. With this call to the wider church, the leaders of The Dwelling are often called upon and invited to be present in many spaces. This is typically the responsibility of the Lead Pastor but at times may also include the Deacon/Associate Pastor. In the absence of the Lead Pastor, the Deacon/Associate Pastor should be prepared and feel comfortable and empowered to assume the posture and responsibilities as the primary leader.

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**Full Program Description:**

The Dwelling's ministries are centered around showers, food, and education and advocacy.

**Showers:** One of the ways The Dwelling preaches the gospel is through the Baptismal Connection of showers. Water is holy and restorative. Recognizing the baptismal connections of access to a shower, the most basic human luxury, The Dwelling stewards a mobile shower ministry where persons experiencing homelessness are able to be washed and renewed as a reminder of their belovedness. Our shower trailer currently operates three times a week. However, since we have moved into our new building we have gained access to permanent electric and water hookups which will allow us to expand this ministry, offering more days of showers to our community.

**Food Truck:** With the recent addition of a food truck to our community offerings, once up and running it becomes a powerful resource for not only our community members, but the sustainability of The Dwelling. The Food Truck will travel to various locations around the city of Winston-Salem, creating a rotation at local pubs, breweries, and neighborhood locations. As an offering open to the wider community beyond The Dwelling, the 'pay what you can model' allows for transformative and equitable access to food for all with no shame, breaking down the barriers that often lead to 'the other.'

This model not only allows for a unique opportunity for community members to support one another, but also creates holistic avenues for education, as our marketing, packaging, and presence tells a powerful story about systemic food insecurity and poverty in Winston-Salem, while inviting the community to be a part of the solution. As this dream unfolds, it is the intention to create and include resources and tools with each order for how to mobilize and effect change within the broken systems that lead to hunger. This may look like printed napkins, intentional social media posts, partnered awareness campaigns and events with local venues, and more.

**Community Meal:** Eating together doesn't care about our housing status or income, our mental health or addiction history. Our communion liturgy says it best: "Communion, eating together at God's table, is the physical reminder that we are intimately connected to the community of saints. That means that as we gather at this table to share in God's goodness, that there is a promise of unity for all of God's people, that every broken relationship, every death, every disappointment will one day be made whole through Christ. It may not be today, but one day everybody will eat." Our Sunday Community meal is an extension of this theological conviction. We believe that breaking bread together is restorative, and that as a marginalized community, food is often the first step towards healing and wholeness. We offer a community meal after every Sunday worship service. We also provide a continental breakfast and coffee before the service. Finally, we celebrate special occasions like Thanksgiving and Christmas Eve with large feasts reminiscent of families eating together.

**Education and Advocacy:** Because the work of ending hunger and homelessness cannot be done in silos, the Dwelling partners with Spark, a local non-profit committed to year-long equitable service, to host summer service learning experiences, alternative spring breaks, and weekend retreats for students and adults. In 2022, we hosted 3.5 weeks of summer service learning with 170 campers. This summer we are nearly doubling our capacity, offering 6 weeks of service learning which will serve over 300 students.

Our service learning experiences are hosted at a local partner church (Burkhead United Methods). Participants engage in a week of relationship-building, education, story-telling and service alongside formerly or currently homeless individuals. In doing so, participants will better understand the complexity of the systems and institutions perpetuating injustice and inequity, how the church is responding as Matthew 25 people, and ways that they can continue to advocate for justice in their own communities.

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**Theological Statements, Core Values and Guiding principles.**



**Theological Statements:**

Trauma doesn't equal shame  
Hunger doesn't equal emptiness  
Housing doesn't equal worthiness  
Sobriety doesn't equal salvation  
Wealth doesn't equal belovedness

**Core Values:**

**Dignity:** We cultivate spaces that recognize the inherent dignity and belovedness of all people.  
**Witness:** We gather as a community of faith to celebrate the resurrection among us.  
**Leadership:** We empower every member of our community to use their gifts and stories to build God's kingdom.  
**Diversity:** We embrace all people and their unique gifts, perspectives, and experiences.  
**Justice:** We work to bring about reconciled relationship- with ourselves, with our neighbors, with the world, and with God.

**Guiding Principles:**

Because the sacraments are one way we have an intimate relationship with God, we will commit to the ongoing practice of gathered worship together.  
Because trust is so important to our community, we will create a culture of transparency and vulnerability in our relationships and shared spaces, including staff, leadership, and community spaces.  
Because we have received unconditional and unlimited grace from God, we will extend grace and forgiveness to one another, while setting healthy boundaries as needed.  
Because we know we cannot do this alone, we will collaborate and build community with individuals, partners, and organizations that complement our core values and theological statements.  
Because the gospel calls us to radical justice, we will engage the world through a lens of equity using service, education, and advocacy as our vehicle for change in the world, our community, and ourselves.

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**Full Job Description**

The Associate (POPP) Pastor/Deacon serves under the call of both the North Carolina Synod and the Provincial Elders Commission of the Moravian Church Southern Province and is responsible for supporting the visioning, ministry and outreach efforts of The Dwelling, Winston-Salem. This position is called to steward the community through leadership, worship, pastoral care, and program administration.

**MAJOR DUTIES AND RESPONSIBILITIES**

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**Worship & Pastoral Care**

- Preaching
- Preside and Administer the Sacraments
- Worship Preparation & Leadership in collaboration with the Lead Pastor
- Regularly engage in providing Pastoral Care to the community

**Community Programming**

- Serve as lead facilitator during hours in which the building is open for community programming
- Lead weekly bible studies and/or coordinate/schedule with local pastors/deacons/leaders
- Create and/or cultivate content and lead workshops (literacy, resume, career, sex ed etc) for The Dwelling community in partnership with local professionals, agencies, non-profits, ministries, etc.
- Act as point of contact between NA/AA and The Dwelling

**Program Operations**

**Shower Ministry**

- Coordinate host sites and manage calendar
- Communicate with SEAD and/or Lead to promote schedule and mission on Social Media



- Organize, Inventory, and solicit supplies
- Oversee shower days and provide community care during shower times as schedule allows
- Collect and collate shower data for grant reporting
- Support Shower Assistant as needed
- Manage truck and trailer taxes, registrations, and maintenance schedules

**Food Truck**

- Coordinate host sites and manage calendar
- Communicate with SEAD and/or Lead to promote schedule and mission on Social Media
- Collect and collate data for grant reporting
- Manage permitting and commissary usage.
- Manage truck and trailer taxes, registrations, and maintenance schedules
- Support Minister of Meals as needed

**Volunteer Coordination and Management**

- Recruit and train volunteers as needed to support new and ongoing programming.
- Create and maintain volunteer manual
- Manage The Dwelling volunteer calendar and communication

**Storyteller**

- Tell the story of The Dwelling and her people through storytelling that's on brand with The Dwelling's core values and theological statements.

**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).

**Information included in this MSP has been gathered and formulated through the collective contributions of the Director of Evangelical Mission of the NC Synod, the Lead Pastor of The Dwelling, and other key rostered and lay leaders in and associated with the community. Many responses come directly from official ELCA paperwork, grant requests and reports, and published commentary and documents related to the ministry.**

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's **2/14/2023** 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.

**CeCee Mills**

NAME

**(704) 633-4861**

OFFICE PHONE

**Assistant to the Bishop**

TITLE

**cmills@nclutheran.org**

E-MAIL

**Reference's Recommendation**

**Danielle DeNise**

NAME

**ddenise@nclutheran.org**

E-MAIL



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DAY PHONE

EVENING PHONE

**(919) 475-1391**

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CELL

FAX