

The Rev. Karen D Perkins

ROSTERED LEADER PROFILE

Completed: 3/2/2016



Evangelical Lutheran Church in America
God's work. Our hands.

This Rostered Leader Profile (RLP) allows ordained and lay rostered ministers of the Evangelical Lutheran Church in America a way to share information about their faith, skills and passions for ministry. It provides basic introductory information to set a stage for conversations with Call and Search Committees. The RLP is complete once the synodical bishop reviews and approves it for use and once the person selected as the outside reference has submitted the Reference Recommendation form.

PERSONAL MINISTRY STATEMENT

I am called to proclaim God's love in a world, and to a world, desperately hungry for healing through word and sacrament. My strengths and experience in the areas of teaching and relationship building have prepared me to work with struggling communities, helping to claim God's gifts and put them to use towards renewal and growth.

Part I: PERSONAL INFORMATION

Preferred Contact Information

12303 Hidden Meadows Circle			
ADDRESS LINE		ADDRESS LINE2	
Auburn	CA	95603	
CITY	STATE	ZIP	
FOREIGN COUNTRY			
(808)782-6653	(808)782-6653	kieurner@seafore.com	
PREFERRED PHONE	OTHER PHONE	E-MAIL ADDRESS	
Rostered Minister	On Leave from Call	01/15/2005	Pacifica Synod
ELCA ROSTER	ROSTER STATUS	DATE ROSTERED	SYNOD OF ROSTER OR CANDIDACY

Language Proficiencies



English (FLUENT)

PRIMARY LANGUAGE

French
(Conversational)

SECOND LANGUAGE

Spanish (Tourist)

THIRD LANGUAGE

Formal Education

MASTER OF DIVINITY

DEGREE

Pacific Lutheran Theological Seminary

SCHOOL

THEOLOGY

FIELD OF STUDY

Berkeley, CA

CITY, STATE

2004

YEAR

BACHELOR OF ARTS

DEGREE

University of California, Berkeley

SCHOOL

LINGUISTICS

FIELD OF STUDY

Berkeley, CA

CITY, STATE

1990

YEAR

BACHELOR OF ARTS

DEGREE

University of California, Berkeley

SCHOOL

DRAMATIC ARTS

FIELD OF STUDY

Berkeley, CA

CITY, STATE

1990

YEAR

DEGREE

FIELD OF STUDY

YEAR

SCHOOL

CITY, STATE

Life Long Learning Experiences

2009

Applied Suicide Intervention Skills Training (ASIST)

80

YEAR

TOPIC OR TITLE OF CLASS

CONTACT HOURS

2006

Clinical Pastoral Education (Extended Unit)

400

YEAR

TOPIC OR TITLE OF CLASS

CONTACT HOURS

YEAR

TOPIC OR TITLE OF CLASS

CONTACT HOURS

YEAR

TOPIC OR TITLE OF CLASS

CONTACT HOURS



YEAR

TOPIC OR TITLE OF CLASS

CONTACT HOURS

Work History

In chronological order and beginning with the most recent, list up to five significant work experiences.

- | | | | |
|----|--|---|----------------------------|
| 1. | Maluhia Lutheran Church and St. Philip's Episcopal Church
ORGANIZATION
Waianane HI
CITY, STATE | Pastor and Vicar
RECENT POSITION/TITLE
FOREIGN COUNTRY | 2005 - 2012
YEAR |
| 2. | California State Automobile Association (CSAA)
ORGANIZATION
Daly CA
CITY, STATE | Supervisor Learning Support
RECENT POSITION/TITLE
FOREIGN COUNTRY | 1998 - 1999
YEAR |
| 3. | California State Automobile Association (CSAA)
ORGANIZATION
Central CA and Southern NV CA
CITY, STATE | Learning Coordinator / HR Rep.
RECENT POSITION/TITLE
FOREIGN COUNTRY | 1997 - 1998
YEAR |
| 4. | California State Automobile Association (CSAA)
ORGANIZATION
San Francisco CA
CITY, STATE | Safety Consultant
RECENT POSITION/TITLE
FOREIGN COUNTRY | 1996 - 1997
YEAR |
| 5. | California State Automobile Association (CSAA)
ORGANIZATION
San Francisco CA
CITY, STATE | Training Specialist
RECENT POSITION/TITLE
FOREIGN COUNTRY | 1993 - 1996
YEAR |

Current Ministry

ORGANIZATION

RECENT POSITION/TITLE

FULL TIME/
PART TIME

,
CITY, STATE



SIZE

TYPE

CURRENT MINISTRY (A CONGREGATION or AN ORGANIZATION)

ELCA CONGREGATION ID

AVG WEEKLY WORSHIP ATTENDANCE

TOTAL CURRENT BUDGET

MISSION SUPPORT TO THE LARGER CHURCH

Describe your ministry site as to its characteristics (e.g. rural, ecumenical, multiple point, or agency), purpose and relationship to the larger church.

Part II: COMPETENCIES OR SPECIALIZATIONS

Areas of Expertise

Preaching / Worship Leadership

1.

Youth and Family Ministry

2.

Teaching

3.

Ecumenical Work

4.

Participant in the Larger Church

5.

Areas of Strength

Evangelism / Mission

1.

Ministry with Seniors

2.

Multicultural Ministry

3.

Social Ministry

4.

Recruit and Equip Leaders

5.

Examples of Competencies

Preaching / Worship Leadership

I led two worship services each week for two different denomination churches with different liturgies. I love worship planning, include working with lay worship committees at each church. We endeavored to strike a balance between using familiar materials and introducing newer forms that may appeal to different generations. While I used the same text and sermon outline for both congregations, the sermon was adapted for each context. I used a variety of preaching styles tailored to the text and congregation, including an interactive sermon style that is fairly conversational. I prefer to talking to, or with, rather than at, a community. I was very active in the local Toastmasters and believe that we can all benefit from improved communication and leadership skills. It was my honor to be selected our club's Toastmaster of the year for 2011.



**Youth and Family
Ministry**

I organized and developed an intergenerational, multicultural, ecumenical weekly Bible study and fellowship that was hosted at our home. It grew to over 50 attendees. Portions of the event were geared to the whole group participating together, and portions were separated by age and maturity. This allowed people to benefit from other age groups, while also having material appropriate to their experience. A remarkable feature of the Bible study was the number of youth and teens who attended on their own. They regularly brought friends, knowing it was a safe place where people cared. Much of this group had no prior church experience. As part of this event, we prepared and served meals for the participants. Additional meals were taken home to other family member needing food, and also taken to the homeless on the beaches.

Teaching

I have a deep passion for teaching. Most of my background is in some form of education. In addition to teaching Bible study (as discussed above), I regularly taught confirmation classes at both of the churches. I was one of the teachers of an island-wide, intercongregational confirmation program that met as a large group monthly, I have taught every age group: from preschoolers at daycare, to Sunday school, to adults (including seniors). Before becoming a pastor, I was a corporate trainer and training supervisor with AAA. I've taught religion, customer service, computer skills, dance, and various other content areas. It is difficult to think of a time when I have not been doing some sort of teaching.

Ecumenical Work

Most obviously, I served in an ecumenical call--pastoring one Episcopal and one Lutheran congregation. I participated in the education, colleague fellowship, and assemblies of both denominations. Additionally, for years I volunteered with the San Francisco Night Ministry (and am a current volunteer), an ecumenical organization serving those in need regardless of faith. My clinical pastoral education at the VA, Stanford and Hawaii State Hospital, all required intentional attention to interdenominational and interreligious work. The campus ministry at Stanford University, my internship site, was part of an interreligious organization in which the Lutheran group worked especially closely with the Episcopalians and Roman Catholics. I facilitated a major reorganization at at this internship site in which we began formal dialog about the merging of Episcopal and Lutheran campus ministries with the University Lutheran Church at Stanford.

**Participant in the Larger
Church**

I served as Dean of the Hukilau conference in Hawaii. It is a particularly strong conference in which the pastors and lay leadership meet regularly. We collaborated on confirmation, island-wide and inter-island youth activities, local service ministries and international mission efforts. I am a strong advocate of participation beyond the congregation. Consequently, we had lay people from my congregation serving as conference officers, Women of the ELCA officers, Thrivent officers, synod and diocesan officers. The only two Hawaii participants in the Pacifica Synod's PALLMM (Preparing Adult Lay Leaders for Mission and Ministry) program were from our church. The only voting member from Hawaii at 2009 Churchwide Assembly was from our tiny congregation.

References

Synodical Bishop

Bishop Murray Finck

Pacifica Synod

NAME

SYNOD

(714)692-2791

(714)345-2791

mdfinck@aol.com

DAY PHONE NUMBER

EVENING PHONE NUMBER

E-MAIL



An ELCA Clergy Person

Rev. David Kieffer

NAME

(808)294-1887

DAY PHONE NUMBER

On Leave from Call

ORGANIZATION AND TITLE

(808)294-1887

EVENING PHONE NUMBER

pastordavek56@gmail.com

E-MAIL

Lay Person (Current)

Juli Patten

NAME

(808)590-8262

DAY PHONE NUMBER

School Teacher, Maili Elementary School

ORGANIZATION AND TITLE

(808)590-8262

EVENING PHONE NUMBER

alohaboo@hawaii.rr.com

E-MAIL

Lay Person (Non-Current)

Rita Carlsen

NAME

(408)628-4430

DAY PHONE NUMBER

Retired Montessori School Teacher

ORGANIZATION AND TITLE

(408)628-4430

EVENING PHONE NUMBER

shetops@aol.com

E-MAIL

Supervisor/Colleague

Rev. Donald Fox

NAME

(415)986-1464

DAY PHONE NUMBER

Retired San Francisco Night Minister

ORGANIZATION AND TITLE

(415)333-1097

EVENING PHONE NUMBER

dfoxsf@sbcglobal.net

E-MAIL

Reference Recommendation

Tamara Walter

NAME

(716)481-6337

DAY PHONE NUMBER

tigger_tlw@yahoo.com

E-MAIL

Part III: REFLECTIONS ON MINISTRY

Calling:

You are called as a Child of God and into rostered service in this church. Reflect theologically on your sense of call and the way it shapes your life and work.



I believe that I am a beloved child of God. This truth gives my life meaning, gives me an identity and offers a context for everything else. I understand my sense of call to rostered ministry as growing out of the promises made at my baptism that I would "learn to trust God, proclaim Christ through word and deed, care for others and the world God made, and work for justice and peace." (ELW Service of Holy Baptism p. 228) We are all called to priesthood in our baptisms. The Use of the Means of Grace specifies that "Christians profess baptismal faith as they engage in discipleship in the world. God calls Christians to use their various vocations and ministries to witness to the Gospel of Christ wherever they serve or work." (p. 57) It is my belief that God has given me skills and experiences that are well suited to the ministry of word and sacrament. Discernment doesn't end there, though. I believe we must trust the daily guidance of the Holy Spirit to faithfully live out this calling. I hope that, at some level, everything I say or do is a reflection of God's presence in my life.

Convictions:

Identify the three most prominent themes that others would say are strongly evident in your speaking, teaching, leading and living.

Perhaps predictably for a Lutheran, the overwhelming grace of God is the most prominent theme in my life and ministry. We live in a world desperate to know how much God loves us. Many of the people I encounter are so crippled by their own brokenness, that they find it difficult to believe God could love, forgive and renew them. I am constantly proclaiming the good news that Jesus' love is stronger even than death. Another important theme for me is community in Christ. I strongly believe that our relationship with Christ is lived out through our relationships with each other. Our interdependence is both a gift and a responsibility. Jesus made clear that love of neighbor is God's will for us. We need to value our Christian brothers and sisters as part of ourselves; and we need to serve the larger community as though we are serving Jesus himself. Related to both grace and community is a strong commitment to hospitality. In order live our mission of sharing the Gospel, we must be willing to risk our own contentment in order to make others feel genuinely welcome, wanted and comfortable.

Context:

Describe the ministry setting(s) that would energize you and make the best use of your gifts, skills and passions.

I am most energized when proclaiming the gospel to those who have been previously unchurched or who believe the church might not welcome them. I am passionate about standing with and serving those living in poverty or other types of marginalization. I love to teach classes to people of all ages, but especially teens who might have preconceived notions about Christians or Christian life. I would like to be part of a congregation or community that is courageous and open to change, as well as willing to use creativity to grow in faith. I firmly believe that the church exists for the sake of those outside itself, and would be thrilled to serve in a community that was willing to give itself away. I am most comfortable in a setting in which it is assumed that diversity (linguistic, age, race, gender, orientation, politics, education) benefits all of us. It would be a privilege to work with any group, of any size and configuration, that is excited about what the Holy Spirit is doing in its midst.

Accomplishments:

How has your current ministry setting developed in the last three years, and in what ways have you contributed to this growth or development?



During the time I had been in a two-congregation, two-denomination call, we have went from being an experiment in joint ministry to firmly established in our partnership. While we shared weekly Bible study, holiday worship and events, and 5th Sunday Eucharist, each congregation strongly maintained its own identity. The Bible study we developed together hosted 20-50 people, many of whom have never attended church. More than a dozen teens with no family church connection chose to be baptized and participate regularly in Bible study. Several even became involved in leadership. By emphasizing hospitality and positive interactions, the Sunday School at one of the congregations went from limping to thriving. We introduced the use of technology in worship and thoroughly integrated the AV system. As I helped the congregations claim gifts previously overshadowed by financial limitations, we were able to participate more and more in the conference and synod. During my last two years, we began hosting an island-wide collaboration to feed the hungry.

Denominational Relationship:

What are your hopes for the ELCA? Describe how you help others understand their relationship to the synod and the Evangelical Lutheran Church in America.

I hope that the ELCA will continue to discern God's call for us in the third millennium. I hope we will endeavor to reach out to those people who do not have a faith community, in order to share the message of God's grace through faith for the sake of Christ. I envision a renewed commitment to Bible study, regular worship and prayer. In addition, I hope we will continue to faithfully address sensitive issues that threaten to divide the body. I hope we will courageously experiment with new forms of communication to connect with those who may not speak Lutheranism-ish. I hope we will become more public in working for peace and justice throughout God's creation. Our little congregations were very involved in the ministry of the larger church, from joint confirmation with five other congregations, to several leadership offices in the conference (dean, lay chair, secretary, treasurer), to sending a voting member to churchwide assembly. These congregations have been blessed with financial help from the larger church and are committed to faithful mission support. We also had a pair of sister parishes in California.

Public Ministry:

In your public role as a leader within the congregation or organization, how would you describe your preferred approach, style and manner?

I consider myself joyful, playful, compassionate and hospitable. I am extroverted and enjoy interacting with most people. Aware of my own brokenness, I tend to be tolerant of others' faults and failings. I try to present a positive attitude and believe we should all be conscious of the image we project as church and as Christians. If people have visions and ideas for ministry, I believe in giving them permission and encouragement, then getting out of the way. I generally have a facilitative leadership style, helping others identify and fulfill their gifts and callings. That said, there are times when different styles of leadership are needed, and I believe I am strong, assertive and/or directive when the situation calls for it. Given a choice, I prefer collaboration and teamwork to working independently. I am at my best in interpersonal interaction.

Part IV: CANDIDATE COMMENTARY

The Candidate Commentary is an optional component that allows you to expand your Rostered Leader Profile with information that reveals your passions for ministry, your expertise, your experience or your vision for ministry. You are invited to be creative as you add any commentary that you feel will support this RLP.



The following is a copy of my 2010 annual Pastor's report for Maluhia Lutheran Church:

Thank you. Thank you. Thank you. You are providing a tremendous witness to our community on the Waianae Coast. Not a week passes in which I do not have the opportunity to show Christ's love to one of our neighbors who has no church affiliation. Because you support this ministry, we are able to listen, love and serve people who may not have anywhere else to turn. Imagine losing a loved one, but not having a minister or place for the funeral. People caught in this situation can have their grief magnified by the complexities of planning and paying for a service. Because of your generosity and witness, some of these people are able to contact Maluhia and be cared for in a loving and respectful manner. These people encounter the church as a place of grace and kindness. I encourage you to continue referring people to me when they need spiritual care. Whether or not they ever become part of this congregation, they are touched by the Holy Spirit.

I have to admit that I am grateful 2010 is over. It was a difficult year for so many people we know. In addition to continuing uncertainty with the national economy, parishioners have faced their own issues of health, financial and family concerns. This is not to say that the year was without its bright spots. We saw the return of some brothers and sisters we had been missing. Some who were facing grief and/or health issues appeared healthier and happier at the end of the year. Despite the congregation's ongoing challenges with regular expenses, we were always able to pay the bills. Several individuals and organizations surprised us with substantial gifts throughout the year that helped us stay afloat.

In 2010, it seems that we had some extremes in attendance and participation. During the summer months, we had some of the lowest attendance I've seen since being with you. Even so, a committed core was here every single week. In the winter months, the sanctuary seemed full with you and your friends. Overall, the numbers at the Wednesday night group were a bit smaller than in previous years. That said, the consistency of participation of the "regulars" was astounding. Throughout the year, you provided over 1000 hours of Bible study to almost 100 different people. It is extraordinary for a congregation of our size to have such a high level of attendance at group Bible study. Much of the ELCA is trying to figure out how to get people engaged in the "first language of our faith," and we are already well on the way.

I am hopeful for 2011. Despite our challenges, we are starting new ministries. We have established a small food pantry and discretionary fund so that I can offer immediate help to those in crisis. We are developing a healing ministry so that people can bring their brokenness to this community and be offered restoration and reconciliation. We continue to have youth introduced to Jesus and the Bible, even if their families are unchurched. We provide space to other churches and organizations, allowing them also to serve this community. In a time when the Pacifica Synod and the ELCA have to cut staff and ministry due to sharp declines in giving, we continue to exceed the tithe in our benevolence giving. We will continue to study God's Word with more and more people. We continue to love the young people who need to feel the love of the Lord. We continue to do Christ's work in this community. For this, I say, "Amen."

Aloha,
Pastor Karen

Supporting Information

If requested, are you able to supply the following items?

- * Video recording of a worship, preaching, teaching or speaking occasion?
- * Audio recording of a worship, preaching, teaching or speaking occasion?
- * Most recent Congregation/ Organization Annual Report?

Selected Answer

Yes

Yes

Yes



* Samples of writing or communication pieces from your ministry?	<u>Yes</u>
* Letters of Reference?	<u>Yes</u>
* Resume or curriculum vitae?	<u>Yes</u>

Comments or Explanations (Regarding this RLP)

Disclosure Information

Out of care for the church, the following questions are asked of all rostered leaders and First Call candidates who are making themselves available for conversation with call committees.

Have you ever engaged in, been accused of, charged with, or convicted of illegal conduct or a crime, including conduct resulting in suspension or revocation of your driver's license?	No
Do you have any addictive behavior, including a history of drug, alcohol, or pornographic addictions that might interfere with your ability to serve or continue serving as a rostered leader?	No
Have you ever engaged in, been accused of, investigated for, sued, or charged with sexual misconduct, sexual harassment, substance abuse, child or spousal neglect or abuse, or financial improprieties?	No
While in candidacy or on the roster, have you ever engaged in, been accused of, investigated for, charged with, or disciplined for any conduct proscribed in <i>Definitions and Guidelines for Discipline</i> ?	No
Are you living in accord with <i>Vision and Expectations</i> and <i>Definitions and Guidelines for Discipline</i> for rostered persons in the ELCA and do you intend to continue to live in compliance?	No
Have you ever engaged in any behavior or been involved in any situations that, if they became known to the church, might seriously damage your ability to begin or continue in ministry?	No

Comments or explanations to Disclosure questions:

Certification

I, The Rev. Karen D Perkins, certify that the information contained in this Rostered Leader Profile which is dated 3/2/2016 6:22:59 PM is correct and accurate to the best of my knowledge. If there are any significant changes, I will update this form promptly. I further certify that I have agreed to, signed and forwarded the Authorization and Release of this Rostered Leader Profile.



Agreed

The Rev. Karen D Perkins

3/2/2016 6:22:59 PM

AGREE/DISAGREE

CERTIFY BY

CERTIFY DATE

Reviewed

This Rostered Leader Profile for The Rev. Karen D Perkins was reviews by Bishop Bishop Murray Finck of the Pacifica Synod and approved for posting to the ELCA's Mobility Database System on 3/2/2016 6:22:59 PM.



Part V: ADDITIONAL INFORMATION

This section of your RLP is intended only for your Synod Bishop's information as the bishop seeks to identify suitable candidates for call to congregations and church-related organizations.

Personal Information

	10/28/1968	Female	White / Caucasian		
	DATE OF BIRTH	GENDER	ETHNICITY		
Present Relationship	Married or engaged	Bradley S. Perkins	Attorney	No	No
	RELATIONSHIP STATUS	SPOUSE NAME	PROFESSION	ELCA ROSTERED?	ELCA CANDIDACY?
Prev. Spouse(s):	SAME GENDER PARTNER NAME:	PROFESSION:	ELCA ROSTERED?	ELCA CANDIDACY?	
	SPOUSE NAME	DATE OF MARRIAGE	MARRIAGE ENDED BY:		
Prev. Partner(s):	SPOUSE NAME	DATE OF MARRIAGE	MARRIAGE ENDED BY:		
	NAME	DATE OF BEGINNING	DATE OF ENDING		
	NAME	DATE OF BEGINNING	DATE OF ENDING		

If you have more than two previous spouses or previous partners mark here and give details in a letter to your synodical bishop. ☐

Comments or Explanation - Relationships

Children

List the name and ages of any children who live with you in your household.

Daniel Perkins 30



NAME	AGE	NAME	AGE
NAME	AGE	NAME	AGE
NAME	AGE	NAME	AGE

Health or Special Needs Requirements

HEALTH /HOUSEHOLD REQUIREMENTS /SPECIAL NEEDS **NO**

Special Considerations

I am actively seeking a call.

6/1/2012

OPENNESS TO CALL

DATE AVAILABLE

Special Considerations (check all that apply):

- Certified by Evangelical Outreach and Congregational Mission for Mission Development ☐
- In conversation with ELCA Global Mission ☐
- Interested in pursuing graduate or other studies ☐
- Skilled/experienced in multi-cultural ministry ☒

Geographic Preference

OPEN TO GLOBAL SERVICE

1A,1B,1C,1E,2A,2B,2C,7B,7C,7D,8G,9A,9B,9E,

REGIONS/SYNOD

Ministry Preferences

Ministry site

Congregations

- ☒ Organized
- ☒ New mission
- ☒ Redevelopment
- ☒ Bilingual/Multicultural

Preferred size of congregation

- ☒ 1-50
- ☒ 51-100
- ☒ 101-150
- ☒ 151-250
- ☒ 251-400
- ☒ 401-700
- ☒ Over 700

Preferred parish types

- ☒ Single site
- ☒ Two-point parish
- ☒ 3 or more point parish
- ☒ Ecumenical



Church-Related Organizations

- | | | | |
|--|---|--|-----------------------------------|
| <input type="checkbox"/> Camp or Conference Center | <input type="checkbox"/> Military | <input type="checkbox"/> Hospice | <input type="checkbox"/> Seminary |
| <input checked="" type="checkbox"/> Social Ministry Organization | <input type="checkbox"/> Prison | <input type="checkbox"/> Hospital | <input type="checkbox"/> School |
| <input checked="" type="checkbox"/> Ecumenical Organization | <input checked="" type="checkbox"/> College or University | <input checked="" type="checkbox"/> Residential Care | |

Synodical and Churchwide Ministries

- | | | |
|--------------------------------------|---|---|
| <input type="checkbox"/> Synod Staff | <input type="checkbox"/> Churchwide Staff | <input type="checkbox"/> Global Service Setting |
|--------------------------------------|---|---|

Ministry position

- | | | | |
|---|--|--|---|
| <input checked="" type="checkbox"/> Solo Pastor | <input checked="" type="checkbox"/> Senior Pastor/ Head of Staff | <input checked="" type="checkbox"/> Associate/Assistant Pastor | <input type="checkbox"/> Program Staff |
| <input checked="" type="checkbox"/> Campus Ministry | <input type="checkbox"/> Chaplain | <input type="checkbox"/> Administrator | <input checked="" type="checkbox"/> Intentional Interim |
| <input checked="" type="checkbox"/> Professor /Teacher/Educator | <input type="checkbox"/> Youth and Family Ministry | <input type="checkbox"/> Music Ministry | <input type="checkbox"/> Camping Ministry |
| <input type="checkbox"/> Pastor Developer/ Redeveloper | <input type="checkbox"/> Other Specialized Ministry | | |

Type of Position: Full-Time

Community Size

- | | | |
|--|---|--|
| <input checked="" type="checkbox"/> Rural | <input checked="" type="checkbox"/> Small town (under 10,000) | <input checked="" type="checkbox"/> Small city (10,000-49,999) |
| <input checked="" type="checkbox"/> Medium city (50,000-249,999) | <input checked="" type="checkbox"/> Suburb near a medium City | <input checked="" type="checkbox"/> Large city (250,000 or more) |
| <input checked="" type="checkbox"/> Suburb within 10 miles of a large city | <input checked="" type="checkbox"/> Suburb outside 10 miles of a large city | |

Community Type

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

Current Annual Compensation

Indicate your current Defined Compensation. "Defined Compensation" is described by Portico Benefit Services as the gross cash salary paid to the staff member. In the case of clergy, Defined Compensation includes any housing allowance (whether in cash or the annual cash value of a parsonage), Social Security Tax offset, and /or furnishings allowance if paid directly to the staff member.

\$60,000 - \$65,000

CURRENT ANNUAL COMPENSATION

Synod Guidelines

MINIMUM COMPENSATION FOR NEXT CALL



Discernment Process

I have been On-Leave-from-Call (OLFC) since June 2012. Funding for my last call was cut not long after my husband was laid-off his position as Vice President, General Counsel at a bio-technology startup in Hawaii. With the severe downturn in the US economy, he was only able to find a position with a hospitality technology startup in Bangkok, Thailand in April 2012. Unfortunately, there were very limited Christian ministry opportunities for me in Bangkok, and I was unable to find a call during years we were living there. In 2014, he moved the company's engineering offices to San Francisco, and we relocated in September 2014. While intending to actively seek a new call at that time, a number matters effectively thwarted my ability to do so. These included extremely volatile financial circumstances, lack of stability with our living location and multiple family crises requiring my presence attention. These issues have been resolved or addressed to the extent that I am now flexible and fully available for ministry. I learned in November that I had been approved by the ELCA Conference of Bishops and the Pacifica Synod to continue OLFC status. I will be enrolling in an appropriate interim ministry course in the Spring.

Final Comments or Explanations - To the Bishop

My husband is a hi-tech patent attorney who is most likely to find work in a metropolitan area or from home. He is also a huge asset to any ministry. He was active in both congregations, helping with all technology needs, including worship audio-visuals. He was also active in both the synod and diocese. He served as lay chair of the conference, served on synod council and was a member of the Pacifica Synod executive committee. He served as a deputy vice-chancellor for the Episcopal Diocese of Hawaii. It is his desire and expectation to remain involved in ministry wherever our next call is.



AUTHORIZATION AND RELEASE


ROSTERED LEADERS: A signed copy of this page of the Rostered Leader Profile **MUST** be mailed, faxed or emailed as a PDF attachment to your synodical bishop and to the person filling out your reference form. Your profile is not complete without this page being on file in your synod's office.

CALL or SEARCH COMMITTEES: A signed copy of the Authorization and Release should be forwarded to those references and others who are being asked for a recommendation or comment.

AUTHORIZATION AND RELEASE

I, **The Rev. Karen D Perkins**, authorize any references, supervisors, ELCA agencies, or any other person or organization to give the congregation, agency, institution or organization any information (including opinions) regarding my character and fitness for ministry. I also release any individual, employer, congregation, ELCA agency, institution, organization, or official, reference, or any other person or organization providing information, from any and all liability for damages of whatever kind or nature which may exist at any time on account of compliance or any attempts to comply with this authorization, excepting only the communication of knowingly false information.

A facsimile, photocopy or electronic copy of this Authorization and Release shall be valid as the original.



SIGNATURE

March 2, 2016
DATE