

Sister Noreen Henry Stevens

ROSTERED MINISTER PROFILE

Completed: 1/30/2021



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

This Rostered Minister Profile (RMP) allows 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 RMP is complete once the synod 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

The love of Christ controls us (II Corinthians 5:14) motivates me, calls me and engages me in responding to my call to diakonia. Using my gifts and passions, I actively seek out opportunities to build up the Body of Christ through partnerships, inclusivity in mission, diversity in voice, organization and witness.

Part I: PERSONAL INFORMATION

Preferred Contact Information

7245 Clear Rdg			
ADDRESS LINE	ADDRESS LINE2		
Centerville	MN	55038-8726	
CITY	STATE	ZIP	
United States			
FOREIGN COUNTRY			
(651)815-1145	(651)815-1145	noreen.stevens@elca.org	
PREFERRED PHONE	OTHER PHONE	E-MAIL ADDRESS	
Minister of Word and Service	Under Call	09/20/1987	Saint Paul Area Synod
ELCA ROSTER	ROSTER STATUS	DATE ROSTERED	SYNOD OF ROSTER OR CANDIDACY

Language Proficiencies

English (FLUENT)



PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

Formal Education

MASTER OF ARTS IN RELIGION

DEGREE

Lutheran School of Theology at Chicago

SCHOOL

CHRISTIAN EDUCATION

FIELD OF STUDY

Chicago, Illinois/United States

CITY, STATE

1986

YEAR

BACHELOR OF ARTS

DEGREE

Augustana College

SCHOOL

EDUCATION/EDUCATIONAL RESEARCH

FIELD OF STUDY

Rock Island, Illinois (United States)

CITY, STATE

1984

YEAR

DEGREE

SCHOOL

FIELD OF STUDY

CITY, STATE

YEAR

DEGREE

SCHOOL

FIELD OF STUDY

CITY, STATE

YEAR

Life Long Learning Experiences

2020

Diaconia as Gamechanger? Leadership of Service in Times of Crisis, Complexity and Transformation

6

YEAR

TOPIC OR TITLE OF CLASS

CONTACT HOURS

2019

Respecting Covenant - Risking the Journey of Reconciliation - DOTAC

25

YEAR

TOPIC OR TITLE OF CLASS

CONTACT HOURS

2019

Boundaries Training/Seminar

12

YEAR

TOPIC OR TITLE OF CLASS

CONTACT HOURS

2019

Abriendo Fronteras - Opening Borders 1 week

YEAR

TOPIC OR TITLE OF CLASS

CONTACT HOURS

2018

Kaiserswerth General Conference, Bethel, Germany - 1 week

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. Deaconess Community of the ELCA also serving in the ELCIC	directing deaconess	2016 -
ORGANIZATION Chicago IL	RECENT POSITION/TITLE	YEAR
CITY, STATE	FOREIGN COUNTRY	
2. Saint Paul Area Synod	Assistant to the Bishop for Vocational Formation	2008 - 2016
ORGANIZATION St. Paul MN	RECENT POSITION/TITLE	YEAR
CITY, STATE	FOREIGN COUNTRY	
3. Deaconess Community of the ELCA also serving in the ELCIC	Director of Vocation and Education	2005 - 2008
ORGANIZATION Chicago IL	RECENT POSITION/TITLE	YEAR
CITY, STATE	FOREIGN COUNTRY	
4. Eastern Minnesota Resource Center	Director	1999 - 2007
ORGANIZATION St. Paul MN	RECENT POSITION/TITLE	YEAR
CITY, STATE	FOREIGN COUNTRY	
5. Living Waters Lutheran Church	Parish Deaconess/Curriculum Coordinator	1997 - 1999
ORGANIZATION Lino Lakes MN	RECENT POSITION/TITLE	YEAR
CITY, STATE	FOREIGN COUNTRY	

Current Ministry

Deaconess Community of the ELCA	directing deaconess	Full Time
ORGANIZATION Chicago ,IL	RECENT POSITION/TITLE	FULL TIME/ PART TIME
CITY, STATE		
Large city (250,000 or more)		
SIZE	TYPE	

CURRENT MINISTRY (A CONGREGATION or AN ORGANIZATION)



ELCA CONGREGATION ID	AVG WEEKLY WORSHIP ATTENDANCE	More than \$700,000 TOTAL CURRENT BUDGET	More than \$50,000 MISSION SUPPORT TO THE LARGER CHURCH
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Describe your ministry site as to its characteristics (e.g. rural, ecumenical, multiple point, or agency), purpose and relationship to the larger church.

The Community's by laws state: The Deaconess Community is a prophetic Christ-centered community of diaconal womxn, called to impact a broken world by accompanying, forming, equipping, and resourcing diaconal leaders and communities. This ministry relates the Gospel to human need in every situation, builds bridges across divides and works with the Church's mission to proclaim the Gospel and to extend the ministry of diakonia to all the world. (3.1)

The Deaconess Community consists of womxn who have been approved by the Deaconess Community and called to the roster of Ministers of Word and Service in the ELCA or the Diaconal Ministers Roster in the Evangelical Lutheran Church in Canada, together with those of its candidates... Members are committed to prophetic diakonia and are strengthened for service through the Deaconess Community. (3.2)

Part II: COMPETENCIES OR SPECIALIZATIONS

Areas of Expertise

Building a Sense of Community 1.	Pastoral Care and Visitation 2.	Public Policy / Advocacy 3.
Participant in the Larger Church 4.	Administration 5.	

Areas of Strength

Recruit and Equip Leaders 1.	Ministry in Daily Life 2.	Christian Education 3.
Strategic Mission Planning 4.	Social Ministry 5.	

Examples of Competencies



*Building a Sense of
Community*

"Compelled by the love of Christ and sustained by community" are words found in the Deaconess Community vision statement. Although the statement refers to the Deaconess Community, this grounding motivates me to seek community in all aspects of my life. Building a sense of community flows from a respect and celebration of the individual in the whole. In the last four years, I have sought to encourage our Community to live out our vision as we dwell in our inextricable connection through Christ's love and actively engage in motivating and sustaining one another in community. I have worked to grow individual relationships and then, drawing on gifts and passions, I have invited participation in the community's tasks and ministry and lifted up community building through shared prayers of lament and joy, one-to-one connections, continued connections through virtual monthly prayer (growing this into our DOTAC community) and check-ins, activities and Verse of the Day, with a focus on inviting and encouraging sisters who have experienced marginalization. It has been wonderful to see how our community's joy has grown as we celebrate and learn with all the voices at the table. I pray these intentional connections and the work of the newly developed Sustained by Community Working Group will continue to invite and encourage our Community to celebrate what more we can do together as we respond to God's daily call.

*Pastoral Care and
Visitation*

My diaconal call moves me to bring my heart and hands into each pastoral relationship. Over the past four years, my role has called me into holy moments that celebrate Emmanuel as I have walked with our Sisters in the dark, shouted out Amen as life transitions were celebrated and sat in overwhelming grief as a sister's safety and health were in peril. These beautiful and broken times called on a ministry of presence as we dwelled in Christ's hope and love AND often called for servant hands - seeking resources, doing tasks, holding and blessing hands, sharing a meal, and rescuing animals. Compelled by the love of Christ, this is what I do - my pastoral care is both a ministry of presence and service. Several years ago, I was visiting with a pastor living in a VA nursing home. I usually visited during a meal, as he'd be more alert. During this particular visit, the dining room was extra busy and the nursing staff were being pulled in a variety of directions. The pastor was often helped to eat and he was becoming agitated waiting for his food. I asked the nurse, if I might help. She answered with a quick yes, before she was pulled from the table again. And so, I helped the pastor eat his lunch. Later in a conversation with a colleague he was amazed I would help the pastor eat - that is not our job, I was told. A faithful conversation on Matthew 25 followed as I shared, it is my call to bring my heart, mind and hands into each pastoral relationship and celebrate the beauty of the servant leadership I witnessed in the prophetic voices and working hands of my Community's faithful foremothers.

Public Policy / Advocacy

Advocating for calls and diaconal opportunities has been ongoing work throughout my ministry, but particularly important in the directing deaconess role through connections with bishops, institutions and agencies, and organizations. Over the past four years, I have had a number of opportunities to grow my role in advocacy. The Guardian Angel program has brought me into court rooms to provide a ministry of presence for minors in immigration court and Ecumenical Advocacy Days has provided opportunity to bring the vision of the Deaconess Community to partners and elected officials as we work for justice and flourishing of all God's creation. With our Community's endorsement of the Poor People's Campaign, A National Call for a Moral Revival (PPC), I have joined with Sisters in Washington DC to seek justice and walked with ecumenical partners in MN as I work with our state's PPC. The interlocking injustices boldly displayed by the pandemics of CoVID and racism call for our daily work, education, and cry out for a fusion of partners demonstrated with the PPC.



Participant in the Larger Church

Although I have served on a number of committees in the larger church, there are several opportunities, which demonstrate the breadth of these experiences and partnerships formed through the work. I served on the ELCA Call Review Task Force. The roster/geographic diverse group was pulled together to review call practices and recommend changes, etc as needed. I also served with the Theological Education Advisory Council (TEAC) - the learning and faithful difficult discussions with ecumenical partners and leaders in ELCA institutions - from health care to seminaries, created foundational recommendations that continue to be implemented through system changes and shared resources across the ELCA, as well as with ecumenical and international partners. A third opportunity in which I have the privilege of partnering is the CPE Professional Advisory Group with Fairview Health Systems (Minneapolis, MN). I sit with the CPE educators/managers as a judicatory partner, along with seminary professionals and spiritual directors. The meetings provide shared wisdom as clinical pastoral education methods/models/tools are discussed with a focus on the developmental needs of leaders in the context of the changing culture. While my work on the Board of DOTAC comes through my role as the directing deaconess, the opportunities to grow our partnerships ecumenically and internationally has been especially helpful as we navigate the pandemic and grow in our understanding and opportunities available through the world diaconate. Each experience has allowed me to grow in my understanding of the breadth of the work of Christ's church, develop and nurture partnerships and celebrate the importance of discernment and shared wisdom as each voice is welcomed to the table.

Administration

In each of my calls, I have been accountable for different aspects of administration. Each opportunity built on the last until today, I am fortunate to now have a number of administrative tools and a deep respect for the role of a healthy administration. I understand the policies, procedures, protocols and by laws of an organization as living documents that both provide order and invite discerning conversation as vision and mission are held up to these documents. Recently, I worked with an organization as it navigated through a difficult membership situation. Consistent language, historical perspective, and reordering the by laws provided the clarification needed for decisions to be made that were objective rather than subjective. Working with a committee following the protocols of a policy provided the legal order they needed, but also provided expanded opportunity for gifting as words were clearly defined. Good order invites communication, discernment of mission and vision, and faithful consideration of the opportunities and implication of change.

References

An ELCA Pastor or Deacon

Becky Swanon

Advent Lutheran Church

NAME

ORGANIZATION AND TITLE

(612)327-5087

(612)327-5087

prbeckys@gmail.com

DAY PHONE NUMBER

EVENING PHONE NUMBER

E-MAIL

Lay Person (Current Ministry Setting)

Yvette NewberryWhite

Deaconess Community of the ELCA

NAME

ORGANIZATION AND TITLE

(312)523-3182

(312)523-3182

yvette.newberrywhite@elca.org

DAY PHONE NUMBER

EVENING PHONE NUMBER

E-MAIL



Lay Person (Non-Current Ministry Setting)

Denise Floe

NAME

(651)484-7213

DAY PHONE NUMBER

Incarnation Lutheran Church

ORGANIZATION AND TITLE

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E-MAIL

Supervisor/Colleague

Laurie Natwick

NAME

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DAY PHONE NUMBER

Retired

ORGANIZATION AND TITLE

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EVENING PHONE NUMBER

natwick@cord.edu

E-MAIL

Reference Recommendation

Jan Rizzo

NAME

(708)856-9652

DAY PHONE NUMBER

jan.rizzo@elca.org

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.

Washed in the waters of baptism and welcomed into the body of Christ, I have been equipped, called and sent to celebrate diakonia in the world. Motivated by the love of Christ, my call "from God comes through the church to serve and equip the whole people of God" through Word and Service ministry. Partnerships, prayer and the Spirit weave throughout my call and move me to respond as a servant leader as I demonstrate diakonia in all aspects of my life and work.

Convictions:

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

Grace - Motivated by God's love and grace, I daily seek to listen, respond and act with grace and honesty. While navigating difficult conversations with an individual or group, focusing on God's love and grace keeps me centered and provides me with the graciousness in which to speak truth.

Breathe - with the Spirit. While this has always been my quiet mantra as I walk - often dwelling in Psalm 46, it has also gone onto the baseball field and motivated co-workers as they walk into conflicted situations. The calm I find in literally breathing and saying the word, "breathe," encourages me to STOP (Psalm 46) and experiential the presence of the Spirit.

Relational - dwelling in my relationship with the Triune God, I work to develop trusting, sustaining and motivating relationships. Although difficult at times, I work for a healthy interpersonal climate and pray I am open both personally and professionally.

Context:

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



A setting in which I would serve in partnership with others to build up a sense of community, strengthen leaders, grow partnerships, listen and act faithfully with the Spirit and step out as a servant leader in response to God's daily call to be public church.

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?

In the last four years, the Deaconess Community of the ELCA has worked to live into its affirmation as an intentional Reconciling in Christ community of womxn, faithfully welcomed a merging of rosters and birth of the Ministers of Word and Service, stepped into a new structure and candidate formation, breathed in the Rite of Ordination for deacons in the ELCA and ELCIC, renewed partnerships and welcomed new partners, faithfully responded to invitations to use our resources for the flourishing of all God's creation, and in this last year navigated through the pandemic and prophetic work in denouncing injustices. This has been done as we celebrate what more we can do together and draw on the gifts and passions of all our members. While I do seek to keep our vision and mission before the Community, focus on accountability and welcoming all to the table, our joy has grown and opportunities welcomed because of the members of the Community. Daily I say, It is gift to be Community. In these past four years, I have dedicated time to renewing and developing partnerships. This work has brought me into holy conversations with members and groups in the Community, taken me to the Kaiserswerth General Conference in Germany to present on our Community's opportunities for mission, protests and rallies with the Poor People's Campaign, educating organizations, agencies and bishops on the diaconate, growing our relationship with our Community Mission Grant Partners through visits and regular communication, and diligent work with our financial partners as we seek socially responsible investments.

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 have and always will have a deep respect for authority as it welcomes honest reflection, strong partnerships and loyal opposition. This is how I have experienced the ELCA and synodical partners and with this, seek to invite and listen to the questions, concerns and joys regarding authority, ministry and faithful relationships. Gathered and grounded in the Gospel, I speak to who we are as a whole - individuals moving into congregations and congregations moving into synods and then, the ELCA as a whole. In this, the body of Christ is celebrated as "our hands" come together to do "God's work." For it is in the whole coming together that we can do more AND this is good Christ-centered ministry that responds to the Gospel and moves us out to be disciples. I pray we, the ELCA, will continue to celebrate relationship, move forward boldly as public church and in celebrating our diversity, know that we all come to the same table to be fed by God's saving love and grace.

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

Motivated by the love of Christ to serve, I have and will continue to seek opportunities to serve as a part of a team. I can work well independently as my calls in director/solo managerial roles demonstrate, but it is in my work with teams that I have learned the value of group processing, accountability and the wisdom that comes from prayerful, Spirit-filled teamwork. Respecting team members, I place a heavy emphasis on accountability and work hard to be well prepared for meetings or work on shared projects/events. I seek open, honest feedback, mutual accountability and celebration of the giftedness of the individual in the work of the whole.



Part IV: CANDIDATE COMMENTARY

The Candidate Commentary is an optional component that allows you to expand your Rostered Minister 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 RMP.

Supporting Information

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

	Selected Answer
* Video recording of a worship, preaching, teaching or speaking occasion?	No
* Audio recording of a worship, preaching, teaching or speaking occasion?	No
* Most recent Congregation/ Organization Annual Report?	Yes
* Samples of writing or communication pieces from your ministry?	Yes
* Letters of Reference?	Yes
* Resume or curriculum vitae?	Yes

Comments or Explanations (Regarding this RMP)

Disclosure Information

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

	Selected Answer
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 minister?	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 ministers in the ELCA and do you intend to continue to live in compliance? (Included as historical data)	Yes
I understand that I am responsible for informing my bishop regarding any current or future circumstance that might subject me to discipline according to <i>Definitions and Guidelines for Discipline</i> .	Yes



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:

[Empty text box for comments]

Certification

I, Sister Noreen Henry Stevens, certify that the information contained in this Rostered Minister Profile which is dated 1/30/2021 6:08:10 AM 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 Minister Profile.

Agreed

Sister Noreen Henry Stevens

1/30/2021 6:08:10 AM

AGREE/DISAGREE

CERTIFY BY

CERTIFY DATE

Reviewed

This Rostered Minister Profile for Sister Noreen Henry Stevens has been received at the Saint Paul Area Synod on 01/30/2021.

AUTHORIZATION AND RELEASE

ROSTERED MINISTERS: A **signed** copy of this page of the RMP **MUST** be forwarded to your synod bishop and to the person filling out your reference form. Any of these three formats is valid for sending the signed page: mailed hard copy, faxed copy, or emailed scan of the page in PDF format.

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, **Sister Noreen Henry Stevens**, 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

DATE

