

MINISTRY SITE PROFILE

Lutheran Church of the Resurrection

Racine, WI

Completed: 06/10/2020



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).

Summary Description

We are seeking an Associate Pastor to share the resurrection of Jesus and be open and welcoming to all. The candidate we are seeking would reinvigorate and be actively involved with our children, youth, and family ministry through building relationships, empowering leaders, and nurturing cross-generational ministry. We also look for this person to encourage outreach and service in our faith community and beyond.

PART I: WHO WE ARE

Name and Location

CONGREGATION

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

Racine, WI, 53405

CITY, STATE , ZIP

Greater Milwaukee Synod (5J)

SYNOD

Medium city (50,000 - 249,999)

SIZE OF COMMUNITY

Lutheran Church of the Resurrection

NAME

14780

CONG ID

US

COUNTRY

Congregation - Organized

TYPE OF MINISTRY SITE

1961

YEAR ORGANIZED

Contact Information

Ministry Site (preferred contact information)

322 Ohio Street

ADDRESS LINE 1

Racine, WI, 53405

CITY, STATE, ZIP

US

COUNTRY

office@lcracine.org

E-MAIL

www.lcracine.org

WEB SITE

(262) 637-7431

PHONE

FAX

Chairperson of Congregation or Head of the Organization

Tony Baumgardt

NAME

2536 Dover Ln

ADDRESS LINE 1

Racine, WI, 53406

CITY, STATE, ZIP

US

COUNTRY

(262) 770-7107

DAY PHONE

(262) 770-7107

EVENING PHONE

(262) 770-7107

CELL PHONE

FAX



abaumga08@yahoo.com

E-MAIL

Chairperson of Call or Search Committee

Aaron Kozlik

NAME

1625 Secretariat Ln.

ADDRESS LINE 1

(262) 619-0418

DAY PHONE

russianbear_19@yahoo.com

E-MAIL

ADDRESS LINE 2

(262) 619-0418

EVENING PHONE

Racine, WI, 53402

CITY, STATE, ZIP

(262) 939-5905

CELL PHONE

US

COUNTRY

FAX

Demographics

Language Spoken

In the congregation/ organization

English

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

In the surrounding community

English

PRIMARY LANGUAGE

Spanish

SECOND LANGUAGE

THIRD LANGUAGE

Race/Ethnicity (In the Congregation)

Caucasian (90%)

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

Latino/Hispanic (5% or less)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Race/Ethnicity (Surrounding Community)

Caucasian (70%)

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

Latino/Hispanic (15%)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

As obtained from census.gov estimates as of July 1, 2019

Gender comparison

46%

54%

MALE

FEMALE

Age distribution

20%

20%

15%

25%

20%

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

Number of Paid Staff

1

0

4

2

3

6

Ministers of Word
and Sacrament
(PASTORS)

Ministers of
Word and
Service
(DEACONS)

OTHER LAY PROFESSIONALS

SECRETARIAL SUPPORT

CUSTODIAL SUPPORT

OTHER

Congregational Information



251 - 400

76 - 100

Single site

AVE WEEKLY WORSHIP ATTENDANCE

AVE ATTENDANCE IN CHRISTIAN EDUCATION

PARISH TYPE

Distance members live from church facilities:

5%

25%

35%

35%

1/2 MILE OR LESS

1/2 - 1 MILE

1 - 3 MILES

MORE THAN 3 MILES

Community Type

☒ Suburban

☐ College or University

☐ Farming

☐ Inner City

☐ Mining/logging

☐ Ranching

☒ Industrial

☐ Resort

☐ Retirement

Budget of the Congregation/ Organization

2019

\$500,779

TOTAL BUDGET FOR THE LAST FISCAL YEAR

\$31,400

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

LAST FISCAL YEAR

\$0

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

\$436,252

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.

Our congregation home is located in the city of Racine, in close proximity (within two miles) to the adjoining villages of Mt. Pleasant and Caledonia. Total population of the three communities is estimated at 129,520 (Racine-only 77,432.) Leading area employers and their published employee count include Ascension All Saints (2,661), S.C. Johnson, Inc. (2,600), CNH America LLC (2,500), Racine Unified School District (2,500) and InSinkErator (1,000). Racine is a manufacturing town, which is the occupation of about 23% of its residents, followed by education, health services, leisure and hospitality.

Racine has a small city feel with big city opportunities. We have a historic and vibrant downtown with plenty of activities throughout the year and a wide range of small shops and dining experiences. Our picturesque location on Lake Michigan provides opportunities for outdoor recreation and leisure. Racine has much to offer including beaches, a zoo, world-renowned architecture, and a diverse community that calls it home. Our location between Chicago and Milwaukee also provides many opportunities for recreational activities; sports, music, arts, and cultural events, all within driving distance.

Trends:

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

We have identified the congregations desire to realign our mission statement with continued outreach. Over the past couple of years we have added programs to our community outreach including the Veterans Tiny Homes, Gods Work Our Hands, Community Neighborhood Summer Camp, and adding an adult mission trip in addition to our existing outreach programs.

Our Sunday School programming has been in a state of continuous improvement. Utilizing the same program model



for years has created complacency in the system. A remodeling has been implemented to reinvigorate and engage the youth, with a focus on cross generational involvement. New programs are being implemented and reviewed. Programs that are affective are continued and built upon; ones that are not are discarded.

Our congregation is proud of our strong youth program with active youth willing to go into the community. Even with a recent decline in the number of youth, our youth have continued the trend of reaching out to serve. This program is highlighted by the interaction between ages and the building of strong faith and desire to serve from a young age. The youth participate in a weekly youth night, annual mission trip, Gods Work Our Hands, community meals, and fundraising for multiple organizations in our community.

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.

(1) Underemployment – Racine lacks affordable housing and many of the renting options are that of houses with higher rates. Within the City of Racine over 51% of households are burdened with the cost of rent being greater than 30% of the household income. As more retail stores have closed, eliminating non-skilled labor opportunities within the city, more people need to look to manufacturing jobs. However, as the city is bordered on one side by Lake Michigan growth in the city is limited and manufacturing facilities have moved mostly outside the city. A lack of public transportation to these outlying locations has contributed to a 4% unemployment rate.

(2) Public Education: K-12 public education for Racine, Mt. Pleasant and Caledonia is provided by the Racine Unified School District. Recently the RUSD school system has earned a rating of “Meets few expectations”. As a manufacturing community, RUSD has moved towards an “Academies of Racine” philosophy where students are expected to choose a career path early in their education. That student’s education would then focus on that career path and preparing students for their chosen field of study.

(3) City of Racine — Partially due to the location between Chicago and Milwaukee the occurrences of crime, violence, drugs, human trafficking, and gangs are higher than that of comparable sized cities. Racine’s crime rate is in the top 8% of all cities and towns in Wisconsin.

Programs:

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

There are two Sunday worship services; the first being a traditional worship setting, the second, a contemporary service. During the school year we offer Sunday School, which includes preschool, elementary, confirmation (middle school) aged children and youth. Adult forums are held on most Sundays. In the summer months, the contemporary service is held outdoors. During the Lent and Advent seasons Wednesday services are added, one mid-day with a soup lunch to follow, and one in the evening with a pre-service supper.

During the week our youth groups meet, including elementary age kids, middle school, high school, as well as 7th and 8th grade confirmation classes. Adult education and gatherings include our Adult Bible Study, Women's Brown Bag Bible Group, Senior Bible Study, Prime Timers, and three Circle groups. Our strong youth ministry emphasizes fellowship and spiritual growth and service, highlighted in 20-30 youth attending the annual mission trip. LCR's Women's activities include bible studies, service activities, and a quilting group.

Our mission and ministry programs include involvement in or with:

- HALO (Homeless Assistance Leadership Organization)/over night shelter
- Hospitality Center (day shelter)
- Living Faith Sunday Night Community Meal
- Racine County Food Bank
- Racine Interfaith Coalition (RIC)
- ELCA Neighborhood Camp (5-week Summer Camp)
- Veterans Tiny Homes
- ELCA World Hunger Program
- Youth/Young Adult/Adult Mission Trips
- Wycliffe Bible Translators (Mary and Tom Holman; Missionaries)

Goals:

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

Our vision is to engage all people of our church family in their faith and to build a strong foundation with the younger generations, by reinvigorating their spirituality and connecting them with older generations in programs, outreach and worship.



To instill stability and longevity in our ministry, we strive to be good stewards of our facility by looking to the future. Through planning and investing, we strive to maintain and enhance our facility and grounds so that it can continue to be a prime venue for our mission and worship, along with the ministry of our community partners that utilize our building as a meeting place.

Energy:

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

We are excited about the momentum our congregation has had in the last 2 years with a new pastor, working through a new mission statement, upgrades to our worship experience and reaching out to our community in a new way with a 5-week summer neighborhood camp for elementary age children. We have also added a young adult and adult mission trip. As a time of renewal, we have been looking for different ways to express learning and new ways to engage in faith.

New opportunities are on the horizon with our renewed mission and focus. We will be having a presentation by the Hopes Center, an organization that helps with the homeless, people with drug addictions and mental health issues.

We also look forward to calling an Associate Pastor to over see the area of children, youth and family ministry as this is an area that we see as a key part of our vision for the future ministry at LCR and want to support this as an important part of the life and mission of our congregation and community. Our congregation has always been proud of our youth and our strong youth program. Bringing in someone new that can add fresh ideas to this program is exciting to our congregation.

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?

As the largest ELCA congregation in the City of Racine, we see ourselves as an active participant in ELCA and the Greater Milwaukee Synod in worship and outreach ministries within our immediate neighborhoods and into the adjoining villages of Mt. Pleasant and Caledonia.



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.	☐	☐	☒	☐	We tend to be informal and spontaneous.
We have clearly defined goals and plans for our future.	☐	☒	☐	☐	We have no stated goals or plans.
We are racially and economically diverse.	☐	☐	☐	☒	We are demographically homogeneous.

OUR LEADERSHIP STYLE

We welcome ideas that are provoking and challenging.	☐	☒	☐	☐	We prefer ideas that are tried and true.
We rely on our leaders for direction.	☐	☐	☒	☐	We rely on group decision-making.
We have learned how to use conflict constructively.	☐	☒	☐	☐	We tend to perceive conflict as something destructive.

OUR PROGRAMMING

Our facilities are often used by community groups.	☒	☐	☐	☐	Our facilities are only used for our activities.
We train people to minister outside our walls.	☐	☐	☒	☐	We train people to minister inside our walls.
We focus on ideas and beliefs.	☐	☒	☐	☐	We focus on skills and action.

OUR THEOLOGICAL PERSPECTIVE

We are obviously Lutheran in identify and practice.	☐	☒	☐	☐	We are less obvious about our Lutheran heritage.
We participate in synod and ELCA activities.	☐	☒	☐	☐	We are not very active in the synod and ELCA.
We focus on Biblical studies and doctrine.	☐	☐	☒	☐	We focus on contemporary issues and topics.



Purpose, Giftedness and Mission

Purpose

How does this congregation or organization understand its reason for being in the light of God's call to mission and service? Who are you? Why are you here?

Our mission statement was finalized in 2019 as:
We share the Resurrection by:
Loving Jesus, Changing Lives & Reaching Out to Serve

The values that the congregation selected were:
Preaching, Prayer & Worship, Fellowship, Teaching & Community

Our vision is to engage all people of our church family in their faith and build a strong foundation with the younger generations by reinvigorating their spirituality and connecting them with older generations in programs, outreach and worship.

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?

Our top assets for the church are:

- (1) Energy and faith of the members and leadership. The senior members contribute both actively and financially. The youth provide inspiration to the congregation helping to unite the generations. The blessing of continuing to welcome new people and young families as part of our community of faith.
- (2) We have enhanced and diverse worship services. Both services are blessed with passionate music, a new sound system, and a projection screen to utilize several forms of multi-media.
- (3) The design of the building is as contemporary today as it was when built nearly 60 years ago, The visibility, surroundings and location on a several acre plot with ample parking, stretching from Ohio St. to Green Bay Road is a gift that we share for activities for our church, but also with community partners and outside groups as well.

Some of the obstacles to be overcome include:

- (1) Transition in our church family has been an obstacle as we have had a lack of younger families with children, reduced youth membership, Pastoral changes, and the retirement of our long time youth director.
- (2) As a church with a largely suburban-based membership, we would like to expand our presence within the nearby urban community by partnering with other organizations to bridge the gap.
- (3) We are continuing to be good stewards of our financial resources as we prepare for future income changes from our senior member contributors decreasing giving or passing away, who represent a very significant percentage of our annual giving as well as preparing for major infrastructure projects for which we are currently putting a financial building appeal together to present to the congregation in 2020 due to the age of our facility.

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 the spirit of faith, family and community, our top three mission priorities include:

- (1) Vision/Oversee/Coordinate Children, Youth & Young family ministry & outreach; this is a membership demographic with which we are continuing to engage and grow.
- (2) Work on strengthening programming and equipping our volunteers and parents for our Sunday School, Confirmation & Youth programs and continue building the blended cross-generational energy of our youth and senior members.
- (3) Build a sense of community with all ages; in worship, at Christ centered fellowship activities/events, at Christian education opportunities, at community activities and beyond.

References

Synod Bishop



Rev. Paul D. Erickson

Greater Milwaukee Synod

paul.erickson@gmselca.org

NAME

SYNOD

E-MAIL

(414) 671-1212

DAY PHONE

EVENING PHONE

CELL

FAX

Inside Congregation or organization

Dawn Jacobson

dmj7140@yahoo.com

NAME

ORGANIZATION AND TITLE

E-MAIL

(262) 902-3373

DAY PHONE

EVENING PHONE

CELL

FAX

Outside Congregation or organization

Nancy Smith

Neighborhood Camp Leadership and Co-Founder nnsdaisy@aol.com

NAME

ORGANIZATION AND TITLE

E-MAIL

(262) 672-5859

DAY PHONE

EVENING PHONE

CELL

FAX

An ELCA rostered minister

Rev. Kara Baylor

**Carthage College Campus Pastor and Director of
Congregational Relations**

kbaylor@carthage.edu

NAME

ORGANIZATION AND TITLE

E-MAIL

(262) 551-5812

(262) 308-3395

DAY PHONE

EVENING PHONE

CELL

FAX

Anyone else who knows your setting well

Kathy Ramcke

kramcke@yahoo.com

NAME

SYNOD

E-MAIL

(262) 498-4434

DAY PHONE

EVENING PHONE

CELL

FAX

PART III: LEADERSHIP NEEDS

The Leader we Seek

Roster Type:

- ☒ Minister of Word and Sacrament ☐ Minister of Word and Service ☒ In Candidacy/First Call

Associate / Assistant Pastor

POSITION TYPE:

Master's Degree (seminary or graduate school)

MINIMUM DEGREE REQUIRED:

Full time call

FULL TIME/PART TIME:

Language Proficiencies



English/Fluent

PRIMARY LANGUAGE (PROFICIENCY)

SECOND LANGUAGE (PROFICIENCY)

THIRD LANGUAGE (PROFICIENCY)

Experience:

☒ 0-3 years ☒ 4-9 years ☐ 10 -15 years ☐ 16- 20 years ☐ 21 + years

Top Five Ministry Tasks

The five most critical tasks required in this position.

- | | | |
|---|---|---|
| ☐ Administration | ☐ Building a Sense of Community | ☐ Campus / Young Adult Ministry |
| ☐ Chaplaincy | ☒ Children's Ministry | ☐ Christian Education |
| ☐ Communications/ Media | ☐ Community Organizing | ☐ Conflict Management |
| ☐ Counseling/ Social Work | ☐ Early Childhood Administration | ☐ Ecumenical Work |
| ☐ Evangelism/ Mission | ☐ Financial Management | ☐ Global Service |
| ☐ Innovation / Creativity | ☐ Interim Ministry | ☐ Interpret Theology |
| ☐ Inter-personal Climate | ☐ Ministry in Crisis | ☐ Ministry in Daily Life |
| ☐ Ministry with Seniors | ☐ Multicultural Ministry | ☐ Music / Worship / Arts |
| ☐ Outdoor/ Camping Ministry | ☐ Parish Nurse / Health | ☐ Participant in the Larger Church |
| ☐ Pastoral Care and Visitation | ☒ Preaching / Worship | ☐ Public Policy / Advocacy |
| ☒ Recruit and Equip Leaders | ☐ Self Care / Family Life | ☐ Small Group Ministry |
| ☐ Social Ministry | ☒ Spiritual Formation / Direction | ☐ Stewardship |
| ☐ Strategic Mission Planning | ☐ Teaching | ☐ Volunteer Coordination |
| ☒ 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.	Yes
	Help people understand and act upon issues of social justice.	
	Provide care and nurture.	
	Be active in visitation of members and non-members.	Yes
Yes	Be effective in working with children.	
Yes	Build a sense of community among the people with whom he/she works.	
	Help others develop their leadership abilities and skills for ministry.	
	Be an effective administrator.	
Yes	Be an effective communicator.	
	Be an effective teacher.	
	Encourage support of the Church's wider mission.	



	Work regularly in the development of stewardship growth.	
	Be active in ecumenical relationships.	
Yes	Be effective in working with youth.	
	Organize people for community action.	
	Be skilled in planning and leading programs.	Yes
	Have a strong commitment and loyalty to the ELCA.	
	Understand and interpret the mission of the Church from a global perspective.	
	Deal effectively with conflict.	
	Bring joy and good humor to relationships.	Yes
Yes	Be able to share leadership and work in a team.	
	Be creative and innovative about his or her tasks.	Yes
	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. The children and family ministry, including Sunday School and how we teach our young people about living faith and service. To reinvigorate the program and collaborate with both the children and their families. To encourage and actively participate in engagement of families involved in the program and others that could benefit from this ministry.**
- B. The Youth Group, which is currently a strong program anchored by a Wednesday night gathering and meal headed up by our retired Youth Director. It is important that this program does not take a step back, but can maintain its strength and grow with new perspectives and ideas by working with the Youth Ministry Team.**
- C. Cross-generational activities and how to incorporate them more into the life of the Church. Creating a bridge between the children, young adults, adults, and Prime Timers so that they can share in learning from each other and living our faith as one.**
- D. Building relationships with our members. Beyond knowing names, our members want to know who you are on a personal level and we want you to know who we are. Like any good relationship we want to have mutual trust, honesty, openness, good communication, and caring. We also look to you as a bridge to foster relationships between members and generations.**
- E. Building leaders, both in our church and in our community. Empowering the congregation to be leaders, both adults and youth. Building our youth up to be leaders as well as supporters of each other. To have youth that are willing to participate and have their voices heard, to go out into the community and make a difference. Doing so will strengthen our church family and to have these youth grow to be active members of our faith.**

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. We will provide support and resources for the pastor's assimilation to our congregation. This support will be led by the Senior Pastor, Call Committee, Congregation Council, Congregation Committees and many members who are eager to partner with you.**
- B. We will facilitate small group meetings with members of the congregation, especially families with children &**



- C. **We will promote and support cross-generational gatherings and fellowship activities that will strengthen families and make connections within our church family.**
- D. **We look forward to collaborating with you on new ideas in a unified effort to enrich our program and worship experience.**
- E. **We will encourage our new pastor to be a leader in children and youth programs, with the help of the parish education and youth committees.**

Compensation

No	Yes
PARSONAGE	SOCIAL SECURITY TAX OFFSET
\$60,000 - \$65,000	
MAXIMUM AMOUNT AVAILABLE FOR DEFINED COMPENSATION	

Benefits

Yes	Yes	4 weeks
PENSION	MEDICAL	VACATION WEEKS
No	Yes	
SABBATICAL POLICY	PARENTAL LEAVE POLICY	
Yes		
ARE BACKGROUND CHECKS REQUIRED		

Professional Expenses

Yes	Yes
AUTO / TRAVEL REIMBURSEMENT	PROFESSIONAL EXPENSES ACCOUNT
Yes	Yes
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.

Professional expenses are supported, but need to be approved.

Other Supporting Resources

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

Mission and Vision statement of the congregation or organization	Yes
Printed history of the congregation or organization	Yes
Strategic Plan: Goals and Objectives	No
Budget	Yes



Annual Report

Yes

Position description: Duties and Responsibilities

Yes

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.

As a faith community, our vision is to be active members of our greater community by reaching out to serve others. We have several groups and programs that participate in outreach to not only help the community but also share our faith. It is partially through this outreach and active participation in our city and adjacent villages in conjunction with our openness and welcoming to all nature that we strive to grow as a church and facilitate the ability to have an impact. Our Church family has a natural balance of generations, which we envision working together through cross-generational activities and programs. We have a strong youth program that strives to empower our children and young adults to be leaders and active members in our church and society. As to accommodate different preferred worship styles, we offer diverse worship services. A traditional service and a contemporary service offer a variety of music and worship styles. Both services are able to utilize our enhanced worship features such as our newly installed sound system. Part of our vision is to be good stewards of our resources, which included planning for the future and keeping our facility updated as to be a home for both our congregational needs and for those groups that utilize our facility.

While we are a strong church we are not without our challenges and opportunities. An aging building requires upkeep, upgrades, and updating to continue to provide as a home for all to worship and to live out our mission. As society trends seem to create change in church numbers across that country, we have seen a decrease in our youth and young families. This challenge creates many opportunities, to reinvigorate our Sunday School classes and re-image the Confirmation program. We have been through a time of transition with a few pastoral changes and have recently had another transition with our Youth Director retiring. In this process we are open to change that brings stability and growth as we bring our members together as one faith family. We are looking for an Associate Pastor for a term call of 2 years with the option for a 3rd year, which we hope will enhance the area of Children, Youth and Family ministry and help the church and our community see that we want to invest in our children and youth for the future.

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).

As a congregation we have agreed to a Mission Statement to easily share a simple message about why we are here as a church. We gathered a congregational Exploratory Team to prayerfully think about the needs of the church. This laid out a direction and delivered a decision to bring forward the recommendation to call an Associate Pastor. The council with the assistance of the Finance Committee have agreed to call an Associate Pastor – the Congregation approved at the annual meeting. A Call Committee was formed with a diverse cross section of members. We met on several occasions to complete the MSP through, conversation, information from our previous MSP, information gathered from the Exploratory Team, and updated statistics.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's board: **3/16/2020**

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.

Rev. Jennifer Arnold

NAME

TITLE

jennifer.arnold@gmselca.org



OFFICE PHONE

E-MAIL

Reference's Recommendation

Rev. Kara Baylor

kbaylor@carthage.edu

NAME

E-MAIL

(262) 551-5812

DAY PHONE

EVENING PHONE

(262) 308-3395

CELL

FAX