

MINISTRY SITE PROFILE

Lutheran Church of the Resurrection

Racine, WI

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).

Summary Description

As we have experienced a growth in worship attendees, events, and church activities as well as an excitement and energy about our future, it has become clear that a one pastor congregation can not achieve all that is needed to meet our vision and mission. Pastor John and our congregation know that one pastor can not do everything required even with the full support/help of Council and the congregation. The specific skill set in this new pastor's job description reveals an exciting and unique opportunity for anyone with this background. We are ready for change and excited to move along in this journey with two very strong and passionate pastors for our church.

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)

Lutheran Church of the
Resurrection ATTN: Kristin Fritz

ADDRESS LINE 1

322 Ohio Street

ADDRESS LINE 2

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CITY, STATE, ZIP

US

COUNTRY

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E-MAIL

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WEB SITE

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PHONE

FAX

Chairperson of Congregation or Head of the Organization

Tony Baumgardt

NAME

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CITY, STATE, ZIP

US

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Chairperson of Call or Search Committee

Kristin Fritz

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Demographics

Language Spoken

In the congregation/ organization

English

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

In the surrounding community

English

Spanish

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

Race/Ethnicity (In the Congregation)

Caucasian (90%)

African American/Black
(5% or less)

Latino/Hispanic (5% or less)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Race/Ethnicity (Surrounding Community)

Caucasian (60%)

African American/Black
(20%)

Latino/Hispanic (20%)

Asian/Pacific Islander
(5% or less)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

The community information came from the January 2022 Leighton Ford Ministries study provided for our Visioning Process. This study highlighted that our racial trend has remained fairly unchanged over the past 10 years and is projected to stay the same over the next 5 years. Population size over the next 10 years is project to remain about the same as well.

Gender comparison

Age distribution

46%

54%

20%

20%

15%

25%

20%

MALE

FEMALE

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

Number of Paid Staff

2

0

2

1

3

0



Ministers of Word and Sacrament (PASTORS)	Ministers of Word and Service (DEACONS)	OTHER LAY PROFESSIONALS	SECRETARIAL SUPPORT	CUSTODIAL SUPPORT	OTHER
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Congregational Information

151 - 250

AVE WEEKLY WORSHIP ATTENDANCE	AVE ATTENDANCE IN CHRISTIAN EDUCATION	PARISH TYPE
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Distance members live from church facilities:

Community Type	30%	40%	20%
☒ Suburban	1/2 - 1 MILE	☐ College or University	☐ Farming
☐ Inner City		☐ Mining/logging	☐ Ranching
☒ Industrial		☐ Resort	☐ Retirement

Budget of the Congregation/ Organization

2023

\$416,000

TOTAL BUDGET FOR THE LAST FISCAL YEAR

\$18,150

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

\$915,778

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.

Resurrection is located on the northwestern edge of Racine, near the more-suburban villages of Mount Pleasant and Caledonia. 2023 Population of the three combined is 128,536, with urban Racine representing the largest portion at 75,850. Major employers include Aurora Health Care, S.C. Johnson Inc., Case New Holland, Modine Manufacturing, Racine Unified School District and many others in surrounding areas. Milwaukee is also an easy option with large companies such as Rockwell Automation, Northwestern Mutual, Quad Graphics, Froedtert, etc. A 2021 study reported Racine employment positions as 54 percent professional/salaried with 46 percent industrial/service.

Racine's interesting history as part of the underground railroad for escaping slaves in the 1800s and as an industrial powerhouse in the late 19th and 20th centuries. The Johnson family's association with architect Frank Lloyd Wright resulted in a significant collection of his works throughout the city. Being along Lake Michigan has yielded a large boat and yacht harbor, a nationally known beach (North Beach), a public zoo, and a historic and vibrant downtown. Lake Michigan also provides opportunities for outdoor recreation and leisure. Our location between Chicago and Milwaukee opens the door to professional sports, major music, arts, and cultural events, within an hour or less drive or by rail. Our nearby neighbor, Kenosha, also offers a host of activities.

Our population is dominated by two demographic groups: Families/empty nesters (ages 35-54) and retired (ages 65 and older).

Trends:

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



- 1) Changes in pastoral staffing in the last 5-7 years.
- 2) Since the pandemic, Resurrection had seen a decline in worship attendees, programs, and financial giving. However, in the last six months, since the installation of Pastor John Anderson, we have seen a significant increase in all of these areas. Specifically, Sunday worship attendance has increased 46% in the past 6 months. It is clear there is a need for a second pastor to support this growth, excitement, and anticipation of the future and possibilities!

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.

Much like most medium to large cities in the U.S., Racine has experienced a Police Department recruiting and retention problem and at the same time, we are expecting more out of the officers. In addition, gang violence and mental health issues are trending up. Racine county's crime rate (2021 rates) was violent crime (aggravated assault, rape or murder) is 4 per 1,000 residents and property crime is 15 per 1,000 residents. This higher crime rate is in part due to Racine's location between Milwaukee and Chicago. The city and surrounding areas are working to address these issues. For example, Racine has plans to build a new Youth Facility to replace the Racine Detention Center and plans to build a mental health facility. Racine and surrounding area are also collaborating around gang diversion programs and GED classes as well as other areas of focus to reduce issues. In addition, affordable housing and rent continues to be an issue that public officials need to address.

Programs:

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

We currently have two Sunday worship services; the first is a traditional music setting with hymns at 8 a.m., the second is contemporary Christian music.

During the school year we offer Sunday School, Confirmation, First Communion, and youth nights as well as ELCA Neighborhood Camp in the Summer. Adult education and gatherings include Bible Study, Brown Bag Bible group, Senior Bible Study, Prime Timers (Senior Social Group), Men's Bible Study, and Women's groups.

Our Mission and ministry programs include involvement in or with:

- * Halo (Homeless Assistance Leadership Organization)/overnight shelter
- * Lutherdale Bible Camp
- * Hospitality Center (day shelter)
- * Living Faith Sunday night community meal
- * Racine County Food Bank
- * Racine Interfaith Coalition
- * Racine Veteran Village (Tiny Homes)
- * ELCA World Hunger Program
- * Youth mission trips and ELCA youth gathering
- * Holiday Benevolence (gifts, food baskets)

Goals:

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

Our strategic priorities developed during our Visioning process guide us:

- 1) Build our culture and identity around our core values and mission.
- 2) Every space in our facility is regularly and purposefully used to share God's love.
- 3) Create a safe and innovative community for young people to experience God's love.
- 4) Welcome adults into authentic relationships with Jesus and each other.
- 5) Every person is engaged in a community service or mission project every year.

These five priorities will help us achieve our vision of growing a welcoming community of Christ. Embedded in our priorities and clearly an important part of our vision, is a welcoming community to all. With that, we as a church, have established a team working on exploration, prayer and understanding towards becoming a Reconciling in Christ church.

Energy:

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

Our excitement and energy started with the completion of the Visioning program with Pastor John Holm, as we realized what we can do when we focus on a smaller set of goals. However, with Pastor John Anderson coming to Resurrection, his faith, energy, direction/guidance, etc. have been a springboard to what we really can achieve. We feel the excitement and energy in the membership both with the existing congregation as well as the many returning



and new members. Pastor John, truly has been a blessing that we value and appreciate. Our church wants to share the good news of God's love to those who seek a welcoming place to learn and help our church further develop a community of faith. We are excited to be on that path with Pastor John and the additional pastor we are seeking.

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?

- * We see ELCA as aligned with our beliefs as it applies to doctrine and finding faith through loving God and all people.
- * We see the synod's role as a support role. Not as a manager or overseer in our operations.
- * We support ELCA financially but continue to be watchful in light of the decreasing membership in most churches. We are concerned and hope and pray that the synod's work at redefining itself will help bolster churches and faith of all people.



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?

Resurrection continues to evolve in its faith journey through the visioning process we completed and now even more with Pastor John Anderson. Our mission emphasizes loving Jesus and helping others and being welcoming to ALL. As we work to reach out to our community in a more purposeful way, we hope to realize our mission and be seen as a source of hope and support for love and faith.

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?

- 1) Our people. Resurrection is a blessed congregation, rooted in tradition, core values, and purpose. Today, these congregational traits have evolved and broadened to encompass inclusivity, fairness, and supporting others in need. Our congregation, our leadership, and our pastor is energized to continue to grow in all these areas and have a positive impact on our community and beyond.
- 2) Our core values. We seek to build on community service and generosity, to be the welcoming community for all, and show a willingness to be flexible and change as needed.
- 3) Our location. Our large building and grounds are a blessing, with a sanctuary, fellowship hall, kitchen, meeting rooms, narthex and offices. In addition, we have a large portion of our property that contains a National Wildlife Foundation certified wildlife area including areas for nature study, student activities, community gatherings, and peaceful reflection. Our church home has been in this location for more than 60 years.

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?

The strategic priorities developed during our visioning process are what leads our decisions and guides us:

- 1) Build a culture and identity around our core values and mission.
- 2) Every space in our facility is regularly and purposefully used to share God's love.
- 3) Create a safe and innovative community for young people to experience God's love.
- 4) Welcome adults into authentic relationships with Jesus and each other.
- 5) Every person is engaged in community service or mission project every year.

These five priorities will help us achieve our vision of growing a welcoming community of Christ. Again, please note embedded in these priorities and vision statement is continued exploration and prayer towards establishing our church as a Reconciling in Christ church.

References

Synod Bishop

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Tony Baumgardt

President of Resurrection Council

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Consultant with John Holm Consulting

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An ELCA rostered minister

Pastor Lindsay Brennan

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Anyone else who knows your setting well

Dawn Jacobson

Treasurer and Chair of Finance Committee

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NAME

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(262) 902-3373

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PART III: LEADERSHIP NEEDS

The Leader we Seek

Roster Type:

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

Senior Pastor / Head of Staff

Master's Degree (seminary or graduate school)

Full time call

POSITION TYPE:

MINIMUM DEGREE REQUIRED:

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
Yes	Help people develop their spiritual life.	
	Help people understand and act upon issues of social justice.	
	Provide care and nurture.	
	Be active in visitation of members and non-members.	
	Be effective in working with children.	
	Build a sense of community among the people with whom he/she works.	
	Help others develop their leadership abilities and skills for ministry.	
	Be an effective administrator.	Yes
	Be an effective communicator.	
Yes	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.	Yes



	Bring joy and good humor to relationships.	Yes
	Be able to share leadership and work in a team.	
Yes	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.	Yes

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. Digital Marketing Manager (innovation across various platforms):

- * **Develop and implement digital marketing strategies and promotion campaigns highlighting Resurrection's message, values, events, community involvement, etc. driving excitement and interest.**
- * **Monitor social media channels for comments, messages, and respond promptly as needed.**
- * **Analyze digital marketing metrics and use insights to optimize content, performance and impact.**
- * **Collaborate with Resurrection committee's and Council to align digital marketing efforts, branding and consistent messaging across all digital platforms as well as printed materials, emails, etc.**
- * **Stay updated on emerging trends, technologies, and strategies to enhance effectiveness in reaching the target audience and enhance Resurrection's online presence.**

B. Digital content creation, videos and web design:

- * **Create engaging digital content (graphics, high-quality photos/videos, written) content for the Resurrection's website, social media channels and other platforms. This may include blogs, podcasts, devotionals, etc. to drive engagement and increase views.**
- * **Maintain/update Resurrection's website to ensure it is visually appealing, user-friendly, and up-to-date with relevant information.**
- * **Track content success to understand, redesign and implement areas where improvements are needed.**
- * **Coordinate with staff and committees to ensure adequate coverage of all events/activities related to video/promotion opportunities.**
- * **Edit photos/videos to create compelling and engaging visual content that highlights the mission and values.**
- * **Manage a library of multimedia assets for future use and historical reference.**

C. Technology Relations:

- * **Serve as the point of contact for technology-related inquiries and support within our congregation.**
- * **Communicate with volunteers to ensure the smooth operation of digital systems and tools.**
- * **Stay informed about the emerging technologies and trends that could benefit operations and outreach efforts.**
- * **Provide support to staff and volunteers on the use of technology tools and platforms.**



D. Shared roles with Pastor John:

1) Pastoral leadership:

- * Preach/teach the Word of God, conduct worship, administer sacraments, and provide pastoral care.

Preaching recommendation is 75% Pastor John and 25% this role (to be discussed between pastors upon call issued).

- * Identify opportunities for innovation; collaborating with Pastor John and the worship committee to generate creative worship.

- * Focused support in driving our priorities and mission.

2) Youth and Family:

- * Design/lead youth activities, mission trips, education, etc. working with the Youth committee that supports the Pastors.

- * Develop new and innovative ways to engage the youth and their families to learn about Jesus and continue in their faith journey.

- * Ensure that Resurrection is a safe and innovative community for young people to experience God's love.

3) Active support of the Reconciling in Christ team and welcome all into our church community.

E. Important Structure:

Please note each pastor will be equal (both Senior Pastor titles) and both report to Council. It will be critical that the two pastors work very well together. In addition to the shared roles mentioned in item "D" above, Pastor John's responsibilities including strategic planning, community engagement and outreach, worship planning, staff relations, adult education, small group organizer, media ministry outreach coordinator and new member onboarding. This is a very unique opportunity for the two pastors to highlight an example of how an innovative church structure can work well at Resurrection.

Equally important is to understand the organization chart. Please contact Rev. Kristin Neilsen at the ELCA office for a copy of our organization chart. This organization and reporting structure was developed during our visioning process and we will continue to follow this. Since that time, we have added the second pastor role.

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:

- Executive Council, Call Committee, and Pastor John will provide direct support to assimilate a new pastor into the congregation. Pastor John, staff, Council, committees and church congregation will be eager to work with the new pastor in accordance with the aligned roles and responsibilities. On-boarding sessions will include meetings with the council president, treasurer/finance committee chair, and staff.**
- Council is dedicated to making our mission and vision become reality, will work closely with the pastor to ensure we are walking the same path in our journey.**
- With two of the five core values centered on spiritual accessibility/variety and willingness to change, the congregation will be eager in taking the steps needed to create new and innovative opportunities and programs in the areas each pastor has responsibility.**
- Pastor John, Council, staff and the congregation will support the pastor and any family with learning and being welcomed into the community. Introductions, events, invitations from congregational members, and ongoing support will be fostered.**
- The Call Committee will act as the Mutual Ministry Committee for the first year of the call for feedback and discussion.**

Compensation

No	Yes
PARSONAGE	SOCIAL SECURITY TAX OFFSET
\$80,000 - \$85,000	



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.

While we do not currently have a sabbatical policy (will work to write this in the near future), we do follow the sabbatical recommendations of the Synod.

We are guided by the synod's recommendations and follow them closely. We feel we have a competitive compensation package. For all compensation questions and details, please contact Resurrection's Treasurer and Finance Committee Chair: Dawn Jacobson at 262-902-3373 or dmj7140@gmail.com.

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	Yes
Budget	Yes
Annual Report	Yes
Position description: Duties and Responsibilities	Yes
Communications Piece (publicity, newsletter, etc.)	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.

Our church has a rich history of solving difficult challenges with faith, hope, innovation and a spirit of generosity and service. Our visioning project has crystalized our church's core values, mission, priorities and purpose. With that vision, we are poised to move into a new era of faith, service and love for all people. We seek to attain that mission through a number of steps, including examination of ELCA's Reconciling in Christ journey, various worship styles, ties with the greater community, and focus on achieving our strategic priorities. We have numerous ministry programs serving all ages and varied interests. Our renewed energy will lead to new and innovative ways to welcome all people into personal relationships with Jesus, one another, and our community.

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).

With the recent completion of the Visioning work with Pastor John Holm, we used the research and data provided during that process from Leighton Ford Ministries. The call committee reviewed and discerned all responses in this MSP document and feel they reflect an accurate representation of Resurrection's intentions.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's board: **5/10/2024**

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 Kristin Neilsen

NAME

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Assistant to the Bishop

TITLE

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Reference's Recommendation

Pastor John Holm

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