

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

This congregation seeks to continue the mission of Christ in new ways. We pray to receive a spiritual leader to guide us forward in our mission to grow a welcoming community of Christ through service, generosity, love and acceptance. This includes continuing our Reconciling in Christ journey, strengthening our social and community service efforts, and supporting and encouraging everyone's personal faith journey, especially that of young people.

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

US

COUNTRY

Congregation - Organized

TYPE OF MINISTRY SITE

14780

CONG ID

1961

YEAR ORGANIZED

Contact Information

Ministry Site (preferred contact information)

Lutheran Church of the Resurrection ATTN: Steve Jacobson

ADDRESS LINE 1

jake7140@yahoo.com

E-MAIL

322 Ohio Street

ADDRESS LINE 2

www.lcrracine.org

WEB SITE

Racine, WI, 53405

CITY, STATE, ZIP

(262) 902-3370

PHONE

US

COUNTRY

FAX

Chairperson of Congregation or Head of the Organization

Tony Baumgardt

NAME

2536 Dover Lane

ADDRESS LINE 1

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DAY PHONE

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Chairperson of Call or Search Committee

Steve Jacobson

NAME

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Franksville, WI, 53126

US

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CITY, STATE, ZIP

COUNTRY

(262) 902-3370

DAY PHONE

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FAX

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E-MAIL

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)

Asian/Pacific Islander (5% or less)

**African American/Black
(20%)**

Caucasian (60%)

Latino/Hispanic (20%)

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 projected to remain about the same.

Gender comparison

46%

54%

Age distribution

20%

20%

15%

25%

20%

MALE

FEMALE

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

Number of Paid Staff

1

0

2

1

2

2

Ministers of Word and Sacrament (PASTORS)

Ministers of Word and Service (DEACONS)

OTHER LAY PROFESSIONALS

SECRETARIAL SUPPORT

CUSTODIAL SUPPORT

OTHER



Congregational Information

51 - 150	0 - 25	Single site	
AVE WEEKLY WORSHIP ATTENDANCE	AVE ATTENDANCE IN CHRISTIAN EDUCATION	PARISH TYPE	
Distance members live from church facilities:			
10%	30%	40%	20%
1/2 MILE OR LESS	1/2 - 1 MILE	1 - 3 MILES	MORE THAN 3 MILES
Community Type			
<input checked="" type="checkbox"/> Suburban	<input type="checkbox"/> College or University	<input type="checkbox"/> Farming	
<input type="checkbox"/> Inner City	<input type="checkbox"/> Mining/logging	<input type="checkbox"/> Ranching	
<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Resort	<input type="checkbox"/> Retirement	

Budget of the Congregation/ Organization

2022

\$458,000	\$0
TOTAL BUDGET FOR THE LAST FISCAL YEAR	TOTAL DEBT OF THE CONGREGATION/ ORGANIZATION AT THE END OF THE LAST FISCAL YEAR
\$21,000	\$670,000
MISSION SUPPORT TO THE ELCA/ SYNOD FOR THE LAST FISCAL YEAR	TOTAL SAVINGS, RESERVES, ENDOWMENT AT THE END OF THE LAST FISCAL YEAR

PART II: OUR VISION FOR MISSION

Trends in the Community Context of the Congregation or Organization

Characteristics:

Write a description of your community in terms of socio-economic status, demographics, primary areas of employment and lifestyle. The Demographic ZIP Code report for your primary ZIP codes may be helpful.

LCR is located on the northwestern edge of Racine, near the more-suburban villages of Mount Pleasant and Caledonia. Population of the three combined is 109,351, with urban Racine housing the largest slice at 77,127. Major employers include Ascension All Saints Medical, S.C. Johnson Inc., CNH Industrial America LLC (farming and construction equipment), Racine Unified School District, Emerson Electric (InSinkErator), and Modine (commercial heating and cooling). A 2021 study reported employment positions as 54 percent professional/salaried with 46 percent industrial/service.

Racine has a storied 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 lakeside 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, either Amtrak or Chicago Metra. Our nearby neighbor, Kenosha, at 100,000 population, also offers a host of activities.

Our population is dominated by two demographic groups: Families/Empty Nesters (ages 35 to 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 staff in past five years.



- 2) Decline in worship attendees, programs, and financial giving. The pandemic played a role, along with members seeking to worship elsewhere.
- 3) A desire to become a vibrant, growing and inclusive community in Christ. We have a culture of giving and volunteering. The vibrancy has been more evident lately as worship attendance has been rebounding since September 2022. This is also borne out in the participation and excitement surrounding recent Visioning activities with Pastor Holm from Leighton Ford Ministries.

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) Restrictions and impacts of Covid have challenged the community and the small businesses located here (primarily 2020-2021)
- 2) **Public Education:** Racine Unified School District provides K through 12 public education to Racine and surrounding communities. The 29 schools within RUSD currently serve 16,254 students. The racial makeup of the student body is 63 percent people of color, majority of whom are Latin, with 37 percent white. RUSD ranked within the bottom 50 percent of 439 school districts in Wisconsin, based on results of math/reading proficiency testing for the 2020-'21 school year. Other education opportunities exist in the Racine area through independent schools, including charter, religion-based, Montessori, and alternative schools. The Prairie School draws students regionally as a college-prep program serving preschool through Grade 12.
- 3) Partially because of Racine's location between Milwaukee and Chicago, occurrences of crime, violence, drugs, human trafficking, and gang activity are higher than that of comparable-sized cities, Racine's crime rate is 26 percent, meaning that Racine is safer than 26 percent of other cities in the US.

Programs:

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

We have two Sunday worship services; the first a traditional setting with hymns at 8 a.m., the second featuring contemporary Christian music. June through August we hold an outdoor Sunday worship service at 10 a.m. For special events, the two Sunday services are combined, held at 9:30 a.m.

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

- 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.

Energy:

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

We have just completed the Visioning program with Pastor John Holm, and are energized as we realize what we can



do when we focus on a smaller set of goals. 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.

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 a congregation as it applies to interpretation of doctrine and finding faith through loving God and all people of the Earth.
- * We see ourselves as a congregation-focused church, with the synod in its role of support, but not as a manager or overseer in most of our operations. ELCA is our guide and leader in spiritual matters.
- * We are happy to support the synod financially, because we believe in the use of its funds as part of our goals as an ELCA church.
- * We are concerned about our church's future as well as that of the synod, in light of decreasing membership. The synod's work at redefining itself, we hope and pray, will help bolster our churches in a time when religious life can often be a matter of debate, division and outright rejection of faith.



Ministry Site Characteristics

AS A COMMUNITY

A LOT LIKE US	A LITTLE LIKE US	A LITTLE LIKE US	A LOT LIKE US
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We tend to be formal and programmatic.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We tend to be informal and spontaneous.
We have clearly defined goals and plans for our future.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We have no stated goals or plans.
We are racially and economically diverse.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	We are demographically homogeneous.

OUR LEADERSHIP STYLE

We welcome ideas that are provoking and challenging.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We prefer ideas that are tried and true.
We rely on our leaders for direction.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We rely on group decision-making.
We have learned how to use conflict constructively.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	We tend to perceive conflict as something destructive.

OUR PROGRAMMING

Our facilities are often used by community groups.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Our facilities are only used for our activities.
We train people to minister outside our walls.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We train people to minister inside our walls.
We focus on ideas and beliefs.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We focus on skills and action.

OUR THEOLOGICAL PERSPECTIVE

We are obviously Lutheran in identify and practice.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We are less obvious about our Lutheran heritage.
We participate in synod and ELCA activities.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We are not very active in the synod and ELCA.
We focus on Biblical studies and doctrine.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We focus on contemporary issues and topics.



Purpose, Giftedness and Mission

Purpose

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

LCR continues to evolve in its faith journey as Visioning has opened our minds to the reality of our situation. Our mission emphasizes loving Jesus and helping others. 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.

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. LCR is blessed as a congregation, rooted in tradition, purpose, and helping others. Today, these congregation traits have evolved and broadened to encompass inclusivity, fairness, and supporting others in need.
- 2) Our core values. We seek to build on community service and generosity, to learn to be accepting of all people and to show willingness to change.
- 3) Our location. Our large building and grounds are a blessing, with a sanctuary, fellowship hall and kitchen, meeting rooms, narthex and offices. The adjoining landscape and gardens provide a setting for community gathering and peaceful reflection. Our church home has been in this location for more than 60 years. We acknowledge updates to our building and grounds will be required to meet worship, education, and community needs.

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?

Our strategic priorities developed during our Visioning process are:

- 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.

References

Synod Bishop

Rev. Paul D. Erickson	Greater Milwaukee Synod	paul.erickson@gmselca.org
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NAME	SYNOD	E-MAIL	
(414) 671-1212			
DAY PHONE	EVENING PHONE	CELL	FAX

Inside Congregation or organization

Tony Baumgardt	President of Church Council	abaumga08@yahoo.com
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NAME	ORGANIZATION AND TITLE	E-MAIL	
		(262) 770-7107	
DAY PHONE	EVENING PHONE	CELL	FAX



- | | | |
|---|---|--|
| <input type="checkbox"/> Communications/ Media | <input type="checkbox"/> Community Organizing | <input type="checkbox"/> Conflict Management |
| <input checked="" type="checkbox"/> Counseling/ Social Work | <input type="checkbox"/> Early Childhood Administration | <input type="checkbox"/> Ecumenical Work |
| <input type="checkbox"/> Evangelism/ Mission | <input type="checkbox"/> Financial Management | <input type="checkbox"/> Global Service |
| <input type="checkbox"/> Innovation / Creativity | <input type="checkbox"/> Interim Ministry | <input type="checkbox"/> Interpret Theology |
| <input type="checkbox"/> Inter-personal Climate | <input type="checkbox"/> Ministry in Crisis | <input checked="" type="checkbox"/> Ministry in Daily Life |
| <input type="checkbox"/> Ministry with Seniors | <input type="checkbox"/> Multicultural Ministry | <input type="checkbox"/> Music / Worship / Arts |
| <input type="checkbox"/> Outdoor/ Camping Ministry | <input type="checkbox"/> Parish Nurse / Health | <input type="checkbox"/> Participant in the Larger Church |
| <input type="checkbox"/> Pastoral Care and Visitation | <input checked="" type="checkbox"/> Preaching / Worship | <input type="checkbox"/> Public Policy / Advocacy |
| <input type="checkbox"/> Recruit and Equip Leaders | <input type="checkbox"/> Self Care / Family Life | <input type="checkbox"/> Small Group Ministry |
| <input type="checkbox"/> Social Ministry | <input checked="" type="checkbox"/> Spiritual Formation / Direction | <input type="checkbox"/> Stewardship |
| <input type="checkbox"/> Strategic Mission Planning | <input type="checkbox"/> Teaching | <input type="checkbox"/> Volunteer Coordination |
| <input type="checkbox"/> Youth and Family Ministry | | |

Gifts for Ministry

The five gifts essential in this position, and the five that are very helpful in this position.

Top Priority		Very Helpful
Yes	Help people develop their spiritual life.	
	Help people understand and act upon issues of social justice.	Yes
	Provide care and nurture.	
	Be active in visitation of members and non-members.	
	Be effective in working with children.	
Yes	Build a sense of community among the people with whom he/she works.	
Yes	Help others develop their leadership abilities and skills for ministry.	
	Be an effective administrator.	
	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.	
	Be effective in working with youth.	Yes
	Organize people for community action.	Yes
Yes	Be skilled in planning and leading programs.	
	Have a strong commitment and loyalty to the ELCA.	
	Understand and interpret the mission of the Church from a global perspective.	
	Deal effectively with conflict.	Yes
	Bring joy and good humor to relationships.	
Yes	Be able to share leadership and work in a team.	



	Be creative and innovative about his or her tasks.	
	Be able to use technology and media.	
	Appreciate cultural diversity in language and customs.	
	Have talents in the areas of music, arts and writing.	

Mutual Expectations

Please list the five primary areas of activity or focus that you wish your newly-called rostered minister to give special attention to during the first year of his or her ministry at this congregation or organization:

- A. Worship: Plan and officiate worship services, baptisms, weddings, and funerals working with the Worship Committee, music staff and office administration. Use your pastoral skills and creativity with developing styles of traditional and contemporary services, as well as our summer outdoor service.**

Our "contemporary" service is not truly contemporary other than the style of music. We are interested in exploring new ideas in worship to avoid repetition of the basic Lutheran service program week after week. A number of congregational members seek to learn and be inspired from sermons and to experience their worship in different ways.
- B. Spiritual Counselor: Actively seek to know our congregation and establish relationships so members are comfortable seeking spiritual advice and help with life's situations This area of activity also encompasses leading teaching for First Communion and Confirmation. We currently partner with Mount Pleasant Lutheran Church in Confirmation preparation. Adult and youth education expertise also would be desired.**
- C. Visitation: Be proactive in visits and calls in emergencies of church members and/or their families, as well as regular visits of shut-in people, in coordination with the Visiting Angels of LCR group.**
- D. Mission: Support our mission, core values, strategies, and ministries.**
 - 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.
- E. Staff Oversight: Provide ongoing direction for staff, who report to the pastor (please see attached organization chart for exception of the finance secretary role). Compensation, hiring, personnel issues/concerns, etc., are handled with the Executive Council and Staff Support Committee. The pastor is a non-voting member of council. The organization chart further details staff positions and their primary responsibilities. The only full-time position is that of church and financial secretary, which combines two previously part-time roles, finance secretary and office administrator.**

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. Executive Council and Call Committee will provide direct support to assimilate a new pastor into the congregation. Staff, council, committees, and church members will be eager to work with the new pastor in accordance with the pastor's preferences and approaches. On-boarding sessions will include meetings with the council president, finance chair, and staff. The hope of LCR is to select a pastor with leadership skills who leaves the daily work to staff, intervening only when some redirection is essential.**
- B. Council/Visioning Team, 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 goal-making journey.**



- C. **With two of our five core values centered on spiritual accessibility/variety and willingness to change, the congregation will cooperate in the steps needed to create new worship opportunities and programs, including music, church worship changes, and levels of participation for the congregants beyond singing, standing and sitting.**

- D. **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.**

- E. **The Call Committee will act as the Mutual Ministry Committee for the first year of the call. Following that, a Mutual Ministry Committee will be formed for feedback and discussion.**

Compensation

No	Yes
PARSONAGE	SOCIAL SECURITY TAX OFFSET
<hr/>	
\$85,000 - \$90,000	
<hr/>	
MAXIMUM AMOUNT AVAILABLE FOR DEFINED COMPENSATION	

Benefits

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

Professional Expenses

Yes	Yes
AUTO / TRAVEL REIMBURSEMENT	PROFESSIONAL EXPENSES ACCOUNT
<hr/>	
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.

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 and purpose. With that vision, we again 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, a variety of worship styles, renewal of ties with the greater community, and work on 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).

The MET team has conducted surveys and meetings to gather opinions and information from church attendees and members. Reviewing and referencing demographic data from the synod also has played a role in Ministry Site Profile work. Responses have been recorded to accurately represent the congregation's general intentions in the MSP. The MSP committee has met with Pastor Holm and independently as a group to consider and answer the MSP queries and to provide relevant narrative as requested. Discussions have involved examining member viewpoints and jointly seeking accord on the answers that best reflect the congregation's status/goals.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's **5/4/2023** board:

CALL PROCESS ADMINISTRATOR

The name of the person on the synod staff that the bishop has designated as the Call Process Administrator for this call process.

Rev Kristin Neilsen	Assistant to the Bishop
NAME	TITLE
(414) 671-1212	kristin.neilsen@gmselca.org
OFFICE PHONE	E-MAIL

Reference's Recommendation

Betty Krekling	kreklingbetty5@gmail.com
NAME	E-MAIL



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