

April 19, 2023

Dear Friends in Christ,

Since the Mission Site Profile has been completed, please **join us for a Congregation Forum on Wednesday, April 26 at 6:00 PM in the church sanctuary**. Members of the Ministry Exploration Team (MET), Council President Tony Baumgardt as well as Bishop Paul Erickson and Reverend Kristen Nielsen, Assistant to the Bishop for Congregations in Mission, from the Greater Milwaukee Synod office will be in attendance.

INTRODUCTION TO THE CALL PROCESS AND MINISTRY SITE PROFILE (MSP)

The Call Process is a partnership of common purpose as Lutheran Church of the Resurrection (LCR), rostered leaders, our synod bishop, Rev. Paul Erickson and church wide offices find ways to mutually cooperate and coordinate their efforts in the calling of a new pastor.

As a key document in the Call process, the Ministry Site Profile (MSP), represents a summary of the characteristics and ministry of LCR and serves as the first impression that we wish to share with prospective pastoral candidates.

The MSP we are reviewing, was prepared by a committee of fellow congregation members. These people include; Steve Jacobson (chair), Terry Backmann, Grace Holm, Melvina Lube and Jay Weiss. Further, it has been reviewed to include additional edits made by our Congregation Council. During our April 26th forum, you have the opportunity to understand and provide feedback on the MSP document before it is finalized.

OVERVIEW OF THE PROCESS USED

Information was gathered from publicly available community information sources, as well as official congregation records and communications. Responses formulated were based upon the team's consensus views. Those views include committee members' general knowledge of our congregation, our understanding of pertinent concerns and issues, and our observations of future congregational requirements.

RECENT FACTORS THAT SHAPE OUR CURRENT CONGREGATIONAL DYNAMICS

Our congregation has experienced an unexpected period of pastoral change over the past five years. Additionally, during this period, we have seen a decline in worship attendees, programs and financial giving. Undoubtedly, the pandemic played a role, along with members seeking to worship elsewhere.

We understand that the church we once knew has changed. Due to the inherent uncertainties presented by these changes, we undertook a comprehensive visioning process. We set a goal of establishing a path forward as we continue to love our neighbors. Our collective vision was presented to the congregation in early 2022. Our study identified LCR's strengths, weaknesses, emerging opportunities, future challenges and threats as well as questions to wrestle with. Most importantly, we have established five strategic priorities (described below) as we journey from our vision to our actions.

OUR COMMUNITY AND NEIGHBORHOODS WE SERVE

Our community ministries primarily serve the City of Racine and the Villages of Mt. Pleasant and Caledonia. Like many urban areas, people living within our community represent a diversity of racial composition, as well as wide variation in educational attainment and family income levels.

Partially because of Racine's location between Milwaukee and Chicago, Racine's crime rate is higher than comparable-sized cities.

With passage of a funding referendum in 2022, our public school district is working to mitigate infrastructure difficulties and poor district student accountability performance scores.

With continuing progress; government, education, business and community leaders continue to partner in developing plans and implementing actions to address these critical issues.

WHAT IS GOD CALLING US TO DO?

In the spirit of faith, family and community, our five mission strategic priorities as developed during our Visioning process include:

- Build our culture and identity around our core values and mission;
- Use every space in our facility, regularly and purposefully to share God's love;
- Create a safe and innovative community for our young people to experience God's love;
- Welcome adults into authentic relationships with Jesus and each other;
- Engage every person in a community service or mission project every year.

HOW DO WE DESCRIBE "THE LEADER WE SEEK?"

We seek a pastor with five gifts *essential* to their position:

- Help worshippers develop their spiritual life;
- Build a sense of community among the people with whom they work;
- Help others develop their leadership abilities and skills for ministry;
- Be skilled in planning and leading programs;
- Be able to share leadership and work in a team.

Additionally, we seek a pastor with five gifts *very helpful* to their position:

- Help people understand and act upon issues of social justice;
- Be an effective communicator;
- Be effective in working with youth;
- Organize people for community action;
- Deal effectively with conflict.

The complete Ministry Site Profile will be available in the church narthex this coming Sunday, as well as at the April 26th forum. We ask that you pray for God's guidance to our Call Committee, during the weeks ahead, as they continue their important work and mission in God's ministries.

Yours in Christ,
Ministry Exploration Team

Steve Jacobson (chair)
Melvina Lube

Terry Backmann
Jay Weiss

Grace Holm