

MINISTRY SITE PROFILE  
**St. Luke Lutheran Church**

Slinger, 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 an ordained or lay 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](http://www.ELCA.org/call)).*

**Summary Description**

**St Luke Church is a growing, thriving, financially stable, mid-sized congregation with a strong history of generosity when needs arise. We are focused on growing our youth ministry, outreach programs and small group ministries, and partner with our community to address poverty and drug abuse. We have a strong support staff and are looking for a charismatic leader who can cultivate and motivate volunteer leaders as we continue to transition to a program model church.**

**PART I: WHO WE ARE**

**Name and Location**

**CONGREGATION**

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

**Slinger, WI, 53086**

CITY, STATE , ZIP

**Greater Milwaukee Synod (5J)**

SYNOD

**Small town (under 10,000)**

SIZE OF COMMUNITY

**St. Luke Lutheran Church**

NAME

**US**

COUNTRY

**Congregation - Organized**

TYPE OF MINISTRY SITE

**07537**

CONG ID

**1979**

YEAR ORGANIZED

**Contact Information**

**Ministry Site (preferred contact information)**

**4860 Arthur Rd**

ADDRESS LINE 1

**office@stluke-slinger.org**

E-MAIL

ADDRESS LINE 2

**stluke-slinger.org**

WEB SITE

**Slinger, WI, 53086**

CITY, STATE, ZIP

**(262) 644-6003**

PHONE

**US**

COUNTRY

FAX

**Chairperson of Congregation or Head of the Organization**

**Terry Wussow**

NAME

**3875 County Rd NN**

ADDRESS LINE 1

**(414) 218-8174**

DAY PHONE

ADDRESS LINE 2

**(414) 218-8174**

EVENING PHONE

**West Bend, WI, 53095**

CITY, STATE, ZIP

**(414) 218-8174**

CELL PHONE

**US**

COUNTRY

FAX



**terryandsuewussow@gmail.com**

E-MAIL

**Chairperson of Call or Search Committee**

**TBD**

NAME

**TBD**

**Slinger, WI, 53086**

**US**

ADDRESS LINE 1

ADDRESS LINE 2

CITY, STATE, ZIP

COUNTRY

**(262) 644-6003**

DAY PHONE

EVENING PHONE

CELL PHONE

FAX

**office@stluke-slinger.org**

E-MAIL

**Demographics**

**Language Spoken**

**In the congregation/ organization**

**English**

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

**In the surrounding community**

**English**

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

**Race/ Ethnicity (In the Congregation)**

**Caucasian (95%)**

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

**99% Caucasian, less than 1% total African American, Asian, and Latino/Hispanic. Similar race/ethnicity as surrounding community. Slightly more females and younger than Slinger.**

**Race/ Ethnicity (Surrounding Community)**

**Caucasian (95%)**

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

**Median gender is females 51% (WI 50%, U.S. 51%). Median age in is 40 (U.S. 37), with 26% under 18 years (WI 24%, U.S. 24%) and 10% are 65 years and older (WI 14%, U.S. 13%).**

**Source: U.S. Census Bureau: (census.gov) Census 2000, Census 2010, Census' American Community Survey 2015 5-year estimates, 2016 projected estimates**

**Gender comparison**

**Age distribution**

**46%**

**54%**

**30%**

**10%**

**20%**

**20%**

**14%**

MALE

FEMALE

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

**Number of Paid Staff**

**1**

**0**

**1**

**2**

**1**

**6**

CLERGY

LAY ROSTERED

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%**

**10%**

**25%**

**60%**

1/2 MILE OR LESS

1/2 - 1 MILE

1 - 3 MILES

MORE THAN 3 MILES

**Community Type**

- |   |  |                                     |
|---|--|-------------------------------------|
| <input checked="" type="checkbox"/> Bedroom community | <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 type="checkbox"/> Industrial                   | <input type="checkbox"/> Resort                | <input type="checkbox"/> Retirement |

**Budget of the Congregation/ Organization**

**2016**

**\$535,000**

TOTAL BUDGET FOR THE LAST FISCAL YEAR

**\$31,788**

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

LAST FISCAL YEAR

**\$1,230,200**

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

**\$174,921**

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.

**St Luke is located in the Town of Polk just outside of Slinger, a village of 5287 people in southeastern Wisconsin's Washington County, with easy access to major highways. It serves several surrounding communities and many senior residents of nearby Cedar Community.**

**Washington County is a beautiful area in the Kettle Moraine glacial geography filled with parks, hiking trails, and lakes. Slinger maintains a small town environment with essential local services and shopping while being within commuting distance of Milwaukee (35 miles) with its urban employment, shopping, recreational, and cultural opportunities. Slinger boasts a ski hill and racetrack, and is a short 100 miles from the Green Bay Packers' home. A little further is "up north", a mecca for hunting, fishing, camping, and enjoying the peace of the northern woods.**

**Many residents commute for their jobs, as there are not many commercial businesses or big industry. Larger employers include Slinger School District and Aurora Health Care. Village government is forward-looking, and developed a 20-year Comprehensive Plan in 2007 to plan for growth and development. Residents value sense of community, family atmosphere, and local churches. Pastors of area churches meet periodically to share Bible study and discuss community concerns.**

**Slinger Schools are rated among the best in Wisconsin with a high school graduation rate of 98% (88% in Wisconsin) and average ACT score of 23 (20 in Wisconsin). Residents have tremendous pride in their schools and supported a recent (2016) \$42 million dollar school referendum. 94% of residents are high school graduates or higher (WI 91%, U.S. 87%), with 29% having earned a bachelor's degree or higher (WI 28%, U.S. 30%). Opportunities for higher education are nearby.**



Slinger's population grew by 4% between 2010 and 2016 (WI 2%, U.S. 5%). Although there is little racial diversity, there is a wide economic range. Median annual income is \$70,503 (WI \$53,357, U.S. \$53,889). More residents live in owner-occupied housing (77%) than WI (67%) or U.S. (64%), with a home median value of \$190,400 (WI \$165,800, U.S. \$178,600). Median rent was \$887 (WI \$776, US \$928). Almost 9% live below the poverty line, (WI 12%, U.S. 13%). Although poverty level is lower than elsewhere, high owner-occupancy and property values contribute to a lack of affordable housing.

St Luke members mirror the description of our surrounding community.

#### Trends:

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

St Luke is a growing congregation, increasingly integrated in our community with outreach activities and many groups using our facility. A major building expansion and grounds improvement project allowed us to better meet our mission.

- Sanctuary enlarged to accommodate the increase in worship participants.
- Chancel designed to accommodate contemporary worship services.
- Spacious gathering area greatly increased fellowship opportunities both surrounding worship services and with outreach events.
- Dedicated youth room provided a "comfortable home" for our youth events.
- Permanent Sunday School rooms added to facilitate Christian Education.
- Office space expanded to accommodate increased support staff.

Trends within St Luke include an increase in young families, a focus on shifting from pastor-centered leadership to program-centered leadership, and an increased focus on outreach and mission.

St Luke has drawn in young families whose kids come to youth events (expanded over past 2 years by Director of Youth and Family) and persons with non-Lutheran backgrounds who indicate they feel welcome here. As St Luke has grown, we have worked to develop a volunteer structure to support our activities and to develop and equip our leaders. The Crossroads Music Festival, in its 3rd year, is a successful outreach event. St Luke is generous in supporting mission, and spontaneous when they recognize a need. For example, two young members of the congregation shared an opportunity to help with providing bunk beds to a Guatemalan village. Members responded by donating over \$7,000 in one month, enough to purchase 30 bunk beds and 60 sets of sheets.

#### Context:

List three ways that the community in which you are located has been challenged by change and transition in the last three to five years.

Slinger is fortunate to have little serious crime and is considered to be a very "safe" community. Its location along the Hwy 41 corridor between bigger cities keeps law enforcement watching for crimes such as drug and sex trafficking. Community leaders identified the drug epidemic (especially heroin), mental health issues among the youth (increasing anxiety and depression, with three suicides by teenagers within the last year), and poverty (not homelessness, but lack of affordable housing and difficulty making ends meet) as challenges faced by the community. St Luke is partnering with the school and community on each of these issues.

#### Programs:

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

St Luke has a strong educational ministry for all ages from cradle roll to adults; a strong Youth and Family Ministry; a Music Ministry with traditional and contemporary offerings; and a variety of small group ministries and fellowship opportunities. Our members are caring and supportive within our community through the Christian Companions and the Prayer Chain ministry.

The Congregation is very generous with their financial support for numerous missions in the area, the region, and the global community. St. Luke supports numerous programs locally including the Slinger Food Pantry, Habitat for Humanity, and the Humane Society. The congregation also supports a partner congregation, Redeemer Lutheran Church in Milwaukee, missionaries in South Africa and tithes to the Greater Milwaukee synod of the ELCA.

#### Goals:

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

In 2015, St Luke approved a 5-year Strategic Plan with ten goals that lay out the direction we believe God is leading us as a congregation (complete plan on web site). Several goals have been completed (e.g., regular alternative worship services established) and significant progress made on all goals.



The following 5 goals are priorities for the next 3 years:

- 1) Develop and implement a mentoring program for youth and new members. (goal 1)
  - A full time Director of Youth and Family was hired in 2015.
- 2) Define the roles and responsibilities of all leadership including paid staff and volunteers. (goal 3)
- 3) Establish St. Luke as a community resource for all youth and adults in the area to connect with each other through safe and healthy activities. (goal 5)
- 4) Develop a comprehensive communications strategy that integrates traditional modes of communication with emerging technology and social media. (goal 7).
  - A part time Communications Coordinator was hired in 2017.
- 5) Build a financial strategy, outside of the current giving and pledges campaigns, to ensure continued growth and investment in St Luke. Continue to keep our focus on giving both for our spiritual health and for the congregation's needs. (goal 9)

Responsibilities in job descriptions of staff are in alignment with the strategic plan. Staff report to the Personnel Committee of the Church Council. It is the responsibility of the Church Council as well as team leaders and staff to ensure that our goals are accomplished.

#### Energy:

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

St Luke has many ministries. We are most excited right now about our growing youth ministry, successful outreach activities, and expanding small group ministries such as our Bible studies.

St Luke hired a full time Director of Youth and Family 2 years ago who has energized our youth ministry program. In addition to Christian Education, youth participate through regular youth activities (e.g., retreats, study sessions, social events, high school Bible study) and volunteer opportunities (e.g., Operation-In-As-Much, Habitat for Humanity). Connections to the community have been developed through partnerships with the school system (e.g., Fellowship of Christian Athletes, High School Crisis Team) and memberships on community task forces (e.g., Heroin Task Force, Human Traffic Dialogue group). St Luke has come to be viewed as a safe and comfortable place by youth in the community. Middle school youth travelled to Chicago and high school youth travelled to Washington DC for service trips last year. A youth group trip to the ELCA Youth Gathering in Texas is planned.

The Crossroads Music Festival, sponsored by St Luke as a community outreach sharing a Christian message through music, is in its third year. Our own talented Crossroads Band, which leads regular contemporary worship services at St Luke, is showcased. Operation-In-As-Much is a well established and popular outreach opportunity which allows families and members of all ages to participate in a day of service to our community.

Bible study groups, part of our growing small group ministries, have expanded to three Women's groups, a men's group, and a high school group. Studies vary from in-depth study of Bible teaching to application of Christian concepts to daily life. The Adult Forum between services has focused on topics such as understanding and tolerance of the diversity of other religious beliefs and cultures.

#### 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?

St Luke is actively involved in supporting and participating in the Greater Milwaukee Synod (GMS) of the ELCA.

- St Luke sent representatives to participate in the 2017 Cluster Event identifying an area for community involvement: Listening to Youth and Young Adults
- St Luke members participate as voting members of the annual GMS Assembly
- St Luke gives a tithe of pledged offerings when possible to GMS Primary Mission Support
- St Luke is in partnership with inner city Redeemer Lutheran Church, Milwaukee
- St Luke is pursuing support of the new mission of the ELCA, Breaking the Chains, a prison ministry located within the Felmers Chaney Correctional Center in Milwaukee
- St Luke supports youth in participating at the ELCA Youth Gathering every three years



**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.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input 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 type="checkbox"/>	<input checked="" type="checkbox"/>	We rely on group decision-making.
We have learned how to use conflict constructively.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We tend to perceive conflict as something destructive.

**OUR PROGRAMMING**

Our facilities are often used by community groups.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We are less obvious about our Lutheran heritage.
We participate in synod and ELCA activities.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input 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?

St. Luke's mission begins within the hearts of its worshippers. Those worshippers give generously both physically and monetarily to needs locally, regionally and globally. St. Luke offers many social gatherings for fellowship, including between Sunday services, dinners and family based activities. The church is involved with many community and global projects, using both time and talent. St. Luke pulls together during times of world crisis and community issues. The church supports other congregations in their missions and gives a percentage of income to our partner church Redeemer. St. Luke reaches out to the homeless and helps build new facilities both in our community and in other countries. The church offers outreach with music programs, prayer meetings in school and other public places. St. Luke has made itself available as a community resource for youth that need a safe place, a place to be heard or just to hangout.

### **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?

St Luke is blessed to have many gifts and resources to accomplish our ministry. Our top three assets are our people, our strong support staff, and our spacious building.

1. People. We are multi-generational, with strong youth/family involvement, willing to try new ideas, open-minded, creative, welcoming, generous (10% of building fund donated to partner church Redeemer), talented musicians, and many other spiritual gifts. We have lay leaders with the organizational skills to plan and implement major events such as the Crossroads Music Festival and programs such as Sunday School and Vacation Bible School.

2. Strong support staff. Eleven paid staff members support St Luke's ministry (Office Manager, Director of Youth and Family Ministries, Discipleship Coordinator, Communications Coordinator, Building Coordinator, Church Musician, Spirit of St Luke Choir Director, Crossroads Music Leader, Sunday School Coordinator, and Nursery Care

3. A beautiful, spacious building that has been expanded twice and can be used for many ministries and events. It is used by community groups including AA, Alanon, Alateen, Boy Scouts, Cub Scouts, Girl Scouts, Overeaters Anonymous, Hi Horns, Lifeline Screening, Blood Center, Yoga, Zumba, Exercise Groups, private baby and wedding showers, and other community groups

Obstacles to using gifts and accomplishing mission:

1. Societal culture of over-programming that competes with many of our church programs and activities (e.g., sports schedules)
2. Getting our message through the "noise" of an over-messaged world – what we are about, what our values are, what our mission is
3. An inadequate mentoring or training plan for the development and growth of new leaders
4. Finding new ways to improve the percentage of people using their spiritual gifts
5. Finances – maintaining the revenue stream to keep the ministry plan going

### **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?





(262) 388-0663

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

##### Solo 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.*

- |   |   |   |
|---|---|---|
| <input type="checkbox"/> Administration                       | <input type="checkbox"/> Building a Sense of Community              | <input type="checkbox"/> Campus / Young Adult Ministry    |
| <input type="checkbox"/> Chaplaincy                           | <input type="checkbox"/> Children's Ministry                        | <input type="checkbox"/> Christian Education              |
| <input type="checkbox"/> Communications/ Media                | <input type="checkbox"/> Community Organizing                       | <input type="checkbox"/> Conflict Management              |
| <input 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 checked="" type="checkbox"/> Interpret Theology    |
| <input checked="" type="checkbox"/> Inter-personal Climate    | <input type="checkbox"/> Ministry in Crisis                         | <input 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 checked="" 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
<b>Yes</b>	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.	<b>Yes</b>
<b>Yes</b>	Help others develop their leadership abilities and skills for ministry.	
	Be an effective administrator.	
<b>Yes</b>	Be an effective communicator.	
<b>Yes</b>	Be an effective teacher.	
	Encourage support of the Church's wider mission.	
	Work regularly in the development of stewardship growth.	<b>Yes</b>
	Be active in ecumenical relationships.	
	Be effective in working with youth.	<b>Yes</b>
	Organize people for community action.	
	Be skilled in planning and leading programs.	
	Have a strong commitment and loyalty to the Lutheran Church.	
	Understand and interpret the mission of the Church from a global perspective.	
	Deal effectively with conflict.	<b>Yes</b>
	Bring joy and good humor to relationships.	
<b>Yes</b>	Be able to share leadership and work in a team.	
	Be creative and innovative about his or her tasks.	<b>Yes</b>
	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 leader to give special attention to during the first year of his or her ministry at this congregation or organization:

- A. Establish relationships / get to know members**
- B. Focus on a vibrant spiritual worship experience and continued adult education.**
- C. Build a culture and infrastructure to equip leaders / members to utilize their spiritual gifts.**
- D. Promote presence of both pastor and lay members in community (outside of church).**
- E. Continue to develop and support small group ministry.**

Please list the five ways that this congregation / organization will support and encourage the rostered leader during the first year in order to help her or him accomplish these responsibilities:



- A. **Support pastor with eleven paid staff members.**
- B. **Provide fellowship opportunities for the pastor to get to know people and establish relationships in the congregation and the community.**
- C. **Establish a Mutual Ministry Team and make it an ongoing team.**
- D. **Develop Employee Handbook to consolidate policies and procedures regarding personnel.**
- E. **Provide an orientation which introduces the new pastor to staff, lay leaders, worship practices, and finances.**

**Compensation**

<b>No</b>	<b>Yes</b>
PARSONAGE	SOCIAL SECURITY TAX OFFSET
Synod Guidelines	
MAXIMUM AMOUNT AVAILABLE FOR DEFINED COMPENSATION	

**Benefits**

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

**Professional Expenses**

<b>Yes</b>	<b>Yes</b>
AUTO / TRAVEL REIMBURSEMENT	PROFESSIONAL EXPENSES ACCOUNT
<b>Yes</b>	<b>Yes</b>
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	<b>Yes</b>
Printed history of the congregation or organization	<b>Yes</b>
Strategic Plan: Goals and Objectives	<b>Yes</b>



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.

**Gather Empower Serve**

These three words express the heart of our faith, and the heart of what we understand ourselves to be about as a church. As stated in our Vision Statement and our Core Values, we believe that God empowers us to be the hands and feet of Christ in the real world of our everyday lives.

While we are Lutheran and celebrate the rich heritage that offers us, we also understand ourselves to be an all-denominational church that is welcoming to all. Through our many ministries both inside and outside of our church, we continue to look for ways to be flexible as the needs around us fluctuate. We are not viewed as rigid or traditional, but rather a church that is open to new ideas and approaches.

Throughout the year, there are two worship opportunities for people to choose from at St. Luke. During the summer there is a service on Sunday morning and another one on Wednesday evening. From September through May, both weekly services are offered on Sunday morning at 8:00 and 10:30 a.m. On the 2nd and 4th Sundays, the Crossroads (alternative contemporary) Worship is offered at the 10:30 a.m. service. Communion is served weekly at all worship services and we invite all baptized Christians to share in the meal at Christ's table.

Members of the congregation express joy and overall good feelings about being a member of St. Luke. There are no current large underlying issues that are threatening the core of our church. People are happy and look forward to hiring a new pastor that can lead us into the future by strengthening all the good things that are happening at St. Luke.

Refer to our website for more detailed information about St. Luke: <http://www.stluke-slinger.org/>

**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).

Since the end of July, MET has researched church history, reviewed current and past church documents, and attended a Leadership Team Retreat to listen to Ministry Team updates. MET has also conducted interviews with church and community leaders, and staff. Three different surveys were conducted to gather information from church members on the topics of Gather, Empower, and Serve. Information was summarized and used to write the Ministry Site profile. A draft was shared with Church Council in late December and January 8th with a final presentation given to the congregation on January 28th.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's board: **1/8/2018**

**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 Nielsen**

**Assistant to the Bishop for  
Congregations in Mission**

NAME

TITLE



**(414) 671-1212**

OFFICE PHONE

**kristin@gmselca.org**

E-MAIL

**Reference's Recommendation**

**Daren Sievers, Slinger Schools  
Superintendent**

NAME

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