

**St Luke Mission Evaluation Team (MET)
Ministry Site Profile (MSP) – DRAFT 01-09-18**

PART I – WHO WE ARE

1. Name and Location

ORGANIZATION TYPE: Congregation
CONGID: 07537
NAME: St. Luke Lutheran Church, Slinger WI 53086
YEAR ORGANIZED: 1979
ELCA SYNOD: Greater Milwaukee Synod, Northwest Conference (5J)
TYPE OF MINISTRY SITE: Congregation – Organized
SIZE OF COMMUNITY: Small town (under 10,000)

2. Contact Information

4860 Arthur Rd., Slinger, Wisconsin 53086
office@stluke-slinger.org, www.stluke-slinger.org, Phone: 262-644-6003,
FAX: NONE
Chairperson of Congregation: Terry Wussow
3875 County Rd NN, West Bend, WI 53095
414-218-8174

Chairperson of Call Committee: ??

3. Demographics

Language (in Congregation) -- English
Language (Surrounding Community) -- English
Race/Ethnicity (in Congregation) – 95% Caucasian checkbox,
Additional Information: 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) – 94% Caucasian checkbox
Additional Information: 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 – 54% female; (51% female in community)
Age Distribution – 30% 19 or younger, 10% 20-34, 20% 35-49, 20% 50-65, 14% over 65 (numbers rounded for check box)

Number of Paid Staff – 1 clergy, 0 lay rostered, 1 other lay professionals, 2 secretarial support, 1 custodial support, 6 other (11 total)

Congregational Information:

Avg Weekly Worship Attendance: 251-400 checkbox (262; 27% increase since 2009)

Avg Attendance in Christian Education: 76-100 checkbox

Parish Type: Single site

Distance members live from church facilities: 5% at ½ mile or less, 10% at ½ - 1 miles, 25% at 1-3 miles, 60% at more than 3 miles (taken from 2002 MET report per Michelle)

Community Type: Bedroom community

4. Budget of the Congregation

Last Fiscal Year: 2016

Total Budget for the Last Fiscal Year: \$535,000

Total Debt of the Congregation at end of last fiscal year: \$1,230,200.59

Mission support to the ELCA / Synod for the last fiscal year: \$31,788

Total savings, reserves, endowment at the end of the last fiscal year: \$174,920.53

5. Trends in the Community / Context of the Congregation – (approx. 250 words max)

Characteristics

(community description: socio-economic status, demographics, primary areas of employment and lifestyle)

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.

Context

(three ways community challenged by change and transition in the last 3-5 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.

Trends

(3 changes or trends within congregation which have occurred in last 3-5 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.

Programs

(describe your congregation’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)

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 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 see itself as a member and active participant in the ELCA 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

PART II: OUR VISION FOR MISSION

6. Ministry Site Characteristics

(As you think about your congregation and the way it tends to live out its corporate life and pursue its mission, what tends to characterize your life together? You may make only one selection in each of the comparisons – rate “a lot like us” or “a little like us”)

AS A COMMUNITY

- We tend to be informal and spontaneous (“a little”, rather than formal and programmatic)
- We have clearly defined goals and plans for our future (“a lot”, rather than no stated goals or plans)
- We are demographically homogeneous (“a little”, rather than racially and economically diverse)

OUR LEADERSHIP STYLE

- We welcome ideas that are provoking and challenging (“a little”, rather than tried and true)
- We rely on group decision-making (“a lot”, rather than rely on our leaders for direction)
- We have learned how to use conflict constructively (“a little”, rather than tend to perceive conflict as something destructive)

OUR PROGRAMMING

- Our facilities are often used by community groups (“a lot”, rather than used only for our activities)
- We train people to minister outside our walls (“a little”, rather than inside our walls)
- We focus on ideas and beliefs (“a little”, rather than on skills and action)

OUR THEOLOGICAL PERSPECTIVE

- We are obviously Lutheran in identity and practice (“a lot”, rather than less obvious about our Lutheran heritage)
- We participate in synod and ELCA activities (“a lot”, rather than not very active in the synod and ELCA)
- We focus on Biblical studies and doctrine (“a little”, rather than contemporary issues and topics)

7. Purpose, Giftedness and Mission

(the mission of a congregation or organization is found at the intersection of its purpose, giftedness and context. That is, a clear sense of mission will grow directly out of an assessment of your identity and purpose, your resources and gifts, and your understanding of the needs and trends within your community. Please offer thoughtful responses to the following questions. (Approximately 250 words maximum)

Purpose

(how does this congregation or organization understand its reason for being in light of God's call to mission and service? Who are you? Why are you here? (You may wish to refer to your congregation's or organization's Mission or Vision statements.)

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?)

St Luke considers themselves to be part of a local, regional, and global community and supports ministries at all levels of our community.

1. Locally
 - a. Develop community connections for youth – St Luke as a safe place,
 - b. Participate with community groups such as Elevate, heroin task force, human trafficking dialogue
 - c. Continue outreach to the community through the Crossroads Music Festival
2. Regionally
 - a. Strengthen partnership with Redeemer Lutheran and support their missions such as the bee project and school backpacks
 - b. Explore new partnerships with the Breaking the Chains ministry project in Milwaukee.
 - c. Continue emphasis on youth mission trips
3. Globally, we support international relief efforts in response to famine and disasters through organizations such as Lutheran World Relief and contribute to projects that improve the lives of people in other countries (e.g., schools in Tanzania, bunk beds in Guatemala), and help support a missionary in South Africa.

8. Summary Description

(describe your ministry setting and position opening in 75 words or less)

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9. References

Synodical Bishop: Bishop Paul Erickson, 414-671-1212, paul.erickson@gmselca.org.

Inside Congregation: Chris Bayley, 262-825-7715, bayleychrism@johndeere.com.

Outside Congregation: Daren Sievers, Slinger School System Superintendant, 262-305-2164, d.sievers@slingerschools.org.

Member of the ELCA Clergy roster: Rev. Thomas Kent, Christ our Savior Lutheran Church, Sussex, 262-246-6537 (work), 414-531-8006 (cell), pastortom@coslc.com.

Anyone else who knows your setting well: Karen Berg, 262-388-0663, karenberg66@gmail.com

PART III: LEADERSHIP NEEDS**10. The Leader we Seek**

Roster Type: Minister of Word and Sacrament

Position Type: Solo Pastor

Ministry Position: Full time call

Education: Master's Degree (seminary or graduate school)

Language Proficiencies: English

Experience: at least 4 years

11. Top Five Ministry Tasks

(select the five most critical tasks required in this position)

1. Inter-personal Climate
2. Recruit and Equip Leaders
3. Preaching / Worship Leadership
4. Spiritual Formation / Direction
5. Interpret Theology

12. Gifts for Ministry – Top Priority

(every rostered leader can offer a variety of gifts, skills and personality characteristics that would be helpful in a ministry setting. Identify a maximum of five gifts for ministry that the rostered leader must bring to your ministry setting. Identify five more gifts that would be helpful in your ministry setting. (If your setting is a congregation and your search is for a pastor, this survey of gifts assumes that the pastor is able to offer worship leadership and preaching.)

Top priority gifts for ministry that a pastor must bring to our ministry setting:

1. Help people develop their spiritual life.
2. Help others develop their leadership abilities and skills for ministry.
3. Be an effective communicator.
4. Be an effective teacher.
5. Be able to share leadership and work in a team.

Very helpful gifts for ministry in our ministry setting:

1. Build a sense of community among the people with whom he/she works.
2. Work regularly in the development of stewardship growth.
3. Be effective in working with youth.
4. Deal effectively with conflict.
5. Be creative and innovative about his or her tasks.

13. Mutual Expectations

List 5 primary areas of activity or focus to give special attention to during the first year of ministry

1. Establish relationships / get to know members
2. Focus on a vibrant spiritual worship experience and continued adult education
3. Build a culture and infrastructure to equip leaders / members to utilize their spiritual gifts
4. Promote presence of both pastor and lay members in community (outside of church)
5. Continue to develop and support small group ministry

List 5 ways congregation will support and encourage the pastor during the first year in order to help him/her accomplish these responsibilities

1. Support pastor with 11 paid staff
2. Provide fellowship opportunities for pastor to get to know people and establish relationships in the congregation and the community
3. Establish a Mutual Ministry Team and make it an ongoing team
4. Develop Employee Handbook to consolidate policies and procedures regarding personnel
5. Provide an orientation which introduces the new pastor to staff, lay leaders, worship practices, and finances

14. Compensation

Parsonage: No

Social Security Tax offset: 7.65%

Maximum amount available for defined compensation: "per synod guidelines"

15. Benefits

Pension: Yes

Medical: Yes

Vacation Weeks: 4 weeks

Sabbatical Policy: Yes

Parental Leave Policy: No

Are background checks required? Yes

16. Professional Expenses

Auto / Travel Reimbursement: Yes

Professional Expense Account: Yes

Continuing Education: Yes

First Call Theological Education: Yes

COMMENTS *(please offer any comment or explanation regarding the compensation package, especially as it compares to synodical recommendations or guidelines).*

17. Other Supporting Resources

Attachments:

- Mission and Vision Statement
- Printed history of the congregation
- Strategic Plan: Goals and Objectives
- Budget
- Annual Report
- Position Description: Duties and Responsibilities
- Communications Piece (publicity, newsletter, etc.)

PART IV: COMMENTARY

(information or commentary that will help the reader appreciate the vision, opportunities, and challenges and nature of your ministry site. Use this opportunity to promote and commend your ministry possibilities). Some areas of comment might include: A strategic or long-range plan, vision or mission statements, facilities renovation or future construction plans, present programs, staffing or community involvement, how the current budget expresses your missional priorities, description of worship life and practices

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/>

18. SUMMARY DESCRIPTION

(please describe your ministry setting and position opening in 75 words or less. This is the brief description that will be publicized)

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.

19. Discernment Process and Adoption

(Describe the process used to gather information, formulate responses, and officially adopt this Ministry Site Profile – 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.

20. Call Process Contact Person**21. Reference's Recommendation**

SEVEN REFLECTIONS ON MINISTRY AND CONTEXT

(if you would like to enhance your Ministry Site Profile with additional reflections on several key questions, you may complete the Seven Reflections on Ministry and Context. This questionnaire is optional unless specifically required by your synod's call process administrator(s). Once complete, it will be attached to your Ministry Site Profile. You may choose as many of the following questions as you wish, with four of the seven as a suggested number of responses. Give short, reflective answers. -- approximate length is 200 words.)

1. What key issues or concerns of our church and society are reflected in the ministry that is centered in your congregation or organization? (not included)
2. How do the stewardship practices and allocation of financial resources of the congregation or organization reflect your priorities for mission?

The message on Consecration Sunday for stewardship is emphasis on giving to God rather than to the budget. We are encouraged to give electronically, and technology is available to make that easy to do. We have an endowment committee, and a future emphasis is on a legacy giving initiative. We have a strong ongoing Scrip program, and have organized many special fundraising projects. Members use their Thrivent memberships to obtain Thrivent dollars to help fund our missions. Overall, our 2017 mission giving was 15% of our budget.

3. In what ways is the membership of your congregation or organization similar or different from the people of the neighborhood in which you are located? (not included)
4. Identify the three most significant or formative events in the history of your congregation or organization.
 - a. Since its establishment in 1979, St Luke built its church in 1983 and has undergone two major building expansions (1997, 2014), which enabled us to better accomplish our missions and to expand our programs and outreach. To do this, we have carried out successful capital building and debt reduction campaigns.
 - b. A Strategic Plan was developed in 2010 and 2015 to clearly define our goals. That plan as well as the GenZ Task Force Report led to greatly expanded staff to better support our ministries. A key staff addition was the Director of Youth and Family, who has revitalized and grown our youth ministry.
 - c. Addition of the Crossroads Worship Service (a contemporary service) and the establishment in 2015 of the Crossroads Music Festival (Christian music outreach program).
5. Describe the way the congregation or organization is currently involved in community and ecumenical partnerships. (not included)
6. Has your congregation or organization had significant conflict in recent history and, if so, what have you learned from that experience?

A conflict occurred when there was a mismatch between the needs of the organization and the support staff. St Luke formed a task force and brought in a consultant from the ELCA to help us resolve the issue (the "GenZ Task Force"). The task force surveyed youth and adult members, researched how other congregations organized their ministry, and produced a report with their findings. A number of changes were implemented based on the findings of this report, including development of a communications policy, job descriptions, revised staff accountability structure, and a change in staff.

7. Describe your physical facilities: construction date, purpose, capacity, date of last renovation, any deferred maintenance, and any plans for upgrading. (not included)