

MOUNT PLEASANT
LUTHERAN CHURCH

MISSION EXPLORATION PROCESS

SPRING/SUMMER 2023
REPORT TO CONGREGATION



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REPORT TO THE CONGREGATION - JULY 2023

This report presents the work of a Mission Exploration Process that began in March 2023 under a team appointed by MPLC's Congregation Council.

Our Mission Exploration Team (MET) members include:

Mission Exploration Team

- Becky Arndt
- Susan Bakken
- Barb Daanen
- Kassie Maier
- Paul Pruessing
- Jerry Smith
- Andy Steenrod
- Pastor Beth Ann Stone

Ney Ndosi also participated in the opening stage of our work.

The Mission Exploration Process was prompted by the transition period in which the congregation found itself in late 2022:

- The suspension of in-person worship from March 15, 2020 - March 28, 2021 due to the risks of Covid has impacted our faith community in many ways, as Covid has also impacted most communities, businesses, and organizations around the world.
- The departure of Associate Pastor Krista Zimmerman in September 2022 after eight years in her call at MPLC creates an opportunity to consider who the congregation is today, where God is leading us, and what kind of called leader will be needed to accompany MPLC into its next season of life and mission.

The approach of our Mission Exploration Process has been:

- To look back at who we have been as a congregation in the recent past
- To look at who we are today, our membership and the community around us
- To listen for what God may be stirring up among us for the future.

“Taking the temperature” of the congregation in this way has led to the discernment of eight, short-term mission priorities for the congregation to pursue over the next 18 months (See MISSION PRIORITIES FOR 2023-2024). These priorities align with the present strengths and directions of the congregation, and also prepare the way for a new rostered minister to step into leadership, working in concert with current leaders to develop these mission priorities. Our work also allowed us to complete the Ministry Site Profile found in the second half of this report. The MSP is a standardized form used in the call process by our denomination, the Evangelical Lutheran Church in America. Once approved, this MSP will guide the work of our Call Committee.

Once our call process results in calling a new rostered minister for our congregation, and once that leader has had a chance to settle into the community, we recommend that another team of people be tasked with the next phase of “mission exploration” for MPLC. This phase will emphasize exploring the needs and concerns of the community around MPLC, discerning how God is preparing MPLC to join in God’s mission to respond to those needs. At that time, the new team would also work to (re)develop the congregation’s mission and vision statements, define our core values, and create a strategic plan to carry us into 2025 and beyond.

MISSION PRIORITIES 2023-2024

To further extend MPLC's mission of "growing relationships with God, each other, and our neighbors in the way of Jesus", our leaders, staff, and members will work to support these mission priorities in the next 18 months:

- 01 **GROWING COMMUNITY**
Develop and implement strategic objectives to build a sense of community within the congregation.
- 02 **GROWING DISCIPLES**
Expand opportunities for adult members to deepen their faith outside of worship, and encourage all to grow as disciples of Jesus.
- 03 **GROWING LEADERS**
Develop and implement a plan to lift up, equip, and support lay leaders of all ages in the congregation.
- 04 **GROWING PASTORAL CARE**
Equip, accompany, and steward the lay volunteers and pastoral caregiving ministry of the congregation.
- 05 **GROWING YOUTH MINISTRY**
Recalibrate and renew the Confirmation program and Youth Ministries of the congregation.
- 06 **GROWING COMMUNITY CONNECTIONS**
Develop and steward relationships with local community leaders (government, business, education, social services, etc.).
- 07 **GROWING IN SERVICE**
Develop a plan and systems for stewarding Serving Ministries, including relationships/outreach with local ministry partners.
- 08 **GROWING AS CHURCH PROPERTY STEWARDS**
Assess our building/grounds for maintenance and improvement needs and develop short- and long-range plans to address those needs. Look for ways our building and grounds may be used by others in positive ways for our community.

CALLING OUR NEXT LEADER

On May 16, 2023, MPLC's Congregation Council approved entering the call process in search of a full-time Minister of Word and Sacrament (Associate Pastor). At that meeting, they also agreed to support whatever candidate was recommended by the Call Committee, including someone who might be from the LGBTQ+ community.

In reviewing the leadership profile to be sought in the Call Process, and in consultation with Pastor Beth Ann, our MET further recommends also considering for call potential candidates from the roster of Ministers of Word and Service (Deacons). Deacons are prepared for ministry in ways similar to that of pastors, but are called to attend especially to the intersection of church and wider community, especially in areas of service. Deacons are also ordained, are called to proclaim the Gospel (preach and lead worship), but do not preside at the sacraments of Baptism or Holy Communion. Calling an Associate Deacon in lieu of an Associate Pastor would entail some adjustment to past worship leadership practices at MPLC, but could also open up new possibilities for ministry in service to the world. Candidates from either roster could be considered simultaneously.

The Ministry Site Profile found later in this report was created after gathering information about and input from our community. The MSP is the standardized form used by ELCA congregations entering the call process. In addition to this profile of the congregation, Pastor Beth Ann has worked with the Council Executive Committee and Staff Support Committee to create a job description for the leader we seek to call. This job description (and Pastor Beth Ann's own job description) align with those of other staff members in detailing the job's essential functions and core competencies needed. Job descriptions help create shared expectations of the work and relationships our staff and leaders are called to together.

Part III (Leadership Needs) of the MSP outlines the top 5 ministry tasks, gifts and mutual expectations that MPLC should seek from a new leader. This assessment is based on collected feedback of the Mission Exploration Team work over the past months. In alignment with the Mission Priorities listed above, the ministry focus of the new leader is recommended to be: A) Growing Youth Ministry; B) Overseeing Pastoral Care; C) Growing Community Connections and Serving Ministries; D) Growing Community; and E) Worship Leadership. Please review Part III (Leadership Needs) for complete details and description of the leader we seek.

OUR VISION FOR MISSION

Part II (Our Vision for Mission) of the MSP summarizes information and collected feedback of the Mission Exploration Team. It discusses characteristics of our community, trends or changes within the congregation, current programs and primary goals for our ministry site, areas of energy in our congregations and how we see MPLC as a participant in the ELCA. Together with the Mission Priorities for 2023-2024 described previously, it summarizes the information-gathering and “temperature-taking” into the current and desired future vision for MPLC. Please review Part II (Our Vision for Mission) of the MSP for complete details.

In addition to the information provided in the Ministry Site Profile, the Mission Exploration Team is providing in this report a summary of what our congregation or organization is really excited about right now. This information helped shape both the Ministry Site Profile of this church and the future Mission Priorities.

MPLC is excited about the following five (5) ministry areas:

- **The mission of All Are Welcome:** a committed group of individuals (Beyond Welcome Team) is focused on helping MPLC become a Reconciling in Christ congregation. Beyond this group, most members also practice acceptance of everyone.
- **The mission of Feeding our Neighbors:** food ministries are important to our church. Our monthly Open Table restaurant-style dinner ministry, the shared Community Meal ministry, HALO (Racine's homeless shelter) and Racine Hospitality Center, and our parking lot Little Free Food Pantry are supported by a group of dedicated church member volunteers who are committed to the success of these programs and would like to see them grow.

- **The mission of Music for All Ages:** the choir, bell choir, newly formed children's choir, and dedicated organist and other instrumental musicians consist of individuals passionate about enhancing worship with music ministry.
- **The mission of Small Group Communities:** a number of members have a desire to expand our small group communities beyond the ones that are already thriving (i.e. Mens Breakfast, Quilters, etc.). There is interest in expanding to a Mothers' group, singles groups, dining groups, walking/biking groups, bible studies, women's retreats - whatever activities bring together people with common interests.
- **There is strong desire to build and grow family attendance and engagement.**

THINGS WE NOTICED, THINGS WE WONDERED ABOUT, THINGS TO REMEMBER

In our information-gathering and “temperature taking”, here are some...

THINGS WE NOTICED

- Connections are key, creating and maintaining connections
- Strong preaching is a key reason people join—the impact of sermons, impact on today
- Online worship is an important entry point for people, but doesn't replace in person
- People like to chat on Facebook during service—there's a recognizable community there
- Zoom is not easy for some older members who may need more assistance using it
- People like our welcome to kids, including them in having roles in worship leadership
- We don't want to forget our shut-ins
- Kids aren't attending 11 AM service as much; seeing fewer kids in Sunday School and VBS
- We seem to be good at welcoming new people, new members
- Lack of diversity among members; doesn't reflect the neighborhood around us
- Seeing energy around Open Table, Beyond Welcome, outreach
- Some people may have interest in church but don't want to be members; no regular habit for church activity and participation
- Decline in families participating—also seeing that in local schools; some churches are growing with families...have a social activity for every group
- People like trivia night, potlucks, supper clubs; people love a theme to gather around, too
- COVID brought on a feeling of being “broken” as a group. Healing is ongoing, though slow
- During COVID, staff made things happen in absence of lay leaders on site. Today, those leadership teams/structures need to be rebuilt with lay leadership.

In our information-gathering and “temperature taking”, here are some...

THINGS WE WONDERED ABOUT

- What sort of engagement can we encourage in people coming to Saturday services beyond attending worship?
- Why do some people continue to only worship online when they used to come in person?
- What can we do to increase interaction between people who attend different service times (i.e. preferred service)?
- Are we stagnant, growing, or maintaining as a congregation?
- Is there a difference in perspective now with younger families (versus pre-Covid)? People don't want to do church like the church they grew up with.
- What are some needs of people who live in our community? For ESL instruction? Wheelchair accessibility? Sign language? How do we find out?

In our information-gathering and “temperature taking”, here are some...

THINGS WE WANT TO REMEMBER FOR THE FUTURE

- Single-parent households are the majority in our neighborhood (75% of households with children headed by single parents)
- Declining populations of children expected in the future in our community, and the percentage of retired/older people is increasing. The average age of local residents is expected to increase in the next ten years.
- Our membership doesn't reflect the ethnic/racial makeup of our immediate community, which is more diverse (52% White, 16% Latino/Hispanic, 26% Black).
- Consider reaching out intentionally to Carthage, Parkside students
- Consider expanding children's music instruction; youth musician involvement is welcome
- “All are welcome” includes many different cohorts, not only LGBTQ, but different demographic groups, segments of population

MISSION EXPLORATION TIMELINE AND PROCESS

- September 17-18, 2022: MPLC said thank you and Godspeed to Pastor Krista Zimmerman on her last weekend in worship as MPLC's Associate Pastor
- October 1-2, 2022: Pastor Sheila Rawn began to serve as MPLC's Transition Associate Pastor
- October 18, 2022: Congregation Council met with Assistant to the Bishop Pastor Kristin Nielson to learn about steps for the call process. Council determined to wait until after December to initiate next steps in order to allow some breathing room for pastoral transition and the Christmas season.
- January 17, 2023: Pastor Beth Ann Stone presented Council with an ambitious timeline for a Mission Exploration Process leading to the start of the Call Committee's work in August 2023. Council members suggested names to consider for MET membership.
- February, 2023: Pastor Beth Ann and Council President Kim Haigh cooperated to pull together a representative group of MPLC members for the Mission Exploration Team.
- March 13, 2023: MET meets for first time, discusses plans for their work.
- March 20, 2023: MET works on congregational survey questions and questions to ask of different congregational groups in scheduled Listening Sessions.
- April and May, 2023:
 - MET sends congregational survey to all MPLC members by email or post, with more hard copies available in the sanctuary. 102 responses are received (of about 600 sent).
 - MET members meet with groups for Listening Sessions: after Saturday worship, at Adult Education hour, Beyond Welcome Team, Adult Choir, Senior High Youth, Sunday School teachers, MPLC Staff, Bell Choir, Men's Breakfast, online worship viewers, Congregation Council, Sunday School parents, Quilters, open online meeting.
 - MET members Becky Arndt and Jerry Smith review available MPLC annual reports from 2008, 2012-2021, noting highlights and observations.
 - MET member Andy Steenrod reviews demographic reports solicited from a resource through the synod office. Reports detail a walking-distance perimeter around MPLC and a 15-minute drive perimeter. Andy notes highlights and observations.

- May 2 and 23, 2023: MET reviews information/observations from above, noting observations and questions that arise. Team members suggest answers to Ministry Site Profile prompts.
- May 16, 2023: Congregation Council agrees to enter the call process for a full-time rostered minister, open to calling any minister recommended by the Call Committee.
- June 8 and 29, 2023: MET reviews mission priorities presented by Pastor Beth Ann, building on above work. MET reviews initial draft of Ministry Site Profile responses curated and written by MET member Barb Danaan.
- June and July, 2023: President Kim Haigh and Pastor Beth Ann cooperate to pull together a representative group of MPLC members for the Call Committee, drawing from names nominated by Council members.
- July 16, 2023: MET reviews finished draft of Ministry Site Profile (MSP) and first draft of this report.
- July 25, 2023: MET presents MET Report and MSP to Congregation Council. Council elects slate of names for Call Committee membership.
- July 26, 2023: MET Report and MSP are shared with the congregation by email.
- July 30 and August 6, 2023: MET members meet with interested congregation members to review MET Report and MSP.
- August 15, 2023: Congregation Council approves MSP (pending upcoming “town hall” meeting).
- August 27, 2023: Pastor Kristin Nielsen facilitates “town hall” meeting of congregation to review and voice support for MSP.
- August/September 2023: Call Committee begins work to call new rostered minister.

MINISTRY SITE PROFILE

Mount Pleasant Lutheran Church

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

Mount Pleasant Lutheran church is calling a full-time Associate to help steward our mission to grow in our relationships with God, each other, and our neighbors in the way of Jesus. This leader will direct the congregation's ministries of Pastoral Care, Confirmation, Youth and Young Adults, and Outreach/Service. They will partner with the Senior Pastor to lead the congregation in worship and pastoral acts, and to represent the congregation publicly.

PART I: WHO WE ARE

Name and Location

CONGREGATION

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

Racine, WI, 53406

CITY, STATE , ZIP

Greater Milwaukee Synod (5J)

SYNOD

Medium city (50,000 - 249,999)

SIZE OF COMMUNITY

Mount Pleasant Lutheran Church

NAME

US

COUNTRY

Congregation - Organized

TYPE OF MINISTRY SITE

06692

CONG ID

1956

YEAR ORGANIZED

Contact Information

Ministry Site (preferred contact information)

1700 S Green Bay Road

ADDRESS LINE 1

bastone@mplc.org

E-MAIL

ADDRESS LINE 2

spaceshipchurch.org

WEB SITE

Mount Pleasant, WI, 53406

CITY, STATE, ZIP

(262) 634-6704

PHONE

US

COUNTRY

FAX

Chairperson of Congregation or Head of the Organization

Kim Haigh

NAME

Franksville, WI, 53126

CITY, STATE, ZIP

US

COUNTRY

DAY PHONE

EVENING PHONE

CELL PHONE

FAX



khaigh@acosta.com

E-MAIL

Chairperson of Call or Search Committee

NAME

ADDRESS LINE 1 ADDRESS LINE 2 CITY, STATE, ZIP COUNTRY

DAY PHONE EVENING PHONE CELL PHONE FAX

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)	Asian/Pacific Islander (5% or less)
LARGEST	SECOND	THIRD	FOURTH

COMMENTS OR EXPLANATION

Race/Ethnicity (Surrounding Community)

Caucasian (50%)	African American/Black (25%)	Latino/Hispanic (15%)	Asian/Pacific Islander (5% or less)
LARGEST	SECOND	THIRD	FOURTH

COMMENTS OR EXPLANATION

Above statistics are for a one-mile walking radius around the building. Statistics for the greater Racine area are 65% Caucasian, 15% Latino/Hispanic, 15% African American/Black, 5% Asian/Pacific Islander.

Gender comparison

44%	56%	30%	10%	15%	20%	25%
MALE	FEMALE	19 YEARS OR YOUNGER	20 - 34	35 - 49	50 - 65	OVER 65

Age distribution

Number of Paid Staff

2	0	0	3	3	3
Ministers of Word and Sacrament (PASTORS)	Ministers of Word and Service (DEACONS)	OTHER LAY PROFESSIONALS	SECRETARIAL SUPPORT	CUSTODIAL SUPPORT	OTHER



Congregational Information

151 - 250

26 - 50

Single site

AVE WEEKLY WORSHIP ATTENDANCE

AVE ATTENDANCE IN CHRISTIAN EDUCATION

PARISH TYPE

Distance members live from church facilities:

0%

5%

60%

35%

Community Type

1/2 MILE OR LESS

1/2 - 1 MILE

1 - 3 MILES

MORE THAN 3 MILES

☒ Suburban

☐ College or University

☐ Farming

☒ Inner City

☐ Mining/logging

☐ Ranching

☒ Industrial

☐ Resort

☒ Retirement

Budget of the Congregation/ Organization

2022

\$743,473

TOTAL BUDGET FOR THE LAST FISCAL YEAR

\$61,000

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

LAST FISCAL YEAR

\$165,000

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

\$600,370

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.

Two demographic reports were obtained for our area: one within a 15 minute drive from MPLC and one within walking distance of the building. Complete summaries are available for review.

15 minute driving distance: The overall population and that of school-age children in this area is not expected to change. Of note, two primary grade schools within walking distance of the church are being closed by the district as this school-age population continues to contract. Compared with the state, area families are somewhat less likely to live in two-parent households, the median family income is somewhat less than the state average, and number of families in poverty is above the state average. The general level of education of adults 25+ is mixed between low and high. Areas with a higher employment than state averages include: production transportation, food prep serving, health care support, office admin and protective.

Walking distance: In a 10 year projection, moderate growth of the overall population in the area is expected, but a moderate decline of school-age children. 71% of neighbors with children live in one-parent households (vs 33% of all WI households); 75% of adults do not have a post-high school degree; 20% live below the poverty line. Areas with a higher employment than state averages include: construction, sales, health care support and personal care. Immediate neighborhood is more diverse, with 52% white population, 26% Black, 16% Latino.

Trends:

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

1) Absence of long-term members for multiple reasons (early retirement, moving out of area due to openness to remote working, new churches, not returning to in-person worship as soon as they preferred, etc.).



2) Lower percentage of members under 50 years of age, including single young adults, young couples without children, and younger couples with children.

3) Gaining new members within last 9-12 months. Newer members make up ~10% of the worshipping community and are actively engaging in church activities.

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) Impact of Covid pandemic: New routines, mental health challenges, focus on internal family versus community, many people slow to re-engage in group activities, increased personal economic burden, desire to return "back to normal".

2) Impact of economic growth in City of Racine and surrounding community (Racine, Mt. Pleasant, Caledonia, Sturtevant, Union Grove): Job opportunities stable or declining despite hopes for new Mt. Pleasant-based emerging industries; decreasing number of children in school district; decreasing number of young families (confirmed with demographics).

3) Impact of societal events and social media: Heightened awareness of sociological issues with regard to race/ethnicity, gender, economic status, age, etc. and polarization of ideas/opinions have strained community relationships.

Programs:

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

The current programs for mission and ministry at MPLC include:

Music Ministries: Choir (Adult and Children's); Bell Choir; special music.

Youth Ministries: Sunday Church School (ages 3 - middle school); Senior High Youth Group; Youth Confirmation; Vacation Bible School.

Food Ministries: Open Table free, hosted dinner event (monthly); Community Meal; partner-church food pantry; parking lot Little Free Food Pantry.

Clothing/Goods Mission & Ministries: Quilting for Lutheran World Relief, support for Racine Hospitality Center, Noisy Offering, LWR School Kits, Rummage Sale.

Goals:

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

The identified MPLC Mission Priorities for the congregation for 2023-2024 are the following eight (8) focus areas:

1) **GROWING COMMUNITY:** Develop and implement strategic objectives to build a sense of community within the congregation.

2) **GROWING DISCIPLES:** Expand opportunities for adult members to deepen their faith outside of worship and encourage all to grow as disciples of Jesus.

3) **GROWING LEADERS:** Develop and implement a plan to lift up, equip, and support lay leaders of all ages in the congregation.

4) **GROWING PASTORAL CARE:** Equip, accompany, and steward the lay volunteers and pastoral caregiving ministry of the congregation.

5) **GROWING YOUTH MINISTRY:** Recalibrate and renew the Confirmation program and Youth Ministries of the congregation.

6) **GROWING COMMUNITY CONNECTIONS:** Develop relationships with community leaders (government, business, education, social services, etc.).

7) **GROWING IN SERVICE:** Develop a plan and systems for stewarding Serving Ministries, including relationships and outreach with local ministry partners.

8) **GROWING AS CHURCH PROPERTY STEWARDS:** Assess our building/grounds for maintenance and improvement



needs and develop short- and long-range plans to address those needs. Look for ways our building and grounds may be used by others in positive ways for our community.

Energy:

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

MPLC is excited about the following five (5) ministry areas:

- 1) The mission of "All are Welcome". A committed group of individuals (Beyond Welcome Team) is focused on helping MPLC become a Reconciling in Christ congregation. Beyond this group, most members also practice acceptance of everyone.
- 2) The mission of "Feeding our Neighbors": Food ministries are important to our church. Our monthly Open Table restaurant-style dinner ministry, the shared Community Meal ministry, HALO (Racine's homeless shelter) and Racine Hospitality Center, and our parking lot "Little Free Food Pantry" are supported by a group of dedicated church member volunteers who are committed to the success of these programs and would like to see them grow.
- 3) The mission of "Music for all ages": The choir, bell choir, newly formed children's choir, and dedicated organist and other instrumental musicians consist of individuals passionate about enhancing worship with music ministry.
- 4) The mission of "Small Group Communities": A number of members have a desire to expand our small group communities beyond the ones that are already thriving (i.e. Men's Breakfast, Quilters, etc.). There is interest in expanding to a Mothers' group, singles groups, dining groups, walking/biking groups, bible studies, women's retreats - whatever activities bring together people with common interests.
- 5) There is strong desire to build and grow family attendance and engagement.

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?

MPLC participation in the ELCA includes the following interactions:

- 1) MPLC pastors are connected with other ELCA pastors in the greater Racine community through a weekly text study group.
- 2) Senior High Youth Group and Confirmation ministries are currently partnering with another ELCA church, Lutheran Church of the Resurrection in Racine.
- 3) MPLC sends lay and rostered voting members to each annual Greater Milwaukee Synod Assembly and other synod events.

MPLC members have historically been less aware of their connections with the churchwide ELCA and the Greater Milwaukee Synod, except for their consistent tithe of congregational giving via Mission Support. Social media and current congregational leaders have raised the awareness of members of happenings in the ELCA, leading to both gains and losses in church membership based on an individual's agreement with the "direction of the ELCA".



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 type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input 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 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 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?

MPLC is a congregation that is in the stage of re-engaging with each other to help discern its mission and future moving forward in today's ever-changing world. The emerging mission is to be a congregation of Christians that welcome all people and support each other as we grow in our relationships with God, each other, and all our neighbors. We strive to live out God's call by serving others in the way of Jesus both inside and outside the walls of our church.

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?

What are your gifts, resources, and assets for fulfilling this purpose?

- 1) Food ministry leadership and infrastructure (fully equipped kitchen, volunteers with food prep experience, dedicated volunteers etc.).
- 2) Music leadership and musical infrastructure (organ, bells, instruments, sound systems, etc.).
- 3) Good pastors and strong preaching.
- 4) Good fiscal management, healthy stewardship.
- 5) Small but dedicated youth program volunteers.
- 6) Church members dedicated to Beyond Welcome/Reconciling in Christ mission for church.
- 7) Healthy and active church community.

Are there obstacles that must be overcome to be able to use these gifts and accomplish the mission?

- 1) Leadership to mobilize volunteers. Many are willing to help, but need to identify and enable more lay leadership without relying on paid staff alone to lead engagement.
- 2) Strategic plan for youth/family programs. There is a desire to reimagine the youth/family programs.
- 3) Other competing life priorities. Post-pandemic focus is on managing a better balance of the demands of work, family, and personal commitments, leading in some cases to lower church involvement.

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?

- 1) Maintain strong pastoral and music ministry leadership.
- 2) Building community through more lay member involvement (existing food ministries, small groups, service opportunities) to build sense of belonging to a larger mission of Christian service.
- 3) Building a broader community of Christians through efforts to be an "all-welcoming, beyond-welcoming, family & individual-welcoming" church body in the way of Jesus.

References

Synod Bishop

Paul Erickson

Greater Milwaukee Synod

paul.erickson@gmselca.org

NAME

SYNOD

E-MAIL

(414) 671-1212

DAY PHONE

EVENING PHONE

CELL

FAX



Inside Congregation or organization

Ed Jacobs

MPLC Council Vice President

NAME	ORGANIZATION AND TITLE	E-MAIL
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DAY PHONE	EVENING PHONE	CELL	FAX
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Outside Congregation or organization

Pastor John Bischoff

United Lutheran Church - Racine, Pastor

NAME	ORGANIZATION AND TITLE	E-MAIL
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DAY PHONE	EVENING PHONE	CELL	FAX
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An ELCA rostered minister

Pastor Chip Lutz

Lord of Life Lutheran - Kenosha, Pastor

NAME	ORGANIZATION AND TITLE	E-MAIL
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DAY PHONE	EVENING PHONE	CELL	FAX
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Anyone else who knows your setting well

Rev. Judith Tisserand

MPLC associate member, retired UCC clergy

NAME	SYNOD	E-MAIL
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DAY PHONE	EVENING PHONE	CELL	FAX
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PART III: LEADERSHIP NEEDS

The Leader we Seek

Roster Type:

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

Associate / Assistant 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 checked="" 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 type="checkbox"/> Interpret Theology |
| <input 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 checked="" 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 checked="" type="checkbox"/> Social Ministry | <input 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 checked="" 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.	Yes
	Be effective in working with children.	
Yes	Build a sense of community among the people with whom he/she works.	
	Help others develop their leadership abilities and skills for ministry.	
	Be an effective administrator.	
	Be an effective communicator.	Yes
	Be an effective teacher.	
	Encourage support of the Church's wider mission.	
	Work regularly in the development of stewardship growth.	
	Be active in ecumenical relationships.	
Yes	Be effective in working with youth.	
	Organize people for community action.	Yes
	Be skilled in planning and leading programs.	Yes



	Have a strong commitment and loyalty to the ELCA.	
	Understand and interpret the mission of the Church from a global perspective.	
	Deal effectively with conflict.	
	Bring joy and good humor to relationships.	Yes
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. Growing Youth Ministry: Recalibrate and renew the Confirmation program and Youth Ministries of the congregation.

Confirmation Ministry: Redevelop, coordinate and administer the Confirmation program for grades 6-8, and students' confirmation in the fall of their 9th grade year.

Youth and Young Adult Ministry: Develop and oversee communications, programs, and activities for people in high school, post-high/college, and young adulthood to deepen their faith and build relationships with one another and the larger church; recruit and develop volunteers and peer leaders to assist with this ministry.

- B. Overseeing Pastoral Care: Equip, accompany, and steward the lay volunteers and pastoral caregiving ministry of the congregation.**
- C. Growing Community Connections and Serving Ministries: Nurture relationships with community organizations to foster ways for members to grow in relationship with our neighbors; develop a plan and systems for stewarding Serving Ministries, including relationships/outreach with local ministry partners.**
- D. Growing Community: Work with staff, Council and members to develop ways to help people build relationships with other members and grow a sense of community within the congregation.**
- E. Worship Leadership: Preach the Word, administer the sacraments, and conduct public worship in partnership with the Senior Pastor and lay leaders.**

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. Existing, traditional model of Sunday Church School/Confirmation Program/Senior Youth programs are functioning. Families are open and eager to consider new models and opportunities for growth.**
- B. Congregation has dedicated staff members and church council leaders in place.**
- C. Current congregation membership is stable, although contracted since Covid. Members are willing to volunteer/spread the word. Members are open to new ideas.**
- D. Church is in a healthy financial state. Long-term mortgage will be paid off in 2024.**
- E. Already have members with select community outreach relationships on which to build further relationships.**