

MINISTRY SITE PROFILE
Peace Lutheran Church

Kunesh, 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).

Summary Description

Peace Lutheran, in the Green Bay, Wisconsin area, is a young, growing congregation. Family values are strong, members genuinely care about each other, and even though the congregation is large (with over 800 families), there is still a 'small congregation' feel. As one of our two, tenured Pastors plans to retire, we are seeking a dynamic preacher, with musical talent and a welcoming, outgoing personality. If she/he is also an organized, strategic thinker (and planner), those skill sets would be welcomed. If you have a passion for the areas above, Peace might be just the spot for you. The chance to partner with and learn from the "non" retiring, experienced Pastor may also be your good fortune.

PART I: WHO WE ARE

Name and Location

CONGREGATION

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

Kunesh, WI, 54162

CITY, STATE, ZIP

East-Central Synod of Wisconsin (5I)

SYNOD

Rural

SIZE OF COMMUNITY

Peace Lutheran Church

NAME

US

COUNTRY

Congregation - Organized

TYPE OF MINISTRY SITE

14452

CONG ID

1883

YEAR ORGANIZED

Contact Information

Ministry Site (preferred contact information)

1954 County Road U

ADDRESS LINE 1

pastorstuart@peacelc.org

E-MAIL

ADDRESS LINE 2

peacelc.org

WEB SITE

Green Bay, WI, 54313

CITY, STATE, ZIP

(920) 865-7595

PHONE

US

COUNTRY

FAX

Chairperson of Congregation or Head of the Organization

Mark Wernicke

NAME

1639 Sundew Rd

ADDRESS LINE 1

ADDRESS LINE 2

(920) 822-1065

PHONE

Sobieski, WI, 54171

CITY, STATE, ZIP

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US

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Chairperson of Call or Search Committee

Mark Wernicke

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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

Race/ Ethnicity (Surrounding Community)

Caucasian (95%)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Gender comparison

50%

50%

Age distribution

30%

25%

20%

15%

10%

MALE

FEMALE

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

Number of Paid Staff

2

2

0

1

1

3

CLERGY

LAY ROSTERED

OTHER LAY PROFESSIONALS

SECRETARIAL SUPPORT

CUSTODIAL SUPPORT

OTHER

Congregational Information

401 - 700

101+

Single site



AVE WEEKLY WORSHIP ATTENDANCE AVE ATTENDANCE IN CHRISTIAN EDUCATION PARISH TYPE

Distance members live from church facilities:

0%	0%	0%	0%
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 checked="" type="checkbox"/> Farming |
| <input type="checkbox"/> Inner City | <input type="checkbox"/> Mining/logging | <input checked="" type="checkbox"/> Ranching |
| <input checked="" type="checkbox"/> Industrial | <input type="checkbox"/> Resort | <input type="checkbox"/> Retirement |

Budget of the Congregation/ Organization

2017

\$800,000

TOTAL BUDGET FOR THE LAST FISCAL YEAR

\$60,000

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

LAST FISCAL YEAR

\$1,100,000

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

\$200,000

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.

The Pulaski community is a mix of traditional farming, blue collar, and white collar professionals. Farms and farmers are in the area, but many have been sold to make room for suburban homes. Pulaski is a small community, based on proud traditions (such as Polka Days), but many congregation members live in nearby Green Bay. The area continues to grow, as Green Bay expands to the west.

Trends:

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

Changes / Trends with the congregation:

- a. There is a "continuous" trend of growth at the church (a positive), with the vast majority of that growth coming from young families.**
- b. As such, the average age of the church remains relatively low, at around 30 (that "trend" is not moving up, even though the US is aging).**
- c. The interest in Sunday school has deteriorated, even though the "young" members of the congregation are increasing; our youth mission trip continues to grow in terms of engaged participants, however.**

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.

Community challenges over the last three to ten years:

- a. A large employer in Pulaski has shut their doors due to the recession. Many congregation members are without**



- jobs or have seen pay freezes / cuts. The recession has impacted others in Green Bay, too.
- b. Moving from an agrarian society to suburban has been a challenge, especially for the traditional farming background and mindset.
 - c. Health is the third area that comes to mind, as the surrounding area (and Wisconsin) continues to struggle with obesity, lack of exercise, and poor nutrition / eating habits.

Programs:

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

Our programs for mission and ministry:

- a. From a budget perspective, our goal is to "give back" 20% of revenues to others, including items like sharing with the ELCA, supporting an African mission-based church, and sponsoring a seminary student.
- b. Additionally, there are specific programs (an annual youth trip comes to mind), focused on US-based mission "project" support.
- c. Ministry includes the traditional Sunday services (plus Thursday night), as well as a relatively active Wednesday morning bible-based lay class. There are other informal programs that various members of the congregation plus staff participate in (including an active church nurse).

Goals:

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

The church has a "simple" long-range plan (which is related to a strategic plan):

- a. The primary focus of the church is based on two phrases:
 - To the Glory of God; for the Love of Others;
 - We're Here To Share God's Love
- b. The above points emphasize reaching out to the community (so the "strategy" for Peace is to be sure to focus externally as well as internally).
- c. We have not formally written it down, but the idea of continuous growth seems to be an implied strategic focus.
- d. We do not have specific, measurable goals.

Energy:

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

The congregation is "excited" about Pastor Don's retirement (next May) -- both in terms of apprehension around the future and change. I believe there will be excitement (positive and negative) when we roll out the plan and then eventually call a replacement pastor for Pastor Don. Positive discussions will be around new perspectives & energy for ministry potential, focus on the music program and help for Pastor Stuart. Negatives will revolve around dealing with change.

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?

Regarding participation in the ELCA, Peace takes that seriously. We make it a point to contribute a fair amount of our budget to support the ELCA, annually. We participate in various programs throughout the year (though we are not a "leader" in terms of participation).



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 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 type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We have no stated goals or plans.
We are racially and economically diverse.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	We are demographically homogeneous.

OUR LEADERSHIP STYLE

We welcome ideas that are provoking and challenging.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We prefer ideas that are tried and true.
We rely on our leaders for direction.	<input checked="" type="checkbox"/>	<input 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 checked="" 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 type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We train people to minister inside our walls.
We focus on ideas and beliefs.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We focus on skills and action.

OUR THEOLOGICAL PERSPECTIVE

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

Purpose – God's call to mission and purpose; who we are; why we are here

- a. Referenced above, "we're here to share God's love." At Peace, we focus on reaching out to the community (starting with reaching to our own congregational members) regarding sharing God's love (which often means helping people, such as Habitat for Humanity)...
- b. We are also here to provide support to each other; even though the congregation is large, there is still a "family" atmosphere and feel. People genuinely care about and support each other.

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?

Giftedness – What are the congregation's gifts, assets, and what are the obstacles?

- a. Perhaps the greatest gifts are is Pastor Don and Pastor Stuart. They are both excellent, engaging speakers, such that congregation members "enjoy" the sermons. The Pastors also know virtually everyone by name, promoting that "church family" concept, even though we are a large congregation.
- b. There is a (small) core group of members that continue to be very engaged; they are involved with church council and leading various church activities.
- c. As an obstacle, getting more church members (other than the relatively small "core") to be engaged, has been difficult.
- d. Also, the Sunday school program does not necessarily attract the participation we would like.

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?

Mission – What are the top three mission priorities?

- a. Getting the newer, younger families "involved" with the church.
- b. Enhancing engagement and participation in Sunday school; continuing to grow youth program participation.
- c. Engaging more with the outside community.

References

Synodical Bishop

Gerald Mansholt

East-Central Synod of Wisconsin

bishop@ecsw.org

NAME

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Inside Congregation or organization

Jim Justman

Church Administrator

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Outside Congregation or organization



Harvey Jaeger	Retired Pastor	hjjim@gmail.com
NAME	ORGANIZATION AND TITLE	E-MAIL

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Member of the ELCA Clergy roster

Amy Engebose	Bishop's Associate, ELCA East Central Synod	amy.engebose@ecsw.org
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Anyone else who knows your setting well

Al Williams	Retired	alw5378@gmail.com
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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 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 checked="" 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 checked="" type="checkbox"/> Music / Worship / Arts |
| <input type="checkbox"/> Outdoor/ Camping Ministry | <input type="checkbox"/> Parish Nurse / Health | <input type="checkbox"/> Participant in the Larger Church |
| <input type="checkbox"/> Pastoral Care and Visitation | <input checked="" type="checkbox"/> Preaching / Worship | <input type="checkbox"/> Public Policy / Advocacy |
| <input type="checkbox"/> Recruit and Equip Leaders | <input type="checkbox"/> Self Care / Family Life | <input type="checkbox"/> Small Group Ministry |
| <input type="checkbox"/> Social Ministry | <input checked="" type="checkbox"/> Spiritual Formation / Direction | <input type="checkbox"/> Stewardship |
| <input checked="" type="checkbox"/> Strategic Mission Planning | <input type="checkbox"/> Teaching | <input type="checkbox"/> Volunteer Coordination |
| <input type="checkbox"/> Youth and Family Ministry | | |

Gifts for Ministry

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

Top Priority	Very Helpful
Yes Help people develop their spiritual life.	
Help people understand and act upon issues of social justice.	
Provide care and nurture.	
Be active in visitation of members and non-members.	
Be effective in working with children.	
Yes Build a sense of community among the people with whom he/she works.	
Help others develop their leadership abilities and skills for ministry.	
Be an effective administrator.	Yes
Yes Be an effective communicator.	
Be an effective teacher.	
Encourage support of the Church's wider mission.	
Work regularly in the development of stewardship growth.	Yes
Be active in ecumenical relationships.	
Be effective in working with youth.	
Organize people for community action.	
Yes Be skilled in planning and leading programs.	
Have a strong commitment and loyalty to the Lutheran Church.	Yes
Understand and interpret the mission of the Church from a global perspective.	
Deal effectively with conflict.	
Bring joy and good humor to relationships.	
Yes Be able to share leadership and work in a team.	
Be creative and innovative about his or her tasks.	



Be able to use technology and media.	Yes
Appreciate cultural diversity in language and customs.	
Have talents in the areas of music, arts and writing.	Yes

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. **Sermons / Ministry - a core strength of the church, currently, is the high quality, engaging sermons. Two pastors "trade off" giving weekly sermons. That core strength, which draws people to the church, needs to continue.**
- B. **Music in Worship -- another "draw" to the church is the variety of music incorporated into the weekly services. Finding a pastor that has gifts in the area of music would surely help with congregational engagement, involvement and attendance.**
- C. **People person -- today's Pastors are very engaging, knowing most members by name (which is quite a feat with a congregation of more than 2,800 baptized members). An open, cordial, friendly, welcoming environment is critical.**
- D. **Organized leader -- an organized, strategic thinker will surely be an asset to the congregation, administrative and council members.**
- E. **Partnership -- much work and interaction will be shared with the other pastor. It's critical that the two pastors not only get along, but ideally complement each other's strengths and help make each other better in their shared roles.**

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. **Make her feel welcome (just part of our culture)**
- B. **Be available to "talk" about anything & everything**
- C. **Provide background on what has (and has not) worked**
- D. **Will likely "follow" her good ideas**
- E. **Provide financial backing (to be determined)**

Compensation

Yes	Yes
PARSONAGE	SOCIAL SECURITY TAX OFFSET
\$70,000 - \$75,000	
MAXIMUM AMOUNT AVAILABLE FOR DEFINED COMPENSATION	

Benefits

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



Professional Expenses

Yes	No
_____ AUTO / TRAVEL REIMBURSEMENT	_____ PROFESSIONAL EXPENSES ACCOUNT
Yes	Yes
_____ FIRST CALL THEOLOGICAL EDUCATION	_____ CONTINUING EDUCATION

Comments:

Please offer any comment or explanation regarding the compensation package, especially as it compares to synodical recommendations or guidelines.

Our plan is for a total compensation (total remuneration) package to be in line with ELCA guidelines, if not higher.

Other Supporting Resources

Are you able to supply the following items, if requested?

Mission and Vision statement of the congregation or organization	Yes
Printed history of the congregation or organization	No
Strategic Plan: Goals and Objectives	Yes
Budget	Yes
Annual Report	Yes
Position description: Duties and Responsibilities	Yes
Communications Piece (publicity, newsletter, etc.)	No

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.

Peace Lutheran, in the Green Bay, Wisconsin area, is a young, growing congregation. Family values are strong, members genuinely care about each other, and even though the congregation is large (with over 800 families), there is still a 'small congregation' feel. Baptized membership is now in excess of 2,800 -- making Peace one of the biggest, if not the biggest, congregations in the East Central Wisconsin Synod. Every year our membership increases.

The two current Pastors currently share much of the responsibility -- trading off sermons every Sunday (but both actively participating in worship). The two Pastors jointly lead much of the congregational direction; they are well respected and appreciated. One of the Pastors, with a 30 year history at Peace, is planning to retire in 2019. We are looking for a Pastor to fill his soon-to-be vacated spot.

A dynamic preacher, with musical talent and a welcoming, outgoing personality would fit nicely at Peace. If she/he is also an organized, strategic thinker (and planner), those skill sets would be welcomed, as well. The stewardship team could also use some new perspective and guidance; they are open to fresh ideas. Communication and marketing areas could benefit as well (and are clearly related to the other opportunities referenced above).

If you have a passion for any of the areas above, Peace might be just the spot for you. The chance to partner with and learn from the "non" retiring, experienced Pastor may also be your good fortune. The congregation will welcome you with open arms!



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).

Profile initially completed by Council President, based on many years of active involvement in the congregation (and having completed a profile a number of years earlier, for a previous call). Review by Council members and Admin team then took place before finalizing.....

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

CALL PROCESS ADMINISTRATOR

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

Amy Engebose

NAME

(920) 734-5381

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Bishop's Assistant

TITLE

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Reference's Recommendation

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