

MINISTRY SITE PROFILE
Unity Lutheran Church

Brookfield, 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

Unity is a two-campus ministry with an atmosphere of open communication and trust. Unity seeks two pastors to fill a three-pastor team and co-lead all areas of ministry. We prioritize partnerships, especially El Salvador, kids, outdoor facilities, and health ministries. Blessed with continuity through a strong staff, Council, and ongoing pastor, we have a blend of worship styles and are continually evolving. This church is playful, supportive, and excited to grow into the future.

PART I: WHO WE ARE

Name and Location

CONGREGATION

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

Brookfield, WI, 53045

CITY, STATE , ZIP

Greater Milwaukee Synod (5J)

SYNOD

Suburb within 10 miles of a large city

SIZE OF COMMUNITY

Unity Lutheran Church

NAME

US

COUNTRY

Congregation - Multiple Point

TYPE OF MINISTRY SITE

31224

CONG ID

2017

YEAR ORGANIZED

Contact Information

Ministry Site (preferred contact information)

20700 W. North Ave.

ADDRESS LINE 1

Pastor Sherrie Lorbeck

ADDRESS LINE 2

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CITY, STATE, ZIP

US

COUNTRY

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E-MAIL

www.unitybrookfield.org

WEB SITE

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PHONE

FAX

Chairperson of Congregation or Head of the Organization

Colleen King

NAME

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ADDRESS LINE 1

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CITY, STATE, ZIP

US

COUNTRY

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Chairperson of Call or Search Committee

Linda Johnson

NAME

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Menomonee Falls, WI, 53051

US

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ADDRESS LINE 2

CITY, STATE, ZIP

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Demographics

Language Spoken

In the congregation/ organization

English

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

In the surrounding community

English

Spanish

Hindustani

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

Race/Ethnicity (In the Congregation)

Caucasian (95%)

Latino/Hispanic (5% or less)

LARGEST	SECOND	THIRD	FOURTH
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COMMENTS OR EXPLANATION

Unity reflects its immediate neighborhoods. Gradually growing ethnic diversity in the area will only partly be reflected in the diversity of the congregation. The majority of those moving to the area are of Arab/Middle Eastern or Asian/Pacific Islander descent and are involved in local Hindu, Sikh and Muslim faith communities.

Race/Ethnicity (Surrounding Community)

Caucasian (80%)

Arab/Middle Eastern (15%)

Asian/Pacific Islander (5% or less)

Latino/Hispanic (5% or less)

LARGEST	SECOND	THIRD	FOURTH
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COMMENTS OR EXPLANATION

The demographic trends are growth in Middle Eastern and Asian/Pacific Islander communities, drawn here largely by high concentrations of technology and medical fields. The student body of our primary school district, Elmbrook Schools, is 25% people of color, coming from these growing ethnic communities.

Gender comparison

Age distribution

46%	54%	20%	20%	25%	20%	15%
MALE	FEMALE	19 YEARS OR YOUNGER	20 - 34	35 - 49	50 - 65	OVER 65

Number of Paid Staff

3	0	6	3	2	6
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Ministers of Word and Sacrament (PASTORS)	Ministers of Word and Service (DEACONS)	OTHER LAY PROFESSIONALS	SECRETARIAL SUPPORT	CUSTODIAL SUPPORT	OTHER
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Congregational Information

401 - 700 **101+** **Two-point parish**

AVE WEEKLY WORSHIP ATTENDANCE AVE ATTENDANCE IN CHRISTIAN EDUCATION PARISH TYPE

Distance members live from church facilities:

30%	30%	30%	10%
Community Type <small>1/2 MILE OR LESS</small>	<small>1/2 - 1 MILE</small>	<small>1 - 3 MILES</small>	<small>MORE THAN 3 MILES</small>
<input checked="" type="checkbox"/> Suburban	<input type="checkbox"/> College or University	<input type="checkbox"/> Farming	
<input type="checkbox"/> Inner City	<input type="checkbox"/> Mining/logging	<input type="checkbox"/> Ranching	
<input type="checkbox"/> Industrial	<input type="checkbox"/> Resort	<input type="checkbox"/> Retirement	

Budget of the Congregation/ Organization 2023

\$1,243,291	\$221,428
TOTAL BUDGET FOR THE LAST FISCAL YEAR	LAST FISCAL YEAR
\$38,000	\$348,916
MISSION SUPPORT TO THE ELCA/ SYNOD FOR THE LAST FISCAL YEAR	TOTAL DEBT OF THE CONGREGATION/ ORGANIZATION AT THE END OF THE LAST FISCAL YEAR
	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.

Brookfield, Wisconsin is a suburb of Milwaukee in southeastern Wisconsin. It is where over half of Unity members live. The remainder of the congregation comes from adjacent cities such as Elm Grove, Pewaukee, Menomonee Falls, and Waukesha. Brookfield and Elm Grove are older and mostly developed, whereas the other cities are still expanding with new homes and businesses.

The Elm Brook School District is known for providing excellent education for students K4-12. The public high schools consistently receive excellent ratings in state and national evaluations. The cities around both our campuses have numerous green areas with bike paths and walking trails. The Parks and Recreation Department offers activities and programs for all ages, youth through seniors. The Sharon Lynne Wilson Center features live artist performances, concerts, art exhibits, visual arts, theater and music education. Milwaukee is 10 miles away and home to Brewers baseball, Bucks basketball, museums, music venues, and dining diversity.

The most typical forms of employment in the congregation are health care, engineering, finance, education, and sales. The median income of members mirrors our primary zip codes: 53045, 53005, 53072, and 53051.

Trends:

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

1. Unity Church formed by merging Christ the King Lutheran Church (CTK) with Cross of Life Lutheran Church



(COL) into a two-campus congregation in 2017. At that time, COL had the larger membership and CTK had a the larger physical site. From 2020-2022 we built a large playground area, trails, group challenge sites, a patio, and an outdoor pavilion at the CTK site. These new areas provide space for things like VBS, outdoor services, partner events, and other gatherings. Our two sites also now host eleven 12-step or other community groups that meet here as part of our focus on health and wellness ministries.

2. We have very high levels of engagement in partnership activities, trips, and personal sharing experiences. Currently we partner with two congregations in our Synod, six human service organizations in the greater Milwaukee area, and two communities in El Salvador. Within our servant ministries team, we have advocates for each of these ministries, multiple members on site at all of them throughout the year, and financial support in collaboration with each partner based on their priorities and our shared resources.

3. The pandemic shut down in-person church attendance four years ago. We adjusted by offering front lawn services in the summer and parking lot services in the winter. During the pandemic Unity started a third campus of online viewers. This increased the viewership of our services, and has persisted after we returned to in-person services. Our in-person attendance is now back and growing with visitors at each campus. In addition, our online worship remains strong allowing our homebound members, empty nesters, those traveling, and our young adults, no longer live in the area, to feel connected.

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.

The communities surrounding Unity are generally considered to be stable, with highly rated school systems, desirable neighborhoods, and established commerce. The city government is focused on continued revitalization of business districts, preservation of environmental corridors, and maintenance of infrastructure. As with all communities, those surrounding Unity have been presented with various challenges over the years.

1. The pandemic has played a significant role in how the community has functioned. This has been true in schools, the workforce, and here at church. In response to the health and safety considerations, Unity developed a new platform for online worship that has become a standard part of our model, allowing us to reach people locally as well as members not currently in the area. We embraced outdoor worship spaces throughout the pandemic and continue to worship outdoors in the pavilion at our Christ the King campus for as many months as Wisconsin weather permits.

2. As in many communities, politics plays its part in influencing the trajectory of community priorities, both within our suburban communities and throughout the region. There are stark differences in political beliefs within the church, community, and across southeastern Wisconsin. While those differences have heightened debate within the government, school system, and across counties, Unity has found firm footing on navigating those conversations in a way that allows voices to be heard without disrespecting those who disagree. We do our best to maintain our focus on God and neighbor, and find that adult forums or small group are the best places to have conversations on hard topics.

3. The ever-increasing work demands on adults and school/sports activities for children, while a consistent trend for a number of years, continues to be a challenge in engaging families. In addition, the role that our empty nesters now play in caring for grandchildren along with their ability to travel more has increased, thereby changing their weekly participation. We constantly work to help each other prioritize our faith community and our ministry partners, while discerning new ways to support people and where they are at in their lives.

Programs:

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

Unity has maintained strength in K-8 Christian Education, Partnerships, Worship & Music, Finance, and Property ministries.

Christian education at Unity begins with Sunday School programming and events to strengthen relationships for our youngest members. Sunday School classes are nurtured to become classroom communities. From Sunday School, children move into our self-written Confirmation program, which follows a large group/small group model and involves a different set of five parents each week as the small group leaders. In both confirmation and high school, we engage our middle and high schoolers to be part of a serving, aware, curious, and fun community of faith.

Our music ministry includes strong participation by members of all ages, with opportunities for our preschool-aged members through adults with choirs, hand bells, praise band and instrumental ensembles.

Adult programs maintain a focus on adult education, connectedness, and outreach to share faith gifts with those



beyond our church walls. Stewardship and Servanthood are priorities for Unity, with firm financial commitments to maintain and/or extend these priorities within the region and beyond. Servant ministry partners include: Aspen Center and Serenity Inn recovery programs, congregational partnerships with Cross and Hephatha Lutheran Churches in Milwaukee, the Bread of Healing Free Clinic, The Food Pantry of Waukesha County, Hebron Housing Services, and the American Red Cross (blood drives). Globally we maintain long-standing relationships with Iglesia Luterana Cordero de Dios and Comunidad Rutilio Grande in El Salvador.

Unity seeks to "wear our buildings out" as a result of the amount of use they receive from members and groups outside our congregation looking for a space to meet, such as support groups, community groups, partner ministries, etc.,. We are blessed by the number of people who care for these spaces and our grounds as their own, thereby saving tens of thousands of dollars from hiring outside services allowing us to use those dollars for ministry.

Goals:

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

At Unity, we believe that our mission statement encapsulates our primary goals and guides our actions:

United in Christ we...

- CELEBRATE** in our worship and lives
- SHARE** with generous purpose
- RENEW** our communities and the creation

All through the One who keeps us together in ministry.

We united into a two-site ministry in 2017, (from the existing congregations of Christ the King Lutheran Church for the 60 years prior and Cross of Life Lutheran Church for the 40 years prior) after years of collaboration, intentional discernment and a three-year plan to decide if this was what the Spirit was leading us toward and if it was what members wanted for the future. We created a new name to lift up that purpose, along with a new shared mission statement and vision.

6 years later, it has become a part of our identity. Each location is known as the name of the former congregation and people are free to worship at whatever time works for them or attend whatever is being offered regardless of the location. The staff float back and forth, ministry and programs are all integrated, so that members get to know all the staff and that everything is familiar from worship to Sunday School.

We have continued to emphasize health and wellness ministries, as well as meeting changing member needs. We added an outdoor worship and fellowship site to our CTK campus in 2021, which we designed with our members and partners in mind. We want to be flexible to adapt and grow into our multiple worship platforms.

We seek to be a welcome haven for those who value the sciences and arts, and those who no longer felt welcome in churches with a less joyous perspective. We are dedicated to our community partnerships, and look to grow already high congregational participation in these programs. In order to support and expand our presence and effectiveness, we aim to increase already solid financial giving. We wish to grow in membership as well, aware that many people in our de-churching society are looking for open, relevant, and action-focused churches.

In addition, we are looking to further grow into our online ministry, our connection with our twenty and thirty somethings, while also building up our adult programs and youth ministries.

Energy:

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

We are excited to welcome two new pastors to join our existing pastor at Unity. As a strong two-campus ministry, we can share an example for other Lutheran churches that may benefit by joining forces. Our congregation is a growing assembly of people committed to spreading Good News in a 'bad news' sort of world, and ensuring the ELCA remains vital and relevant in our area.

Our congregation has great energy for:

- Servanthood- locally, regionally, and globally
- Education for all ages and especially across ages
- Engaging and varied worship experiences
- Using our outdoor worship and fellowship areas
- Encouraging each other to break bread and be together for renewal and re-creation
- Strengthening community partnerships

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?

Unity Brookfield continues to commit a meaningful percentage of our giving to general benevolence. In 2023, we directed 13.1% of our congregational giving (\$159,126) to the ELCA and our partners. Additionally \$119,627 in directed giving by individual members went to these partnerships meaning that 21% of our total giving (\$278,753) went to ministries within and beyond the ELCA. Typically two hundred or more members are involved in these ministries annually.

We send a full delegation to Synod Assembly and have a history of member involvement in Lutheran organizations around the Synod. Members currently serve on the Board or staff of Luther Manor, the Siebert Lutheran Foundation, Serenity Inns, Lutheran Social Services of Wisconsin and Upper Michigan, the Bread of Healing Free Clinic, and our synod's Outreach for Hope. Our pastors are active participants in the West Central Conference, and Pastors John and Sherrie have both served on the Synod Council and John also, as a Conference Dean. Pastors and members are active in convening the Brookfield/Elm Grove Interfaith Network.



Ministry Site Characteristics

AS A COMMUNITY

	A LOT LIKE US	A LITTLE LIKE US	A LITTLE LIKE US	A LOT LIKE US	
We tend to be formal and programmatic.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We tend to be informal and spontaneous.
We have clearly defined goals and plans for our future.	<input 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 checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We tend to perceive conflict as something destructive.

OUR PROGRAMMING

Our facilities are often used by community groups.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Our facilities are only used for our activities.
We train people to minister outside our walls.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We train people to minister inside our walls.
We focus on ideas and beliefs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	We focus on skills and action.

OUR THEOLOGICAL PERSPECTIVE

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

Our three primary mission words are CELEBRATE, SHARE and RENEW. Here is how those words shape our purpose:

CELEBRATE! God is good. Jesus' Word to us is Good News. There is so much to celebrate! For many people, church is associated with guilt, shame, boredom, and irrelevance. We are here to be one part of the antidote to that. When worship is truly a celebration, people leave uplifted and affirmed. When confirmation includes ample chances to serve and play together, middle schoolers begin to feel needed by a church that matters to them and others. When older members utilize technology to Zoom into a study together, there is a sense of belonging and achievement. All of this is a celebration!

In a time-starved culture, maybe the most important resource we SHARE is time. It is always in short supply, but 72 members serve in worship each weekend, and dozens of volunteers make the smallest and largest programs work week by week. Small groups continue to recover since covid, but at their core represent time that members pledge to each other as part of their faith journey.

We long to help RENEW our world and be renewed in faith. From canoe trips into God's creation in the Boundary Waters to time spent in El Salvador, our members are used to traveling together and sharing in the renewal that comes from such intense and meaningful experiences. We are able to be better advocates for the environment and to those caught in the turn-table of migration because our members have personal experience in settings that open us to needs and circumstances beyond our own.

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?

Unity is gifted to be sure. We pray one of the gifts is valuing all shared with us by our partners, everything from hospitality to resourcefulness to honesty. Because these gifts are constantly shared, they stir creativity, motivation, and purpose within us.

On the Unity end, we are gifted with high levels of education, a membership that is drawn from many places, and ample material resources. All of these things constantly flow into our efforts to Celebrate, Share, and Renew.

Our top three assets are:

1. a membership that invites often and welcomes easily,
2. a long history of open communication and trust between members and leaders, and
3. a deep comfort level with a team approach to ministry among our members, staff and pastors.

Since many of our members work in large organizations or have come from elsewhere, inviting and welcoming is a natural extension for most and feels authentic, not forced.

Open communication and trust create a mentally healthy atmosphere that really limits the triangulation and hidden agendas that can poison a church atmosphere.

A team approach is both a necessity and priority in a place where people's time is tight and where the desire to be a part of something without having to do it all is refreshing.

There are obstacles to all of the above, perhaps the most significant of which is currently found in staffing our ministries. Since the end of covid there's never been a time when we've had all pastoral and staff positions filled. The workplace environment is changing in so many ways and we are having to change even faster to stay apace.

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. Growth in membership and worship attendance are a reflection of this congregation's identity. We are deeply committed to being an open, joyous, curious and world-aware faith community. Many of those who live in our context are likely to identify as de-churched or exploring. Statistically, many if not most of them are looking for this type of faith community. We want people to feel at home here and to use their substantial gifts on behalf of God's children everywhere.
2. Restore momentum to our high school ministries. No ministry area suffered more during COVID than our high school groups. Four distinct groups were engaged at the start of 2020. Today, we struggle to maintain two. It's a matter of rebuilding adult support, re-establishing all sorts of relationships, and creating inviting and easy situations for high school students, who come from about a half dozen schools in our area. These youngish adults need so much and they are capable of being so much, from Spanish skills to technology guidance, to a thirst to serve. Their role in Christ's church has rarely been more central, and we have much to do in re-energizing connections. We do not look to just one pastor or youth director or adult chair or teen to make this happen. It has been and will always be a team effort by many, and in the future even more so.
3. Journeying together on the road of life. Few congregations spend as much time on the road as Unity. We are in El Salvador twice a year, adults and teens undertake summer and winter trips, confirmation students camp together, and members drive together almost weekly to break bread with or work among partners. Taking our cue from the evangelist Luke, we know God's people need to be at home on the road, and as a congregation we value the relationships built on these journeys, which are often absolutely transformational for those who go and those we meet. Trips such as these require a large investment of time and resources, and finding leaders who are excited to gather and direct those resources is a high priority.

References

Synod Bishop

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DAY PHONE	EVENING PHONE	CELL	FAX
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Inside Congregation or organization

Jackie Herington	Current Council Member	jackieswan10@hotmail.com
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Outside Congregation or organization

Dr. Mina Khorshidi	Baha'i representative to local interfaith group	mkhhorshidi@gmail.com
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DAY PHONE	EVENING PHONE	CELL	FAX
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An ELCA rostered minister

Chris Marien	Pastor-Ascension Lutheran-Waukesha	pc@ascensionelca.org
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DAY PHONE

EVENING PHONE

CELL

FAX

Anyone else who knows your setting well

Phil Roemaat

Current Council Member

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NAME

SYNOD

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DAY PHONE

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CELL

FAX

PART III: LEADERSHIP NEEDS

The Leader we Seek

Roster Type:

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

Senior Pastor / Head of Staff

Master's Degree (seminary or graduate school)

Full time call

POSITION TYPE:

MINIMUM DEGREE REQUIRED:

FULL TIME/PART TIME:

Language Proficiencies

English/Fluent

Spanish/Tourist

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 checked="" 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 type="checkbox"/> Pastoral Care and Visitation | <input checked="" type="checkbox"/> Preaching / Worship | <input type="checkbox"/> Public Policy / Advocacy |



- | | | |
|---|--|---|
| <input checked="" type="checkbox"/> Recruit and Equip Leaders | <input type="checkbox"/> Self Care / Family Life | <input type="checkbox"/> Small Group Ministry |
| <input type="checkbox"/> Social Ministry | <input type="checkbox"/> Spiritual Formation / Direction | <input type="checkbox"/> Stewardship |
| <input type="checkbox"/> Strategic Mission Planning | <input checked="" 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.	
Yes	Be effective in working with children.	
	Build a sense of community among the people with whom he/she works.	Yes
Yes	Help others develop their leadership abilities and skills for ministry.	
	Be an effective administrator.	
	Be an effective communicator.	
	Be an effective teacher.	Yes
	Encourage support of the Church's wider mission.	
	Work regularly in the development of stewardship growth.	
	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 ELCA.	
	Understand and interpret the mission of the Church from a global perspective.	
	Deal effectively with conflict.	Yes
	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.	Yes
	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. **Find a place to live! We can help if you want. Once here, slowly start to immerse yourself in the life of our surrounding communities.**



- B. **Get to know the lives and stories of the people of our congregation, council, and staff.**
- C. **Work within the pastoral team to sort through everyone's best gifts as we apportion responsibilities. Those will change with time, but we have to start somewhere.**
- D. **Love the people. Ask questions. Listen to answers. Travel with one of our groups. Engage our children and seniors. Participate in one of our worship vignettes. Walk the Greenway Trail that cuts through the CTK campus. Follow a "crew" around at VBS. Lead a study. Begin visiting our partners. Love the people.**
- E. **Have a life. Our current pastors love their jobs and also lead rich lives beyond Unity. That is as different for every one of them as it will be for you.**

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. **We will give you lots of chances to meet people and be with them in ministry and human situations that arise from the normal flow of life.**
- B. **We will invest time in helping you get to know the places around which people's lives are built; from schools, to workplaces, to coffee spots, to parks.**
- C. **The pastoral staff meets weekly. It's a big time commitment but there's no other way to build the trust and communication that is the foundation of a team. They will invest in figuring out how to help lead Unity based on the gifts and growing edges of each person in the group. Depending on the sequence of how two pastors come to Unity, this will perhaps begin all at once or will be an ongoing quest as first one person arrives and then a second.**
- D. **We will facilitate your sampling of our ministry partners, small groups, and education programs. We'll take time to get to know your story, disappointments, and dreams.**
- E. **We'll encourage you to use your PTO and to take advantage of flexible work hours. We'll encourage a personal life within and beyond the congregation.**

Compensation

No	Yes
PARSONAGE	SOCIAL SECURITY TAX OFFSET
Synod Guidelines	
MAXIMUM AMOUNT AVAILABLE FOR DEFINED COMPENSATION	

Benefits

Yes	Yes	4 weeks
PENSION	MEDICAL	VACATION WEEKS
Yes	Yes	
SABBATICAL POLICY	PARENTAL LEAVE POLICY	
Yes		
ARE BACKGROUND CHECKS REQUIRED		

Professional Expenses

Yes	No
AUTO / TRAVEL REIMBURSEMENT	PROFESSIONAL EXPENSES ACCOUNT



Yes

FIRST CALL THEOLOGICAL EDUCATION

Yes

CONTINUING EDUCATION

Comments:

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

Other Supporting Resources

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

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

PART IV: COMMENTARY

You are encouraged to offer information or commentary that will help the reader appreciate the vision, opportunities, challenges and nature of your ministry site. Use this opportunity to creatively promote and commend your ministry possibilities.

Unity will be a great call for two people. The following will try to give you an honest sense of who Unity is:

As a candidate, perhaps the most obvious thing you'll note is the length of service of the existing pastoral team. John has been here 27 years, Sherrie 17, and Muriel 10. Three other pastors have served here under call during that 27-year span (Maria Pederson, Jim Ahlquist and Josh Evans) and all have left under normal circumstances for new calls. We should note that Jim has now retired and is back with us as a Minister of Member Care. This is not a called position. It is a visitation and pastoral care part-time position which fits in well with Jim's life and our situation.

Our pastoral team model has taken years to evolve but gives us hope that some of the stagnation and turf issues that mark some long pastorates will be mitigated here. Each of the pastors is empowered to lead in any situation, major decisions are made by the Council, and pastoral decisions are made in mutual consultation. All three of our current pastors are called simply "pastors" with no one designated as lead or associate. This takes a real commitment to building a relationship, being honest, and enjoying each other. The pastors preach an equal number of times across all services and at all campuses (physical and virtual). We feel the great benefit of hearing multiple voices from "the pulpit" (none of them actually use the pulpit) is the vitality it brings to worship, and going forward it will make it that much easier for new voices to be heard.

The congregation itself has been through multiple transitions during these pastorates. Both campuses have undertaken major building programs, added partners, and, most notably, gone through a three-year process to become a single congregation in 2017. And there was covid too. The place is used to, seeks out, and is committed to change.

The two-campus ministry follows a model that has proved life-giving to both campuses. The pastors and program staff all serve at both locations. No one is designated to one campus or the other. This has allowed the overall staff to know the full membership and be aware of what is unique in each place and what is common to both. Of greatest importance, this staffing approach allows members to know all their pastors and to feel at home at either campus. Members have increasingly gone to both campuses based on their own schedules and/or which events are happening at a given place or time.



It is our sense that the greatest enemy of healthy pastoral transitions is the long gap between pastorates and the loss of institutional knowledge that goes with it. Sherrie's ongoing presence within the pastoral team will be a significant blessing to both the congregation and those coming into the pastoral team. Having joined the team 10 years after John's arrival, Sherrie has walked the path of what it's like to be an "equal" while also having people initially defer to the person who's been there longer. People will do that in this situation too, but the model for shared leadership is well-established and members and staff are equipped to make this transition work.

Here are three more Unity-specific things we want you to consider:

1. Kids. Unity has a Sunday School enrollment of 100 children, a confirmation program of 40 middle schoolers, and a high school program that is currently at a low ebb, with a long history of strong involvement. All of these numbers are down from five years ago and reflect a covid impact, but also something of a generational shift at the COL campus. Our youngest age groups are currently growing rapidly as a neighborhood generational rotation takes place. We mention the above because ministry among children and youth is an important part of our identity. All pastors will be engaged in elements of these ministries with an awareness both of what adults can share with children and what those next generations already have to share with us. We put a lot of energy into children's messages, write elements of our curriculums, and when our kids travel, pastors travel with them.

2. Partners. We are a resourced suburban congregation. We engage our local communities by sharing our building space with eleven groups (support and recovery groups, card-playing groups, scouts, LSS) that benefit from having a consistent and welcoming place to meet. We are connected to 10 ministry partners beyond ourselves. With them, we continue to learn how to walk in long-term accompaniment and faith. Our pastors engage in these partnerships as leaders at times, and as learners or helpers at others. Physical pastoral presence with partners is something that both our members and partners affirm as important to the relationship; not so much because of anything the pastors do, but because presence represents love and commitment.

3. Travel. As we've noted elsewhere, the congregation travels and does so to get closer to partners and to be in contexts other than our own. Some of these trips can be a physical and spiritual challenge. Not all pastors need to go on every type of trip, but all pastors will need to be a part of some of them. The trips have well-established protocols but leading one always takes preparation. The trips create some of the most meaningful connections and rewarding moments in our ministries. We want you to know about them, in part so that you aren't surprised by the expectation, but mostly because they are one of the most significant things you'll do in ministry here.

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).

The Church Council selected an eight-person Call Team with an additional three people who serve as a liaison from the Council, Youth, and HR team. The Call Team then created three work groups within itself, one of which is tasked with gathering input from the congregation and a second with the task of creating this MSP. The information-gathering team subsequently held five in-person listening times, at each physical campus and online.

Based on responses generated by these events, the team then surveyed the entire congregation, primarily for input on the strengths, growth areas, and future of Unity itself. This information has been shared with the MSP-writing team on an ongoing basis and has helped form the content of this profile. A draft of the profile was shared with the entire congregation for broad-level input, and the final version was written by the MSP-team, endorsed by the Call Team and approved by the Church Council.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's **3/12/2024** 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.

Kristin Nielsen

NAME

(414) 671-1212

OFFICE PHONE

**Assistant to the Bishop for
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TITLE

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