

MINISTRY SITE PROFILE
Grace Lutheran Church

Grafton, 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

Grace (Grafton, WI) is a suburban neighborhood congregation with a regional appeal. We are remarkably stable and mission minded. Our Pastor will have primary responsibility for strategic vision, stewardship planning, and worship. Together we will build our staff and leaders around our realigned ministry priorities including adult formation and communications ministry. Out of our legacy for quality ministry we are excited to live into a new era for God's grace with clarity, confidence, and hope.

PART I: WHO WE ARE

Name and Location

CONGREGATION

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

Grafton, WI, 53024

CITY, STATE , ZIP

Greater Milwaukee Synod (5J)

SYNOD

Small city (10,000 - 49,999)

SIZE OF COMMUNITY

Grace Lutheran Church

NAME

US

COUNTRY

Congregation - Organized

TYPE OF MINISTRY SITE

14676

CONG ID

1965

YEAR ORGANIZED

Contact Information

Ministry Site (preferred contact information)

Grace Lutheran Church

ADDRESS LINE 1

office@gracegrafton.com

E-MAIL

715 Sixth Avenue

ADDRESS LINE 2

www.gracegrafton.com

WEB SITE

Grafton, WI, 53024

CITY, STATE, ZIP

(262) 377-4770

PHONE

US

COUNTRY

FAX

Chairperson of Congregation or Head of the Organization

Kirstin Albiero

NAME

Grace Lutheran Church

ADDRESS LINE 1

(262) 377-4770

DAY PHONE

715 Sixth Avenue

ADDRESS LINE 2

EVENING PHONE

Grafton, WI, 53024

CITY, STATE, ZIP

CELL PHONE

US

COUNTRY

FAX



office@gracegrafton.com

E-MAIL

Chairperson of Call or Search Committee

NAME

ADDRESS LINE 1	ADDRESS LINE 2	CITY, STATE, ZIP	US COUNTRY
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DAY PHONE	EVENING PHONE	CELL PHONE	FAX
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E-MAIL

Demographics

Language Spoken

In the congregation/ organization

English

PRIMARY LANGUAGE	SECOND LANGUAGE	THIRD LANGUAGE
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In the surrounding community

English

Spanish

PRIMARY LANGUAGE	SECOND LANGUAGE	THIRD LANGUAGE
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Race/Ethnicity (In the Congregation)

Caucasian (95%)	Latino/Hispanic (5% or less)	African American/Black (5% or less)	Asian/Pacific Islander (5% or less)
LARGEST	SECOND	THIRD	FOURTH

COMMENTS OR EXPLANATION

Race/Ethnicity (Surrounding Community)

Caucasian (95%)	Asian/Pacific Islander (5% or less)	African American/Black (5% or less)	Latino/Hispanic (5% or less)
LARGEST	SECOND	THIRD	FOURTH

COMMENTS OR EXPLANATION

Gender comparison

Age distribution

42%	58%	25%	15%	15%	25%	20%
MALE	FEMALE	19 YEARS OR YOUNGER	20 - 34	35 - 49	50 - 65	OVER 65

Number of Paid Staff

1	0	4	2	1	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

51 - 75

Single site

AVE WEEKLY WORSHIP ATTENDANCE

AVE ATTENDANCE IN CHRISTIAN EDUCATION

PARISH TYPE

Distance members live from church facilities:

10%

15%

35%

40%

1/2 MILE OR LESS

1/2 - 1 MILE

1 - 3 MILES

MORE THAN 3 MILES

Community Type

- | | | |
|--|--|-------------------------------------|
| <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

2021

LAST FISCAL YEAR

\$593,161

\$1,732,903

TOTAL BUDGET FOR THE LAST FISCAL YEAR

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

\$28,500

\$442,224

MISSION SUPPORT TO THE ELCA/ SYNOD FOR 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.

Grace Lutheran Church is located in Grafton and draws the majority of its members from Grafton, Cedarburg and other nearby Ozaukee County towns and villages.

This is a highly educated, rapidly growing community of above average income and wealth with most of them employed in professional, managerial and office staffing positions. "There are increasing employment opportunities in the area with growth in the retail, manufacturing, housing and business construction, and health care industries leading the way."

Although the community is not ethnically diverse, with less than 3% of the population coming from ethnic minorities, there is growth in diversity that is paralleling the overall growth of the community.

As with the overall population, there is a rapidly growing population of 50 and older, but interestingly, also significant growth on the very young end of the spectrum as younger families move into the area taking advantage of new housing opportunities.

Trends:

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

We have learned to improve worship experience through virtual means during COVID. As a result, we have improved our multimedia quality with live worship, taped worship accessed on our website and podcasts of the summer sermon series.

We have a strong history of vibrant children, youth, and family ministry. Our attendance for Sunday School remains strong in proportion to our membership. Our commitment to CYF ministry remains a top priority. The demographic



growth of families in the community is encouraging and will be important for our continued growth.

During the transition, we have seen even more of our multigenerational leadership becoming involved with the future of the church in all areas.

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.

Five years ago, the Grafton community narrowly approved a \$39 million school referendum after an unsuccessful more expensive referendum the prior year. The community recently financially supported improvements to the athletic facilities not included in the referendum.

Residential development (single family homes and multi-family) has increased recently and will continue for the near future. This has caused strain on the community services due to the larger number of dwellings along with the larger footprint. The school district experienced a large increase in kindergarten enrollment in 2021 / 2022 and is anticipating increasing enrollment in the future.

As with most communities, we have endured the uncertainty of COVID. The mask debate in the schools divided the community. Some businesses closed and activities were disrupted. Likewise, religious organizations dealt with COVID-19 in diverse ways. The community is returning to normalcy.

Programs:

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

Grace has a strong history of a vibrant Vacation Bible School. Many people inside and outside of the church participate, extending the outreach and reputation of Grace into the community. We reach new families through this ministry.

Adult Literacy Center: The Adult Literacy Center (ALC) of Ozaukee County provides free one-on-one tutoring for English as a second language adults and others looking to improve their literacy skills and accomplish individualized goals. Grace provides dedicated space for this program that was launched through the inspiration of a Bible Study. Members of Grace continue to serve on the ALC Board and volunteer.

Quilting Ministry: Our quilters have made over two hundred quilts yearly which are mainly donated to Lutheran World Relief. They also sell to the congregation to obtain additional funds to make more quilts and gift our graduates.

Grace has unique characteristics of worships throughout the years. These have included yearly congregational plays and musicals, outdoor workshop in the summer months, "Splash for Jesus" (a yearly worship ceremony at the local Grafton public pool) and during Covid, Christmas services in a local hay barn.

Circle of Empowerment: A member of our church founded this non-profit organization in 2003. She is a medical missionary in Nicaragua. Grace provides financial and community support to the mission the Circle of Empowerment through monthly benevolence and mission trips. Grace members and community members sponsor students and fund special projects.

Grace has some established fellowship groups including Lydia's Circle, a weekly men's bible and discussion Group, as well as fielding a team in the Ozaukee Christian Church Softball League.

All Peoples Church (ELCA): Grace provides ongoing monetary donations, food, education, volunteers, and other supplies for the ministry of our mission partners in the inner city of Milwaukee.

Community Outreach: Most important is that Grace is the "Safe Zone" for two of our local schools and provides protection for children in case of a school emergency or danger. Grace also supports other organizations such as Family Promise and Habitat for Humanity. Our facility is also used for Blood Drives and is the polling location for the Village of Grafton. Grace also hosts local community groups for events and meetings such as the local Boy Scout and Girl Scout troops.

Goals:

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

Assess, plan, and implement a strategy for adult spiritual formation and discipleship

Continued and improved support and programming of our children, youth, and family ministry.



Continue to do the reconciling work of Christ by consensus that has been established over the past many years at Grace through the welcoming all of God's children including LGBTQIA+. The council is appointing a leadership team to strengthen our ongoing efforts in outreach and creating community.

Establishment of a committed, energetic, and talented on-boarding team that will support the success of our new pastor and the future of the church.

Realignment of staff positions to successfully evolve the programming needs of Grace, with our new pastor involved in the hiring process for new roles. This will align staff configuration with an updated sense of purpose.

Sustained focus on being a financially healthy congregation which is comprised of middle to upper middle-class members. During our Interim, in consultation with the ELCA-MIF who holds our building loan, we have decided it would be a good plan to take actions to reduce our debt. We have established a debt reduction task force that suggests methods which could be employed over the next few years specifically to reduce our debt. As a sign of our capacity and commitment to debt reduction we will conduct a Principal Party which will allow us to make a meaningful reduction in our debt and the length of the loan during this interim.

Energy:

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

The congregation is ready to move forward with a new pastor and filling other staff positions. The congregation has been fortunate to have continuity in Pastoral staff. The congregation has had two Pastoral teams in the 57-year history of the congregation, which has gifted us with great stability.

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?

Grace Lutheran was chartered as a member church in 1965 and has been a member of the Greater Milwaukee Synod since then. We provide financial support to the synod on an ongoing basis and are a partner church to All People's Church in Milwaukee. Our rostered staff, church leadership and members participate in the annual Synod assemblies and are active in other events such as the Outreach for Hope bike ride.



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 type="checkbox"/> | <input type="checkbox"/> | <input checked="" 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 type="checkbox"/> | <input checked="" 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 checked="" type="checkbox"/> | <input 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 checked="" type="checkbox"/> | <input type="checkbox"/> | We focus on skills and action. |

OUR THEOLOGICAL PERSPECTIVE

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



Purpose, Giftedness and Mission

Purpose

How does this congregation or organization understand its reason for being in the light of God's call to mission and service? Who are you? Why are you here?

Grace is here to support our children, youth, and family ministries, carefully considering the need to move into adult formation programming. We are here to support the growth of our outreach ministries through our gifts

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?

Grace has the gift of many vibrant, energetic individuals that support the health of our church.

Top three assets:

1. Our members include an extremely healthy age distribution of talented and generous members, individuals, and families.
2. We have an extensive, modern facility that can serve the community for multiple purposes. We are a neighborhood church with a regional draw.
3. We are ambitious for the future; charting new courses for adult faith formation, personnel support, hospitality evangelism and media communications ministry.

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?

Three mission priorities:

1. Renewed and continued effectiveness in Children, Youth and Family Ministry
2. Worship renewal through our healthy music worship experience including developing our online ministry alongside our onsite ministry.
3. Adult formation focus: Charting a new course for spiritual growth and faith formation with adults.

References

Synod Bishop

Rev. Paul D. Erickson	Greater Milwaukee Synod	paul@milwaukeeesynod.org
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NAME	SYNOD	E-MAIL
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(414) 671-1212

DAY PHONE	EVENING PHONE	CELL	FAX
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Inside Congregation or organization

Chris Beloin		christopher.beloin@thrivent.com
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NAME	ORGANIZATION AND TITLE	E-MAIL
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(262) 335-5204

DAY PHONE	EVENING PHONE	CELL	FAX
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Outside Congregation or organization

Amy Schmelzer	The Adult Literacy Center Director - Program Director	amy@adulteracyoz.org
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NAME	ORGANIZATION AND TITLE	E-MAIL
(262) 546-0020		(262) 421-5543

DAY PHONE	EVENING PHONE	CELL	FAX
An ELCA rostered minister			
Pastor Howard Vrankin	Former ELCA Pastor	hdvrankin@gmail.com	

NAME	ORGANIZATION AND TITLE	E-MAIL
(641) 275-7170		

DAY PHONE	EVENING PHONE	CELL	FAX
Anyone else who knows your setting well			
Roger Harpt	Former Member	jnrhar39@gmail.com	

NAME	SYNOD	E-MAIL
(414) 379-6591		

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

Solo Pastor

POSITION TYPE:

Master's Degree (seminary or graduate school)

MINIMUM DEGREE REQUIRED:

Full time call

FULL TIME/PART TIME:

Language Proficiencies

English/Fluent

PRIMARY LANGUAGE (PROFICIENCY)

SECOND LANGUAGE (PROFICIENCY)

THIRD LANGUAGE (PROFICIENCY)

Experience:

- 0-3 years
 4-9 years
 10 -15 years
 16- 20 years
 21 + years

Top Five Ministry Tasks

The five most critical tasks required in this position.

- | | | |
|--|---|--|
| <input type="checkbox"/> Administration | <input 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 checked="" 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 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 checked="" 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.	
	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.	Yes
	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.	
Yes	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
Yes	Bring joy and good humor to relationships.	
	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.	

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. **Provide key leadership in the shaping and hiring process of staff roles we currently define as (1) Director for Ministry, (2) Assistant for Communications and (3) CYFM Coordinators.**
- B. **Alongside our Debt Reduction Committee, provide leadership guidance as we develop our strategy for annual stewardship and reducing our building debt.**
- C. **Guide our continued outreach and community building with the LGBTQIA+ community which we will pursue by consensus rather than vote.**
- D. **Pastoral Support for our continued commitment to quality Children, Youth, and Family Ministry including being our lead confirmation teacher.**
- E. **Provide key leadership alongside our Director of Music and Worship Committee for faithful and effective worship both onsite and online in contemporary and traditional style.**

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. **The congregation will form an onboarding team prior to calling the new pastor to assist in reviewing current needs of the congregation based on capabilities of the called pastor and help in creation of new pastoral support position (s).**
- B. **Grace is a financially healthy congregation comprised of middle to upper middle-class members. During our Interim, in consultation with the ELCA-MIF who holds our building loan, we decided it would be a good plan to take action to reduce our debt. We have established a debt reduction task force that suggests methods which could be employed over the next few years specifically to reduce our debt.**
- C. **After more than two years of discussion, the congregation's council has agreed to move forward, under a consensus decision to continue to do the reconciling work of Christ. A committee is also being formed to continue to have these conversations, open new opportunities for the church, members, and building itself to work in this manner.**
- D. **This congregation has a very strong youth education program. We have a well-formed education committee team, supported by volunteers that continue to build this program.**
- E. **The congregation has a strong worship planning team and director of music to coordinate with. There are many ideas and plans in the future to help all types of worship.**

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

AUTO / TRAVEL REIMBURSEMENT

No

PROFESSIONAL EXPENSES ACCOUNT

No

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.

All benefits and compensation packages can be negotiated. We currently do have housing and cell phone reimbursement.

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	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.

Grace Lutheran Church is a remarkably loving, stable, mission-minded congregation. Our Pastor will have primary responsibility for strategic vision and stewardship planning, administration, and worship. He/She/They will help us build our staff and leaders around our realigned ministry priorities. Together we will continue to grow and recruit new staff and leaders to support new initiatives in the areas of adult formation and communications ministry.

Grace is a community of worshippers who are always willing to help when the need arises from outside of our of congregation, to all the inner workings within. This is very encouraging when various situations come up to make sure that the ministry can move on in a most flawless manner. We are looking to improve and build upon many aspects of our ministry to reach out to more members of our congregation and the community.

Amid the disruption of COVID and this leadership transition we have a renewed sense of clarity, confidence, and hope as we live into a new era of God's Grace. Our congregation has been fortunate to have had remarkable continuity in Pastoral staff. The congregation has had two Pastoral teams in the 57-year history of the congregation, which has gifted us with great stability. We believe our proposed staff, leaders and program alignment will result in a strong ministry in the future and we are excited to welcome our new Pastor.

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).

In January of 2022 our Mission Exploration Team began the Discovery (Information Gathering) phase of our work. 1:1 meetings with 50 members and leaders preceded Survey, Historic Timeline, Protecting Organizational Continuity Events. The Strategic Phase began in April of 2022 with focus on realigning staff and leadership roles alongside our renewed vision. Listening Sessions were conducted with the congregation and a special advisory group of past and present congregational presidents. In June of 2022 the MSP writing began. Listening sessions continued with council and the congregation in preparation for our Town Hall with the synod.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's **8/28/2022** 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.

Rev. Kristin Nielsen

NAME

(414) 671-1212

OFFICE PHONE

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

TITLE

kristin@milwaukeeesynod.org

E-MAIL

Reference's Recommendation

Howard Vrankin

NAME

hdvrankin@gmail.com

E-MAIL



DAY PHONE

(641) 275-7170

CELL

EVENING PHONE

FAX