

Disclaimer

"This final version of the Mission Site Profile document is a product of a lot of research and input from diverse groups of members in multiple open congregational listening and working sessions. That input was consolidated and summarized through many hours of careful, prayerful consideration and discussion among the MET team members that was vetted with consultation with church council leadership, personnel committee members, current and former staff members and once again with the congregation. It has been submitted to the church council for approval and will be presented to Synod leadership in a session coming up on Sunday, August 28th."

Updated from the August 14th congregational listening session:

Page 2: Updated the Number of Paid Staff to include:

- 1 Minister
- 4 Lay Professionals
- 2 Secretarial Support
- 1 Custodian
- 3 Other (Music Team)

Page 4: Added

- 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.
- 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.

Page 4: Updated with feedback and made goals actionable (this was offline feedback).

- **From:** Assess, plan, and implement a strategy for adult formation and discipleship.
- **To:** Assess, plan, and implement a strategy for adult **spiritual** formation and discipleship.

- **From:** We have established that we are doing the reconciling work of Christ by consensus with the LGBTQIA+ community rather than by vote. The council is appointing a leadership team to strengthen our ongoing efforts in outreach and creating community.
- **To:** 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.

- **From:** Grace is committed to and is currently establishing an energetic and talented on-boarding team that will support the success of our new pastor and the future of the church.
 - **To:** 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.
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- **From:** Staff positions are realigning with the tasks 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.
 - **To:** 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.
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- **From:** 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 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.
 - **To:** 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.

Page 5: Removed ELCA

- Grace Lutheran was chartered 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.