

MINISTRY SITE PROFILE

# Luther Memorial Church

Madison, 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](http://www.ELCA.org/call)).*

## Summary Description

We are seeking an associate pastor to serve collaboratively at a mid-sized congregation in the heart of the UW-Madison campus. Our congregation has a rich history of classic western liturgy and music, enhanced by our gothic revival nave. We seek an associate pastor who will attend to the sacramental life of our parish and participate in all ministry, including worship, preaching, teaching, pastoral care, outreach, and family ministry.

## PART I: WHO WE ARE

### Name and Location

#### CONGREGATION

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

**Madison, WI, 53715**

CITY, STATE , ZIP

**South-Central Synod of Wisconsin (5K)**

SYNOD

**Medium city (50,000 - 249,999)**

SIZE OF COMMUNITY

**Luther Memorial Church**

NAME

**US**

COUNTRY

**Congregation - Organized**

TYPE OF MINISTRY SITE

**06776**

CONG ID

**1907**

YEAR ORGANIZED

### Contact Information

#### Ministry Site (preferred contact information)

**1021 University Avenue**

ADDRESS LINE 1

**office@luthermem.org**

E-MAIL

ADDRESS LINE 2

**http://www.lutherme  
m.org**

WEB SITE

**Madison, WI, 53715**

CITY, STATE, ZIP

**(608) 258-3160**

PHONE

**US**

COUNTRY

**(608) 250-2496**

FAX

#### Chairperson of Congregation or Head of the Organization

**Susan Gaard**

NAME

**1722 Summit Avenue**

ADDRESS LINE 1

DAY PHONE

ADDRESS LINE 2

**(608) 238-3626**

EVENING PHONE

**Madison, WI, 53726**

CITY, STATE, ZIP

**(608) 577-2083**

CELL PHONE

**US**

COUNTRY

FAX



**sgaard@uwalumni.com**

E-MAIL

**Chairperson of Call or Search Committee**

**Daniel Ruge**

NAME

**303 N. Hamilton St., Apt. 404**

ADDRESS LINE 1

**(608) 441-8172**

DAY PHONE

**danielrruge@gmail.com**

E-MAIL

ADDRESS LINE 2

EVENING PHONE

**Madison, WI, 53703**

CITY, STATE, ZIP

**(608) 852-4413**

CELL PHONE

**US**

COUNTRY

FAX

## Demographics

### Language Spoken

**In the congregation/ organization**

**English**

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

**In the surrounding community**

**English**

PRIMARY LANGUAGE

**Spanish**

SECOND LANGUAGE

**Hmong**

THIRD LANGUAGE

**Race/ Ethnicity (In the Congregation)**

**Caucasian (95%)**

**Other (5%)**

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

**Race/ Ethnicity (Surrounding Community)**

**Caucasian (70%)**

**Hispanic (10%)**

**Asian / Pacific Islander  
(10%)**

**African American (10%)**

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

The University of Wisconsin-Madison draws a large number of international students to our community, both as undergraduate and graduate students. In Madison, the Hispanic/Latino population is the group with the most anticipated growth.

**Gender comparison**

**Age distribution**

**48%**

**52%**

**15%**

**20%**

**15%**

**25%**

**25%**

MALE

FEMALE

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

**Number of Paid Staff**

**2**

**1**

**5**

**1**

**1**

**1**

CLERGY

LAY ROSTERED

OTHER LAY PROFESSIONALS

SECRETARIAL SUPPORT

CUSTODIAL SUPPORT

OTHER

**Congregational Information**

**251 - 400**

**76 - 100**

**Single site**



AVE WEEKLY WORSHIP ATTENDANCE

AVE ATTENDANCE IN CHRISTIAN EDUCATION

PARISH TYPE

**Distance members live from church facilities:**

<b>5%</b>	<b>15%</b>	<b>50%</b>	<b>30%</b>
1/2 MILE OR LESS	1/2 - 1 MILE	1 - 3 MILES	MORE THAN 3 MILES

**Community Type**

- |  |   |                                     |
|--|---|-------------------------------------|
| <input type="checkbox"/> Bedroom community | <input checked="" 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**

**2015**

**\$801,342**

TOTAL BUDGET FOR THE LAST FISCAL YEAR

**\$15,000**

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

LAST FISCAL YEAR

**\$679,940**

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

**\$2,317,577**

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.

**Community - Our church is located in the heart of the UW-Madison campus, and we are therefore surrounded geographically by many students, professors, and other university staff. The state capitol nearby also means a large number of government workers live in our community. Madison is a center for the biotech and health care fields, and tends to have a significant number of entrepreneurs. In downtown Madison and right in our area, there is also a homeless population.**

**Congregation - Our congregation tends to be a well-educated, white-collar group of students and professionals. We have many musicians and retired clergy in our midst. There are more singles and empty nesters than there are families with small children. Because we are surrounded by university buildings and student housing, we are not a neighborhood church. Rather, we are a destination church that people seek out and travel to reach.**

**Madison as a whole, and our congregation in particular, tends to embrace diverse lifestyles. We are part of the Reconciling in Christ program and welcome all people to our activities.**

**Trends:**

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

**Our congregation has experienced a time of relative peace and stability over the last decade, after overcoming more turbulent times in the past. This stability is due to good pastoral care and the dedication of members of the congregation.**

**We are making a conscious effort to be welcoming of all people, especially through the Reconciling in Christ**



program and by planning building renovations to improve accessibility for individuals with physical disabilities.

In 2011, our congregation found itself in the unusual position of opposing, in front of the City Council, a large student housing development being built next door to us on land belonging to another religious organization. This was a controversial issue within the community, but it actually had a unifying effect on our congregation as we found ourselves working together to protect our historic building.

#### **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.

In our immediate vicinity and within the greater community, there has been an increase in large housing developments for students. Two such buildings are literally right next door to us.

The issue of racial inequality has become more pronounced and visible in Madison over the last few years.

The development of the downtown and campus areas continues to take place around us, with new buildings going up for housing, office space, and university purposes.

#### **Programs:**

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

Our ministry is currently focused on two main areas: Belonging (meaningful participation for members and active participants) and Neighbors (serving others).

**\*Belonging\*** expresses all that we do to foster our collective life of worshiping, relating, learning and serving alongside one another. It includes leadership development, faith formation, gift discernment, connecting and social opportunities, hospitality, music ministry, and the support of vibrant small groups and ministry teams.

**\*Neighbor\*** calls us to engage more actively with the surrounding environment of university, city and world. This includes all our visitors, Lutheran Campus Ministry, The Road Home, Gifts to Transitional Families, wedding ministry, music events, theological conferences and more.

#### **Goals:**

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

In order to enhance our ministry areas of Belonging and Neighbor, we embarked on a process of Vocational Discernment. This journey prompted us to revisit our Master Plan from 1993, and to work with an architect to develop a new Master Plan. Throughout 2015 members of our congregation met in small groups and gave input into what we would like to see change (or stay the same) about our physical building and space. From all that information, the architect prepared a new Master Plan for us, which was presented in fall 2015. In January 2016, the congregation voted to adopt this new Master Plan as our "road map" looking forward. We will have a capital appeal starting up soon, and we will face some decisions regarding which projects to accomplish first.

The most ambitious component of the new Master Plan calls for demolishing the deteriorating building next door. We plan to construct an addition to the nave which incorporates Lutheran Campus Ministry and allows for better use of our space. We desire to see a stronger relationship between our congregation and the existing campus ministry.

#### **Energy:**

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

Our congregation is always excited about the music and worship experience that we have every Sunday. It never gets old.

We love our historic building, and we are excited about the Master Planning process as we envision how we might modify our building to better serve our ministry moving forward. Part of the excitement is due to the grand scale on which we are thinking!

#### **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?

Our congregation contributes financially to the South-Central Synod of Wisconsin and the ELCA. In fact, our giving to the Synod increased significantly from 2015 to 2016. We send voting members to Synod Assembly. Currently,



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three staff members serve on synod committees. We support Lutheran Campus Ministry for UW-Madison. There is certainly an opportunity for growth in our involvement in the larger church body. Looking forward, we seek greater cooperation with campus ministry as we hopefully come to share a physical space.



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

### OUR LEADERSHIP STYLE

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

### OUR THEOLOGICAL PERSPECTIVE

We are obviously Lutheran in identify and practice.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We are less obvious about our Lutheran heritage.
We participate in synod and ELCA activities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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?

We are an historic Lutheran church situated within an urban university environment. In recent years we have become a destination church for those seeking to worship our Lord Jesus Christ through our particular celebration of deeply felt liturgy, a practice that grows increasingly rare among Lutheran churches within our region.

Our university setting supports a culture of learning, inquisitiveness and engagement. We live our faith through worship, abiding community, theological study and service activities.

As a gathered people we are unified through our common commitment to extraordinary worship and music. As a called people we seek to share abundantly with the world the good news of God's love and what each of us may uniquely offer.

### **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?

(1) Our congregation's primary asset is the worship experience that we foster through thoughtful preaching, meaningful liturgy, exceptional music, and a breathtaking physical worship space. Our members unite together in worshipping our Lord in this way. However, our gothic revival building is both a blessing and a burden. We love to worship in this space, but it also comes with significant maintenance costs, as well as issues regarding parking and accessibility.

(2) We value an atmosphere of inquisitiveness that pervades our congregation through in-depth theological teaching and study. Our proximity to the university and our educated members ensure that teaching and learning are always important in our congregation. For all that we value learning, we have less student involvement than we would expect, which is a challenge we continue to face.

(3) We are blessed to have a community of believers that is warm and accepting of everyone. While we do have some economic and political diversity among members, our relative lack of racial and educational diversity is an obstacle we are seeking to overcome while remaining true to our style of worship.

### **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) We want to be more connected to our community through acts of service. The downtown Madison area has many needs, and we want to be more involved in helping to meet those needs. This requires leadership to organize programs and events, as well as congregation members to support and participate in such events. By serving others we are serving our Lord and growing our own faith.

(2) We see great room for growth in our ministry for children, youth, and young adults. While our congregation does tend to be older, we have young families that we want to keep engaged by providing loving Christian education for their children. By offering stronger programming, we can attract more families and young adults to join us as well.

(3) Our congregation is located in the heart of the UW-Madison campus and next door to the Lutheran Campus Center, yet we have relatively weak student involvement in our programs. We want to minister to the students around us. By partnering with Lutheran Campus Ministry, we hope to provide students with more support and opportunities for them to be involved in our congregation. The congregation owns the Lutheran Campus Center building, and we are looking forward to our new Master Plan where we share space with campus ministry.

## **References**

Synodical Bishop



<b>Rev. Mary Froiland</b>	<b>South-Central Synod of Wisconsin</b>	<b>maryf@scsw-elca.org</b>
NAME	SYNOD	E-MAIL
<b>(608) 270-0201</b>		<b>(608) 295-5401</b>
DAY PHONE	EVENING PHONE	CELL FAX

#### Inside Congregation or organization

<b>Al Larson</b>	<b>Former Congregation President and member, Luther Memorial Church</b>	<b>sideeki1981@gmail.com</b>
NAME	ORGANIZATION AND TITLE	E-MAIL
<b>(608) 271-6329</b>		<b>(608) 225-9131</b>
DAY PHONE	EVENING PHONE	CELL FAX

#### Outside Congregation or organization

<b>Jeff Klukas</b>	<b>Former member and former council member</b>	<b>jeff@klukas.net</b>
NAME	ORGANIZATION AND TITLE	E-MAIL
		<b>(937) 215-5061</b>
DAY PHONE	EVENING PHONE	CELL FAX

#### Member of the ELCA Clergy roster

<b>Rev. Emily Tveite</b>	<b>Director and Campus Pastor, Lutheran Campus Ministry, Madison, WI</b>	<b>director@LCMMadison.org</b>
NAME	ORGANIZATION AND TITLE	E-MAIL
<b>(608) 257-7178</b>		<b>(507) 581-1368</b>
DAY PHONE	EVENING PHONE	CELL FAX

#### Anyone else who knows your setting well

<b>Amy Grunewald-Mattison</b>	<b>Sunday School Coordinator and member, Luther Memorial Church</b>	<b>amygrunewaldmattison@gmail.com</b>
NAME	SYNOD	E-MAIL
<b>(608) 259-9288</b>		<b>(920) 786-0435</b>
DAY PHONE	EVENING PHONE	CELL FAX

## PART III: LEADERSHIP NEEDS

### The Leader we Seek

#### Roster Type:

- |   |  |  |
|---|--|--|
| <input type="checkbox"/> Associate in Ministry      | <input type="checkbox"/> Deaconess               | <input type="checkbox"/> Diaconal Minister |
| <input checked="" type="checkbox"/> Ordained Clergy | <input type="checkbox"/> 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 type="checkbox"/> Evangelism/ Mission                     | <input type="checkbox"/> Financial Management                       | <input type="checkbox"/> Global Service                   |
| <input type="checkbox"/> Innovation / Creativity                 | <input type="checkbox"/> Interim Ministry                           | <input type="checkbox"/> Interpret Theology               |
| <input type="checkbox"/> Inter-personal Climate                  | <input type="checkbox"/> Ministry in Crisis                         | <input type="checkbox"/> Ministry in Daily Life           |
| <input type="checkbox"/> Ministry with Seniors                   | <input type="checkbox"/> Multicultural Ministry                     | <input type="checkbox"/> Music / Worship / Arts           |
| <input type="checkbox"/> Outdoor/ Camping Ministry               | <input type="checkbox"/> Parish Nurse / Health                      | <input type="checkbox"/> Participant in the Larger Church |
| <input checked="" type="checkbox"/> Pastoral Care and Visitation | <input checked="" type="checkbox"/> Preaching / Worship             | <input type="checkbox"/> Public Policy / Advocacy         |
| <input type="checkbox"/> Recruit and Equip Leaders               | <input type="checkbox"/> Self Care / Family Life                    | <input type="checkbox"/> Small Group Ministry             |
| <input checked="" type="checkbox"/> Social Ministry              | <input checked="" type="checkbox"/> Spiritual Formation / Direction | <input type="checkbox"/> Stewardship                      |
| <input type="checkbox"/> Strategic Mission Planning              | <input type="checkbox"/> Teaching                                   | <input type="checkbox"/> Volunteer Coordination           |
| <input checked="" type="checkbox"/> Youth and Family Ministry    |   |   |

### Gifts for Ministry

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

Top Priority		Very Helpful
Yes	Help people develop their spiritual life.	
	Help people understand and act upon issues of social justice.	Yes
	Provide care and nurture.	
Yes	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
	Help others develop their leadership abilities and skills for ministry.	
	Be an effective administrator.	
Yes	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.	
<b>Yes</b>	Be effective in working with youth.	
	Organize people for community action.	
	Be skilled in planning and leading programs.	<b>Yes</b>
	Have a strong commitment and loyalty to the Lutheran Church.	
	Understand and interpret the mission of the Church from a global perspective.	
	Deal effectively with conflict.	
	Bring joy and good humor to relationships.	<b>Yes</b>
<b>Yes</b>	Be able to share leadership and work in a team.	
	Be creative and innovative about his or her tasks.	
	Be able to use technology and media.	
	Appreciate cultural diversity in language and customs.	
	Have talents in the areas of music, arts and writing.	

### **Mutual Expectations**

Please list the five primary areas of activity or focus that you wish your newly-called rostered leader to give special attention to during the first year of his or her ministry at this congregation or organization:

- A. Leading through Liturgy and Preaching - Our congregation has a strong tradition of outstanding preaching, and we seek an Associate Pastor who can meet the expectations of the congregation. We expect preaching and teaching that is Scripture-based, informed, and relevant. Similarly, we place value on the "high church" liturgy that we use every Sunday. We seek an Associate Pastor who appreciates traditional western liturgy and can help us understand our own manner of worship.**
- B. Building a Vision for Children, Youth, Family, and Young Adult Ministries - As described under Mission, we see a need for quality programming for all groups in our congregation. In particular, the congregation seeks enhanced programming for children, youth, families, and young adults. We seek an Associate Pastor who can, in collaboration with the Senior Pastor, lead us in developing a cohesive plan to address these areas. While the Associate Pastor need not do all of the teaching and leading once programs are established, we seek an individual who can help us build a vision for what these ministries will look like.**
- C. Developing Connections within the Congregation - We are a large congregation, with members who come from all walks of life. We seek an Associate Pastor who will help build a sense of belonging among members so that everyone feels welcome and a part of the ministry of LM. We find that specialized events tend to draw people in and help them connect through shared interests. We would like our Associate Pastor to lead in planning congregational events that target specific interests, so that members have more opportunities to build relationships with one another.**
- D. Deepening the Connection with our Community - We want to be more engaged in community service projects to serve both the downtown Madison population and the university members around us. We seek an Associate Pastor to guide us in finding projects and events to participate in that provide opportunities for us to serve those in need. There is a strong desire in our congregation to be more connected to the community around us, and we seek an Associate Pastor who will help us find ways in which to make those connections.**



- E. Working in Partnership with Other Staff** - Our congregation is blessed with staff members who do excellent work in supporting the ministries of this congregation. The climate in the church office is positive and productive. We seek an Associate Pastor who will integrate into this team and continue to promote an atmosphere of trust and collaboration among staff. It is especially important that the Associate Pastor is compatible with the Senior Pastor. The division of tasks between the two pastors will be based on the gifts of each person. We want our pastors to find a healthy balance in ministry so that they can work together to meet the needs of the congregation.

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. Strong Congregational Leadership** - We have many people who are involved in leadership and volunteer roles in all of our ministries. Specifically, this includes worship assistants on Sunday mornings and lay leaders on all of the committees and ministry teams of the congregation.
- B. Prayer and Personal Support** - We commit to lifting up our Associate Pastor in prayer, and offering words and actions to support them and their family as an important part of our congregation. Additionally, we will support and encourage our Associate Pastor in their vocational growth.
- C. Financial Support** - We are blessed to have a congregation that is financially committed to the ministry of our church. We will support our Associate Pastor in accordance with synod-recommended guidelines. We also give financial support to enable the ongoing ministries of our church and whatever new projects are implemented.
- D. Personnel and Staff Support Committee** - We will support our Associate Pastor with this dedicated group of people who listen to the concerns of the staff and advocate on their behalf as they work toward our mutual ministry.
- E. Direct and Honest Communication** - We will support our Associate Pastor by offering honest, constructive feedback. As issues arise, we will address them directly with the Associate Pastor. This is done formally by congregational surveys as part of the annual review process, and by simple private conversations.

### 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	Yes
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.

We intend to follow the Synod guidelines for salary, and the housing allowance for Dane County.

Social Security tax offset is 7.65% of total of salary + housing allowance.

Pension contribution is 12%.

Medical coverage is available for individual, spouse, and family options. Salary package will vary depending on amount of coverage needed.

Auto reimbursement is at the IRS rate.

A small pastoral business expense line is shared by all pastors.

Continuing education funds are given at \$125/month.

**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

Yes

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.

**Luther Memorial Church is a mid-sized yet complex parish. We offer a traditional style of worship, while exhibiting open and progressive values. This dichotomy may keep potential members from finding us because of preconceived notions. We are a "destination church," and some people travel many miles to be part of our congregation and worship. Because of this, members are spread out through all of Madison and out into the farther reaches of Dane County. LM is our point of connection, where we come together to worship and serve.**

**It is impossible to overstate the importance that music has in our worship life. Exceptional music is one of the things that draws people to Luther Memorial in the first place, and one of the key reasons that they stay. For the many members who are involved in one area of music ministry or another, the opportunity to take part in making that music is a key component of their churchgoing experience. In addition to our music ministry, members who serve as worship assistants find their role to be a meaningful part of their belonging to the church.**

**Our historic building is both a blessing and a burden. We have a beautiful worship space, but it also brings about additional challenges in the care and maintenance of the facility. Previous pastors have found that they spend much more time and energy addressing building issues than they had anticipated. Additionally, sometimes our physical space can make it harder to make personal connections. The nave is relatively large, meaning there can be a large gap between neighbors in the pews, and the narthex is relatively small for gatherings after the service. We are hoping to address some of these physical building limitations through our new Master Plan, which will likely involve some significant renovations.**

**We have a true desire for diversity and ecumenical relationships. We want to see our connection strengthened with both the university and the downtown Madison communities. Through ministering to and with these groups, we welcome a wide range of people into our congregation. We are a Reconciling in Christ congregation, and we want that to be more evident as we reach out to our community. We are eager to build bridges with other religious organizations. We are thankful to currently be hosting the ministry of St. Paul University Catholic Center while their building undergoes significant renovations. The presence of these students in our building provides a vitality that energizes us as we look toward our own future.**

## **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 eight members of the Call Committee and the Senior Pastor met in person a total of six times. We opened and closed each meeting with prayer and scripture reading. The congregation offered support through prayer, both corporately and individually. The Call Committee received significant assistance on demographic and financial questions from the Church Administrator.**

**The Call Committee worked collaboratively to develop a Congregational Survey, which was distributed electronically and in hard copy to members and active participants in the congregation. A total of 86 responses were collected, which we analyzed in order to identify common themes. From these responses, we constructed answers to the questions on the Ministry Site Profile. Some parts of the document describing who we are as a congregation were adapted from the profile created in 2015 during our call process for a senior pastor. The entire Ministry Site Profile was reviewed by all the members of the Call Committee.**

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's board: **3/6/2016**

### **Call Process Contact Person**

**Rev. Steve Kottke**

**Assistant to the Bishop**



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NAME

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### **Reference's Recommendation**

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**Rev. Jon Enslin**

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