

MINISTRY SITE PROFILE
St. John's Lutheran

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 an ordained or lay rostered minister of the Evangelical Lutheran Church in America, or a First Call candidate for rostered ministry. Congregations must complete the entire MSP. Church-related organizations may, with the concurrence of the synod bishop, complete only the required sections (Part I, III and IV). Once complete, this form is submitted electronically to your synod bishop for review and posting to the "Current Openings" listing on the ELCA website (www.ELCA.org/call).

Summary Description

St. John's Lutheran Church, 20275 Davidson Rd., Brookfield, WI, 53072, is seeking a Senior/Lead pastor. Founded in 1962, St. John's is a vibrant congregation with a membership of 933 and weekly attendance of 275. Its mortgage-free facility is in excellent condition on a beautiful six-acre lot. St. John's is committed to local, national and international outreach, youth/children ministries, small group discipleship, and inspirational worship for all (traditional and contemporary.) The congregation passionately lives out its mission of "Following Jesus, Making Disciples and Serving the World."

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

St. John's Lutheran

NAME

US

COUNTRY

Congregation - Organized

TYPE OF MINISTRY SITE

14839

CONG ID

1962

YEAR ORGANIZED

Contact Information

Ministry Site (preferred contact information)

20275 Davidson Rd

Brookfield, WI, 53045

US



Demographics

Language Spoken

In the congregation/ organization

English

Spanish

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

In the surrounding community

English

Spanish

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

Race/ Ethnicity (In the Congregation)

Caucasian (95%)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

98% would be a more accurate designation.

Race/ Ethnicity (Surrounding Community)

Caucasian (85%)

Hispanic (5%)

Asian / Pacific Islander (5%)

African American (5%)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Gender comparison

48%

52%

Age distribution

20%

10%

25%

25%

20%

MALE

FEMALE

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

Number of Paid Staff

2

0

16

1

1

0

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:

10%	5%	20%	65%
1/2 MILE OR LESS	1/2 - 1 MILE	1 - 3 MILES	MORE THAN 3 MILES

Community Type

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

2016

\$814,299

TOTAL BUDGET FOR THE LAST FISCAL YEAR

\$66,761

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

LAST FISCAL YEAR

\$244,358

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

\$234,627

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.

St. John's Lutheran is located at the juncture of the Milwaukee suburbs of Waukesha, Brookfield, New Berlin and Pewaukee in Waukesha County. A five (5) mile radius of St. John's includes several socio-economics demographics. The area is bounded by Capitol Drive on the north, Milwaukee County on the east, the City of Waukesha to the west, and the Town of Vernon on the south.

There are approximately 40,000 persons living in the area. Seventy-five percent of the population are home-owners; however there is a significant number of transient individuals. The median income is \$75,000 (the Wisconsin and U.S. median is \$50,000). The city of Waukesha has a diverse population including many economically-poor individuals; the contrasting Brookfield area (Capitol Drive) has a substantially-higher income level and a less-diverse population.

The average population age in Waukesha County is 47 (lower than the U.S. average). However, the population is aging. IT is expected that the retirees will out-number the working-age residents within ten years. Current unemployment is 3.89%. White collar jobs are far-surpassing blue collar jobs as industry has moved out of the area and/or become more technology based.

The area is becoming more diverse. Eighty-seven percent of the population is Caucasian, and thirteen percent is a combination of Asian, Black, Hispanic or mixed race. The majority of Hispanics reside in the City of Waukesha.

Trends:

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



While attendance and membership have slightly declined, giving has increased. There has been major staff turnover. The Youth program and Sunday School have made recent gains. The mortgage was eliminated January of 2018. The facility, while a strength, needs regular maintenance support. Finally, our outreach programs continue to grow and are a central mission of St. John's.

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.

Changes in the St. John's area vary with respect to the communities it serves. Overall, Waukesha County has an aging population and an inadequate supply of workers to fill the jobs needed for this growing, older population. Property values have increased dramatically and tend to be put out of reach for many.

Brookfield to the east has not been affected in any dramatic way by these changes. It is still above average in income and wealth and has a higher property value than that of the community to the west.

Waukesha, the county seat to the west, has older property values and a much lower evaluation than that of Brookfield. It has a higher concentration of Hispanic and other ethnic diversity residents with a much lower economic status and income levels.

Transportation has become a main issue for the county as a whole that has made it difficult for employers to fill the job openings that are available. The need for affordable housing has also made it difficult to attract qualified workers.

The homeless population has continued to arrive in the community because they believe that more services are available to them from where they previously lived. There has also been a changing diversity of those coming to Waukesha.

Some low-income families have moved into the community and put a burden on the non-profits that provide social services for them. In addition, similar to the rest of the country, Waukesha County struggles with drug addiction, alcoholism and mental health issues. These numbers continue to grow despite a robust economy.

The St. John's community has been impacted by varied trends in the area-not only the expanding population and housing (individual) but also the much more diverse social economic status.

Programs:

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

The following is a listing of the St. John's Service Ministries:

Local: Hope Center, Waukesha Food Pantry, Loaves and Fishes, ERA-Senior Network, Jail Ministry, Hebron House, Waukesha Women's Center, WI Independent Learning College, Urban Threads, St. Joseph's Dental Clinic, Luther Manor Auxiliary, Angel Baby Closet, St. John's Preschool.

Regional and Global: New Born Kits (World Health,) Bread for the World, Greater Milwaukee Synod, Quilts for World Health and ELCA, Lutheran Social Services, Lutheran World Relief, Oaks Indian Mission, ELCA World Hunger.

Partnership Congregations: Los Heroes in El Salvador, All Peoples Church in Milwaukee, Akeri Parish in Tanzania.

Youth Group Missions: Mission Trips, Wilderness Canoe Base, Adopt an El Salvador Student, El Salvador Girls' Kits.

Goals:

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

St. John's Mission Statement : "Following Jesus, Making Disciples, Serving the World."

"Following Jesus" – Continue the strong small-group program. Continue building the recently-energized Sunday School and Youth programs. Develop strong Adult Education offerings. Continue welcoming/hospitality emphasis. Invite others and grow weekend attendance to above 300.

"Making Disciples" – Assimilate new members into small group and team ministries. Develop Bible study and leadership opportunities. Strengthen partnership with St. John's Preschool.



“Serving the World” – Continue strong involvement with three partnership churches, synod and ELCA national ministries. Continue outreach ministries listed above. Continue extensive volunteer work with the Hope Center in Waukesha. Continue to host community groups, such as AA and Boy Scouts in our facility.

Energy:

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

St. John's has a wonderful sense of optimism as the congregation moves forward. There is great energy around the music ministry, Sunday school and youth programs. A survey of small groups, representing half of the attendees, rated their enthusiasm going forward at 8 out of 10. The mortgage was paid off in January; the building and location are excellent for ministry.

St. John's has built a new Memorial Garden/Columbarium. Upgraded technology is an area of focus at the present time. The congregation is excited about the three partnership churches; members travel regularly to El Salvador, Tanzania and Milwaukee. Finally, there is building enthusiasm and anticipation in the calling of new pastoral leadership.

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?

St. John's is actively involved in the ELCA and the Greater Milwaukee Synod. The congregation has sent a Voting Member to the Churchwide Assembly three of the last eight years. The congregation has played an active role in the Synod's Tanzania and El Salvador ministries and is a partner church with All Peoples Church in Milwaukee. St. John's Youth attend the ELCA Youth Gatherings. Members participate in the God's Work, Our Hands project; pastors participate in the Cluster. St. John's contributes 9% of its budget to the Synod.

St. John's has worked closely with the Synod when filling our pastoral vacancies. The recently-revised constitution is consistent with Synod guidelines. The congregation observes the “ELCA World Hunger” weekend. Youth representatives have served on the Synod Council; the congregation participates in the Mt. Meru Coffee Project. A member recently completed a term as president of the Synodical Women's Organization. A number of families ride in the annual 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	
We tend to be formal and programmatic.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We tend to be informal and spontaneous.
We have clearly defined goals and plans for our future.	<input type="checkbox"/>	<input 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 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 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 type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We are less obvious about our Lutheran heritage.
We participate in synod and ELCA activities.	<input 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?

Mission Statement: Following Jesus, Making Disciples, Serving the World

Core Values:

We value:

- Serving in our world, locally and globally
- Inspiring worship and music that honor God
- Nurturing relationships with one another as Jesus walks with us
- Growing in God's grace through education and discipleship
- Engaging children and youth in the life of the church

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?

The top three assets of the congregation are:

- The talent, resources and faith of its members
- The location and debt-free facility
- The strong focus on outreach

Lay leadership is strong. Often ministries are established on the initiative of members. Four examples of these ministries are:

- 1) Partnership ministries are led by committed volunteers
- 2) Care Ministries such as Visitation, Funeral Meals, Jail Ministry, Preschool and Helping Hands, are carried out by church members.
- 3) The Evangelism Team leads the congregation in inviting neighbors and welcoming visitors.

St. John's location and facility are assets. The church is conveniently located at the junction of Brookfield, Waukesha, and New Berlin - less than a mile from Interstate 94. Members travel to the church from under one mile to ten miles. The spacious and welcoming facility is used by a variety of community groups. A challenge is to support appropriate maintenance as the facility ages.

St. John's is challenged by the aging of the congregation. An important focus is on growing the congregation by inviting visitors to worship and special events. A second obstacle is the slow decline in worship attendance. More effective use of technology is needed. The congregation recognizes the need to evaluate the many outreach activities on a regular basis so that the focus on the mission and the goals is maintained.

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?

According to our survey of the congregation the following three areas were chosen as priorities:

- 1) Growth in Worship Attendance
- 2) Children and Youth Ministry and Education
- 3) New Member Integration



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

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 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 checked="" type="checkbox"/> Spiritual Formation / Direction | <input type="checkbox"/> Stewardship |
| <input checked="" type="checkbox"/> Strategic Mission Planning | <input type="checkbox"/> Teaching | <input type="checkbox"/> Volunteer Coordination |
| <input 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.	
	Provide care and nurture.	
	Be active in visitation of members and non-members.	
	Be effective in working with children.	Yes
Yes	Build a sense of community among the people with whom he/she works.	
	Help others develop their leadership abilities and skills for ministry.	
	Be an effective administrator.	
	Be an effective communicator.	Yes
	Be an effective teacher.	Yes
	Encourage support of the Church's wider mission.	Yes
	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.	
	Be skilled in planning and leading programs.	
	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.	
Yes	Bring joy and good humor to relationships.	
Yes	Be able to share leadership and work in a team.	
	Be creative and innovative about his or her tasks.	Yes
	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. Preaching/Worship Leadership

- 1) Lead worship /administer sacraments (76.4%)**
- 2) Develop a worship atmosphere that provides a spiritual and inspirational experience (75%)**

B.

Spiritual Formation/Direction

- 1) Teach people about faith and Biblical understanding (74%)**
- 2) Help people develop their spiritual life (54.7%)**

C.

Youth and Family Ministry

- 1) Youth Ministry – High School and Young Adults (49.5%)**
- 2) Children’s Ministry and Education – Sunday School, Kids of the Kingdom, Vacation Bible School, Preschool (44.3%)**
- 3) Confirmation (28.3%)**



D.

Strategic Mission Planning

- 1) Support goals to grow the congregation and its ministries (67.5%)
- 2) Develop a vision for the future (59.4%)

E.

Building a sense of Community

- 1) Foster a sense of community within the congregation and staff (65%)
- 2) Connect with all ages (68.4%)
- 3) Share leadership and work in a team as a Servant Leader (38.2%)

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. Listed below are the five primary areas of activity for the pastor to address in the first year. The Synod's phrases (letters) are followed by the corresponding St. John's survey phrases (numbers.) The percentages of survey responses are in parenthesis.

Preaching/Worship Leadership

1. Lead worship/administer sacraments
2. Develop a worship atmosphere that provides a spiritual and inspirational experience
 - A) Continue to recruit and involve capable assistant ministers and lectors.
 - B) Provide trained volunteers to assist in the worship service such as ushers, communion servers and greeters
 - C) Conduct calendar planning services to establish thematic worship services following the lectionary and church year.
 - D) Support excellent music staff that works with clergy in leading worship.
 - E) Offer a variety of worship settings including traditional, contemporary and blended.

- B. Spiritual Formation/Direction

1. Teach people about the faith and Biblical understanding
2. Help people develop their spiritual life
 - A) Reinforce sermon texts with additional classes and book studies.
 - B) Encourage small groups to coordinate studies with worship themes/focus.
 - C) Continue to develop adult education opportunities during education hour (currently there are two.)
 - D) Participate with the pastor(s) in creative ways of presenting the lessons and sermons.
 - E) Develop a process to request topics for Biblical/faith topics to be led by the Pastor(s).



C. Youth and Family Ministry

- 1. Youth Ministry (High School and Young Adults)**
- 2. Children's Ministry and Education (Sunday School, Kids of the Kingdom, VBS, Preschool),**
- 3. Confirmation**

- A) Continue to support recently-hired fifteen hours per week Sunday School leader.**
- B) Add a current lay volunteer (high-school youth and young adults) to paid staff at fifteen hours per week.**
- C) Continue to provide volunteers to teach confirmation classes with pastoral leadership.**
- D) Continue intergenerational experiences for our youth and children.**
- E) Encourage congregational support of the Pre-School and its staff.**
- F) In the Inspire have a youth, confirmand bio of the month / or family bio of the month.**

D. Strategic Mission Planning

- 1. Support goals to grow the congregation and its ministries**
- 2. Develop a vision for the future**

- A) Continue to embrace the shared mission statement "Following Jesus, Making Disciples, serving the World."**
- B) The climate at St. John's is ripe for developing a vision for the future especially now that the mortgage is paid off. Revisit the organizational chart.**
- C) Discover strategies for all ministries to invite and welcome others to St. John's.**
- D) Continue strong ministries and find ways to coordinate, support and celebrate their work.**
- E) Hire a Lay Minister Coordinator for 10 hours per week.**

E. Building a sense of Community

- 1. Foster a sense of community within the congregation and staff**
- 2. Connect with all ages**
- 3. Share leadership and work in a team as a Servant Leader**

- A) Increase volunteers in all ministries.**
- B) Continue the variety welcoming and connecting activities.**
- C) Have a small group/ministries communication page in the inspire.**
- D) Grow small group ministry to include and encourage new members.**
- E) Showcase ministries through improved communication between council, small group leaders, congregation and staff.**



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.

St John's Lutheran Church is a strong congregation looking to the future with optimism and devotion. Since its dedication in 1962, the church building has expanded three times. The most recent building project was in 2000. In 2017 the congregation built a columbarium on its property. Having experienced a gradual decline in attendance in recent years, the congregation is committed to evangelism and growth in its future. There is renewed focus on programs and staffing for children and young families including St. John's nineteen-year-old Preschool ministry. For example, a staff position was added in 2017 to lead the Sunday School program.

Multiple forms of media are being used to reach neighbors and advertise church special events. Inspirational worship has always been central to the St. John's ministry. Saturday evening service is a blended service; Sunday morning offers a traditional and a contemporary service. Work has been done to strengthen the welcome/hospitality toward members and visitors. St. John's music program, including senior and children's choirs, bell choir, praise band and instrumental ensembles, is very strong and is supported by the budget.

Members are active in community outreach and involved with the three sister churches in Milwaukee, El Salvador and Tanzania. Mission projects and scholarship programs are on-going in these churches. St. John's enthusiastically supports a long list of outreach ministries (see Part II) with financial support as well as volunteer work. For example, members prepare and serve lunches weekly to the homeless population at the Waukesha Hope Center. Pastors are active in the Waukesha/Brookfield cluster.

Most importantly, St. John's centers its life in the good news of God's unlimited, empowering grace in Jesus Christ; with sincere humility, we seek to be bold witnesses for Christ in the community and the world, ready to both multiply and grow disciples, as well as to increase mission and ministry, all to the glory of God.

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 MET (Mission Exploration Team) began this four-month process by reviewing three congregational studies from 2011, 2012, and 2016. They composed an eight-item questionnaire to gather information from twenty-five small group interviews involving 75% of attendees. Oral responses were compiled and charted. The team set up/monitored an email address and a lobby suggestion box for direct contact.

MET Updates were published in the church newsletter, weekly church emails, and worship bulletins. Meeting records were placed on the church webpage. The MET team facilitated an exercise with the staff and Council to identify future hopes and concerns. Finally, 214 people completed a culminating congregation-wide, twelve-item survey (majority on-line.) Results were shared with the Council and congregation. Feedback was noted. A second congregation meeting was held for final approval of the St. John's MET Report and the Council-approved Ministry Site Profile.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's **2/20/2018** 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.