

MINISTRY SITE PROFILE
St Johns 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 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

St. John's Lutheran Church at 20275 Davidson Road, Brookfield, WI 53045, is seeking a solo pastor. Our church was founded in 1962 and is a vibrant congregation with 720 members and an average weekly attendance of 253 (total in-person and on-line). Its mortgage-free facility is in good condition on a beautiful six- acre lot. St. John's is committed to local and international outreach, youth ministries, small group discipleship, and inspirational worship in traditional and contemporary formats. The congregation 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 Johns 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 Road

ADDRESS LINE 1

pklink@stjohnsbrookfield.org

E-MAIL

ADDRESS LINE 2

https://makedisciples.com/

WEB SITE

Brookfield, WI, 53045

CITY, STATE, ZIP

(262) 786-6887

PHONE

US

COUNTRY

FAX

Chairperson of Congregation or Head of the Organization

Paul Bulgerin

NAME

20275 Davidson Road

ADDRESS LINE 1

Brookfield, WI, 53045

CITY, STATE, ZIP

(262) 352-9050

US

COUNTRY



DAY PHONE	EVENING PHONE	CELL PHONE	FAX
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E-MAIL

Chairperson of Call or Search Committee

NAME

US

ADDRESS LINE 1	ADDRESS LINE 2	CITY, STATE, ZIP	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)	
LARGEST	SECOND	THIRD	FOURTH

COMMENTS OR EXPLANATION

98% Caucasian
1% Hispanic
1% African American

Race/Ethnicity (Surrounding Community)

Caucasian (85%)	Latino/Hispanic (5% or less)	Asian/Pacific Islander (5% or less)	African American/Black (5% or less)
LARGEST	SECOND	THIRD	FOURTH

COMMENTS OR EXPLANATION

88% Caucasian
6% Hispanic
4% Asian
2% African American

Gender comparison

Age distribution

48%	52%	25%	15%	15%	10%	35%
MALE	FEMALE	19 YEARS OR YOUNGER	20 - 34	35 - 49	50 - 65	OVER 65

Number of Paid Staff

1	0	14	0	2	0
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List three changes or trends within the congregation or organization which have occurred in the last three to five years.

1. Our family and youth programs have been slowly growing.
2. We have seen some long-term ministries fade away as some older members or those with a passion for the ministries have stepped away from leadership roles.
3. The congregation responded strongly to a funding initiative called Pave the Way which allowed the circle drive to be refurbished, the exterior of the church was repainted and an electronic sign to be purchased as primary projects. We also donated a 10% tithe on the total cost of the funds raised (\$300,000) to the Hope Center.

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.

1. The city of Brookfield is focusing on increasing family-style activities for residents. Intergenerational activities were emphasized and are of great importance to them.
2. Baby boomer parents are remaining in the city and downsizing within Brookfield. Younger generations are staying in the city or moving to other locations.
3. Similarly, New Berlin city leadership spoke of the importance of services/activities for senior citizens in the community. Again, intergenerational activities and ways for youth to help seniors is of interest. New Berlin also created a food bank in recent months.

Programs:

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

We strive to follow our mission statement: Following Jesus, making disciples and serving the world. A major component of outreach is to our 3 partners in the faith, two being international- Akeri/Nguruma Parishes in Tanzania, Los Heroes in El Salvador and a local inner city congregation, All Peoples Church in Milwaukee. The current budget for partnership support is \$30,000, which is typically increased through substantial designated gifts from congregation members. Our contribution to the Greater Milwaukee Synod will be over \$48,600 in 2026. We also have several community and church based mission projects, which receive a total of \$approximately \$14,000. The total amount budgeted for benevolences / outreach for 2026 is \$92,600.

Goals:

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

We have no strategic plan at this time. Our primary ministry goals are to follow Jesus, make disciples and serve the world. We are looking forward to working with our new pastor to develop reasonable goals based upon our resources and the gifts and talents our members have.

Energy:

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

We look forward to the future with optimism about what the future will bring when our new pastor is with us. We are ready for new ideas to integrate with our current ministry programs and to energize us in the Lord's work whatever that may be. Areas which contribute to our overall level of energy include the active Sunday School program, in addition to Kids of the Kingdom and confirmation class with its special projects for the individual students. We also have several small groups and ministries, some of which have been active for over 20 years. Education is important to all facets of our church family.

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 long-standing direct partnerships with Los Heroes, Akeri/Nguruma Parishes and All Peoples Church are all part of our relationship with the ELCA. Each partnership has its own challenges and St. John's has accompanied them through prayer, communication, visits and critical financial support at various times in their histories to sustain, uplift and empower our brothers and sisters in Christ. We also provide direct financial support to both the Greater Milwaukee Synod and the ELCA as part of our benevolence activities.



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 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 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 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 type="checkbox"/>	<input checked="" type="checkbox"/>	We rely on group decision-making.
We have learned how to use conflict constructively.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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 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 type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We are not very active in the synod and ELCA.
We focus on Biblical studies and doctrine.	<input checked="" type="checkbox"/>	<input 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?

Our members believe our mission statement describes our church well: following Jesus, making disciples and serving the world. We structure our services to align to our mission. Consistently, we see ourselves as being in the Lord's service in a variety of ways, whether with our partnerships, in small groups or as individuals.

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?

Our top three assets are:

1. Commitment to Bible-based worship, music, education programs
2. Members who possess a wide range of talent and gifts, offer caring and support for one another, and the community
3. Foundational resources – debt-free finances and spacious sanctuary and church building that is abundantly shared with the community.

Obstacles:

1. The facility has undergone a number of renovations and updates over the years, so maintenance is becoming a more important financial concern.
2. Our congregation is aging and feeling stretched in our ability to fulfill our outreach.

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?

Our top three mission priorities are:

1. To determine whether our mission outreach and partnership priorities need to be refined, and internal connections identified through thoughtful churchwide discussion.
2. Enhance our outreach by looking for ways to connect with the surrounding communities from which our members come.
3. Continue to maintain our church property and evaluate best use in alignment with our mission.

References

Synod Bishop

Bishop 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

Sara Everts	Member	severts3817@gmail.com
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NAME	ORGANIZATION AND TITLE	E-MAIL
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(414) 852-3685

DAY PHONE	EVENING PHONE	CELL	FAX
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Outside Congregation or organization



	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 minister to give special attention to during the first year of his or her ministry at this congregation or organization:

- A. **Get to know and build relationships with the congregation to build trust and engagement, and to gauge where we need to go and how to get there.**
- B. **Get to know and build relationships with the staff to best tap into their gifts and talents and help them grow.**
- C. **Delivering Gospel-centered preaching that teaches and uplifts the congregation while helping us to walk Christ's path with Him.**
- D. **Bring a sense of creativity and innovation to help spark new ways to think about our ministry, our gifts, and grow our congregation.**
- E. **Work with teams and leaders on a plan to develop a longer-term vision and strategy for our congregation and resources.**

Please list the five ways that this congregation / organization will support and encourage the rostered minister during the first year in order to help her or him accomplish these responsibilities:

- A. **We have a host of talented staff and lay leaders to lead our programs, care for our facility, manage the administrative functions, and serve our congregation.**
- B. **We will partner with the new leader to develop a tailored onboarding plan that includes personal invitations and small group encounters to get to know the congregation, an onboarding team (Mutual Ministry) to offer context and guidance in learning about St. John's culture and the congregation.**
- C. **Partnership in co-creating a set of realistic goals and expectations for the first year, and building in quarterly check-points with key members to dialogue and reflect on what's going well and where/how we can make adjustments.**
- D. **We know that we have a big wish list and that you are a human being, so we will work within the congregation to create space and grace for time when joining the congregation to get to know and understand us and our needs before setting big, ambitious goals.**
- E. **We support the ongoing growth and development of our pastor and will designate budget and resources (as able) to support our next pastor in their faith-based learning pursuits.**

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

Yes

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.

Pulpit Supply expense - YES

Moving expense - Yes (Can be negotiated)

Vacation time off will follow Synod Guidelines

Other Supporting Resources

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

Mission and Vision statement of the congregation or organization

Yes

Printed history of the congregation or organization

Yes

Strategic Plan: Goals and Objectives

No

Budget

Yes

Annual Report

Yes

Position description: Duties and Responsibilities

Yes

Communications Piece (publicity, newsletter, etc.)

Yes



PART IV: COMMENTARY

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

St John's Lutheran Church is a vibrant congregation looking to the future with optimism and energy. 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 and in 2022 a fundraising campaign called Pave the Way brought in funds to do several capital improvements. The congregation has been debt free since paying off our mortgage in 2018. Having experienced a gradual decline in attendance in recent years, the congregation is very interested in expanding membership so others can also grow in their faith journey at St. John's.

There is ongoing focus on programs and staffing for children and young families including St. John's nineteen-year-old Preschool ministry. St. Johns will look to hire a new director for the preschool in 2026 when our long-standing director retires.

Just recently, a few young adults have started a small group and the Sunday School parents are very interested in opportunities to come together and meet each other. We have many existing adult small groups with committed members, but there is not a current initiative to develop new groups.

Inspirational worship has always been central to the St. John's ministry. 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. Recent work has been done to strengthen the appearance of our gathering space to provide a new welcoming and hospitable feel for members and visitors.

Members are active in local community outreach and are also involved with our three partner churches, one each in Milwaukee, El Salvador and Tanzania. Mission projects, service work, relationship building and scholarship programs are the primary focus of these partnerships. Our congregation has a passion for education initiatives that lift up members at our partner church communities. St. John's enthusiastically supports a long list of outreach ministries with financial support as well as volunteer work. For example, members prepare and serve weekly lunches to the homeless population at the Waukesha Hope Center. The congregation has expressed a desire to re-evaluate current partnerships and outreach opportunities to ensure members know why we are involved and to consider if they should continue. The congregation wants to have a process in place along with criteria to help start, maintain and possibly even end an outreach or partnership ministry.

Based on a congregational survey and small group discussions the following themes were identified as important to our success:

1. Energize pastoral and lay leadership with vision, inclusivity, and focus. Pastoral Leadership was the number one priority of the congregation.
2. Engage youth and families consistently, with dedicated programming and staff. There is also a desire to be purposeful in offering intergenerational programming opportunities. Relationships between the pastor, children and youth are key.
3. Elevate worship and discipleship to inspire deeper faith.
4. Broaden member involvement through accessible, short-term opportunities and mentorship. Making new connections among members within the congregation is needed to promote more involvement but is not something we are particularly strong in. Many in our congregation understand the power behind the "personal ask" that can be more natural after real connections are made.
5. Strengthen visibility of our church by promoting our outreach and partnership ministries as well as programs we have to offer such as welcoming AA Meetings and Scouts to use our church building and participate in the 4th of July Parade that passes in front of the building. The hope is this will attract visitors to our door step to check us out that may result in new members.
6. Ensure financial sustainability with stewardship, planned giving, and creative resource use.
7. Focus mission, partnership and outreach to be even more impactful to our communities and to energize our congregation.
8. Improve communication internally and externally to create opportunities to make new connections and grow relationships.

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).

To prepare this report our 6-person team including 3 men and 3 women of different ages and length of membership, worked closely with our interim pastor and Synod staff to navigate the MET process.

We accomplished the following:

- Conducted a congregational survey with several open ended questions designed to elicit deeper insights. We strived to get feedback from many members and were able to hear from more than 100 voices.
- From the survey we identified 8 main themes and arranged about a dozen small group discussion meetings digging deeper into the themes and getting input from a wide range of members representing different audiences and demographics.
- Met with community leaders to hear about their challenges that may lead to finding ways for our congregation to help meet those challenges moving forward.
- Presented to and consulted with the Church Council
- Presented a summary of this report to the congregation and gathered their input for the final report.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's board: **4/12/2026**

CALL PROCESS ADMINISTRATOR

The name of the person on the synod staff that the bishop has designated as the Call Process Administrator for this call process.

Kristin Nielsen

NAME

(414) 671-1212

OFFICE PHONE

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

TITLE

kristin@milwaukee-synod.org

E-MAIL

Reference's Recommendation

TBD

NAME

DAY PHONE

CELL

info@stjohnsbrookfield.org

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