

MINISTRY SITE PROFILE
Good Shepherd Trinity

Milwaukee, WI
Completed: 06/01/2024



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

Good Shepherd Trinity Church is a small, yet powerful congregation in the Sherman Park neighborhood of Milwaukee. We celebrate our diversity - in race, culture and denominational backgrounds. We care for each other, welcome others into this Body, and seek to be Christ's presence in Sherman Park. Over the past few years we have survived trials and tribulations, have persevered through challenging obstacles and we are still standing, committed and eager. We seek a pastor to accompany and lead us as we lean into the next chapter of ministry.

PART I: WHO WE ARE

Name and Location

CONGREGATION

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

Milwaukee, WI, 53216

CITY, STATE , ZIP

Greater Milwaukee Synod (5J)

SYNOD

Large city (250,000 or more)

SIZE OF COMMUNITY

Good Shepherd Trinity

NAME

US

COUNTRY

Congregation - Organized

TYPE OF MINISTRY SITE

14734

CONG ID

1927

YEAR ORGANIZED

Contact Information

Ministry Site (preferred contact information)

Good Shepherd Trinity Church

3302 N. Sherman Blvd.

Milwaukee, WI, 53216

US

ADDRESS LINE 1

ADDRESS LINE 2

CITY, STATE, ZIP

COUNTRY

gst3302@outlook.com

goodshepherdtrinity.org

(414) 871-9440

E-MAIL

WEB SITE

PHONE

FAX

Chairperson of Congregation or Head of the Organization

Roxanne Rhinehart

NAME

6614 N. 84th St.

Milwaukee, WI, 53224

US

ADDRESS LINE 1

ADDRESS LINE 2

CITY, STATE, ZIP

COUNTRY

(262) 744-3494

(262) 744-3494



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rrr0405@yahoo.com

E-MAIL

Chairperson of Call or Search Committee

Roxanne Rhinehart

NAME

6614 N 84th St

Milwaukee, WI, 53224

US

ADDRESS LINE 1

ADDRESS LINE 2

CITY, STATE, ZIP

COUNTRY

(262) 744-3494

DAY PHONE

EVENING PHONE

CELL PHONE

FAX

rrr0405@yahoo.com

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Demographics

Language Spoken

In the congregation/ organization

English

Spanish

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

In the surrounding community

English

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

Race/Ethnicity (In the Congregation)

Caucasian (70%)

African American/Black (30%)

Latino/Hispanic (5% or less)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

A retired clergy in the congregation is Hispanic. In the Presbyterian system, clergy are members of the Presbytery, not the congregation. In addition, there is one Hispanic family attending regulatly.

Race/Ethnicity (Surrounding Community)

African American/Black (80%)

Caucasian (10%)

Latino/Hispanic (5% or less)

Other (5% or less)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

There is a significant Jewish population in the community as well.

Gender comparison

32%

68%

Age distribution

5%

10%

15%

15%

60%

MALE

FEMALE

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

Number of Paid Staff

0

0

0

1

1

1

Ministers of Word and Sacrament (PASTORS)

Ministers of Word and Service (DEACONS)

OTHER LAY PROFESSIONALS

SECRETARIAL SUPPORT

CUSTODIAL SUPPORT

OTHER



Congregational Information

1 - 50	0 - 25	Single site
AVE WEEKLY WORSHIP ATTENDANCE	AVE ATTENDANCE IN CHRISTIAN EDUCATION	PARISH TYPE

Distance members live from church facilities:

0%	5%	15%	80%
1/2 MILE OR LESS	1/2 - 1 MILE	1 - 3 MILES	MORE THAN 3 MILES

Community Type

- | | | |
|--|--|-------------------------------------|
| <input type="checkbox"/> Suburban | <input type="checkbox"/> College or University | <input type="checkbox"/> Farming |
| <input checked="" 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

2023

	LAST FISCAL YEAR
\$147,075	\$0
TOTAL BUDGET FOR THE LAST FISCAL YEAR	TOTAL DEBT OF THE CONGREGATION/ ORGANIZATION AT THE END OF THE LAST FISCAL YEAR
\$2,000	\$366,301
MISSION SUPPORT TO THE ELCA/ SYNOD FOR THE LAST FISCAL YEAR	TOTAL SAVINGS, RESERVES, ENDOWMENT AT THE END OF THE LAST FISCAL YEAR

PART II: OUR VISION FOR MISSION

Trends in the Community Context of the Congregation or Organization

Characteristics:

Write a description of your community in terms of socio-economic status, demographics, primary areas of employment and lifestyle. The Demographic ZIP Code report for your primary ZIP codes may be helpful.

In the early 1900's, Sherman Park was populated by new professionals. From 1920 - 1950 there was an influx of Jewish residents, with 6 of Milwaukee's 11 synagogues in the area. From 1960 - 1980, African American residents grew to 25% of the population. In the early 21st Century, the Black community grew to 40-45% in Milwaukee. More recently, there has been a large decline of Black and White residents in Milwaukee, while the Hispanic/Latino and Asian populations have grown. According to a recent U.S. Census Report, the racial breakdown in Milwaukee is about 38% Black, 38% White, 20% Hispanic/Latino, close to 5% Asian, and .6 American Indian/Alaska Native (#'s a little off).

In 2022, the median household income in Milwaukee was \$48,985. This is 65.66% of the United States median income of \$74,606. About 23.9% of Milwaukeeans struggle against poverty. In recent years, a number of new businesses have opened in nearby areas including a grocery store, a restaurant and a beauty supply store.

Trends:

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

We are survivors!

Over the past 7 - 8 years, this congregation has created something new from two existing congregations of different denominations.

Since then, we have faced and survived several significant challenges, including:

- a major flood with a broken pipe that resulted in our insurance paying around \$300,000 for repairs to the building.



-the loss of our pastor. Since 2015, the congregation has had one interim pastor for 6 months, a called pastor for about three months during the COVID pandemic, and a number of supply pastors. A pastor in the congregation has supplied pastoral care. Members have kept the church going.

-a recommendation, following a lengthy transition process (2017), that the congregation close. The first vote accepted the recommendation. The second, affirming vote, failed by one. A number of members left. And the congregation has survived.

Despite membership loss, the congregation is committed to remaining together and to moving forward. Several new members have brought in new ideas. However, without a called leader, and with a rotation of pastors offering supply on Sunday mornings, our progress has been inhibited.

Pastors in the congregation have helped with pastoral care as needed.

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.

A riot in the neighborhood (August, 2016) was sparked by protests following the police shooting of a 23 year-old armed African American man. The riot brought a focus on the neighborhood and its challenges. It highlighted the fact that some people feel unsafe and hopeless. Since then, however, some funds have been designated for redevelopment and there is a new spirit building - best exemplified by "Sherman Phoenix", a "model for healing our city by generating positive economic and social returns in communities of color."
(<https://www.shermanphoenix.com>)

In general, however, there are some absentee landlords and unruly tenants. The quality of housing has decreased. Milwaukee is considered the 3rd poorest city in the country. Families have to double up on housing. Inner city jobs are limited and the wages are not livable. Streets are littered, speeding is common. However, there are a number of efforts underway to reduce the speeding and reckless driving. As in every large city there are problems, but the Sherman Park area consists of many loving and caring neighbors. Some good news is that certain crimes have gone down in the city in the past year..

There are programs for children - probably. not enough. There are not many programs for teens, although they are increasing.

There are pockets in the community that are very diverse.

Programs:

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

GST has several current projects for reaching out to the community.

- Now, 6 times each month on Tuesdays and Thursdays, the congregation hosts a food pantry, staffed by volunteers from the congregation and the community. This year at least 100 families are served per week. We expect this number to increase since we have taken on the clients of the church that we had a partnership with that can no longer provide this service.

- We are members of Common Ground and support their organizing work. We joined the Sherman Park Association, and some of our members are participating in their community outreach work.

Within the congregation, we have three adult Bible studies each week and a children's class available on Sunday mornings. There is an active Women's Circle.

We provide office and meeting space to a Prison Action Milwaukee. One of our members is committed and involved.

Three times during the COVID pandemic, we hosted with another organization to hold COVID vaccinations in our church.

Goals:

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

There is not a strategic plan in place at this time.

We still want to be the presence of Christ in this neighborhood if possible. Through engaging worship, pastoral care and Christian nurture, we seek to be a vital, inclusive and caring congregation. We still seek to connect Good Shepherd Trinity Church with our community and with other organizations within the community.

Now, that we have put our building up for sale, everything is on the table. We are open to sharing the building, but if not, we are open to other possibilities such as worship services at Luther Manor until we can find another option that works for us.

We want to continue participating in community groups that contribute to the well being and growth of our



neighbors.

We are open to seeking partnership with others as well as a time of mission exploration to assess where and how we might continue to serve the community where/as needed.

Energy:

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

The congregation is very eager and hopeful to have a pastor.

Lack of pastoral leadership for the past eight years has made it difficult to move forward. We are proud that we have managed to keep the congregation open, to have worship each week in person/virtual, to nurture Christian faith, to reach out to the community, and to offer pastoral care when needed. We made a major investment in zoom equipment for the future. However, we are ready to move forward to our future in ministry and believe that to do that requires consistent pastoral leadership. So, there is much energy around calling a new pastor. Our congregation survived quite well during the pandemic because we purchased items that allowed us to continue to worship together via Zoom. Even members without computer access could worship with us by telephone.

A core of members have taken responsibility to see the church remains open and vital to our members. One member chairs the Worship and Education Committees. The Worship Committee Chair makes sure everything is done to make our worship experience meaningful. The Education Chair plans lessons for the few children in the congregation as well oversees the adult Bible studies. The same person also serves as Clerk of the Council and along with input of the members, develops the agenda for council meetings. Another individual serves as both Personnel and Finance Chair. The Finance Chair develops a budget with the Finance Committee and as Personnel Chair sets up yearly employee performance reviews. We have an effective Property Chair along with a few volunteers who see that the building is maintained. This year, Council members gave stewardship talks over several Sundays to encourage generous and faithful giving. The President of the Council oversees the meetings, keeps track of opportunities and follows up when direction is needed. Additionally, a Council member serves as our musician/song leader, and another Council member, who is working on Candidacy Status in the Presbyterian Church (USA), preaches and presides generally at least once a month. Many members wear multiple hats and take on responsibility for projects needing attention.

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?

As a combined Presbyterian and Lutheran congregation, we are privileged to be in relationship with two major church bodies. We will continue to draw on resources from both, and to participate in the ministry of both. Financial support is given to both church bodies equally, which is currently \$2,000 annually, for a total of \$4,000. We work with both Lutheran and Presbyterian biblical studies and doctrines.



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 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 checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We rely on group decision-making.
We have learned how to use conflict constructively.	<input type="checkbox"/>	<input 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 type="checkbox"/>	<input checked="" 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 type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We train people to minister inside our walls.
We focus on ideas and beliefs.	<input checked="" type="checkbox"/>	<input 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 type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We are less obvious about our Lutheran heritage.
We participate in synod and ELCA activities.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We are not very active in the synod and ELCA.
We focus on Biblical studies and doctrine.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We focus on contemporary issues and topics.



Purpose, Giftedness and Mission

Purpose

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

In spring 2019, the Congregation Council developed the following Mission Statement. The statement is:

Good Shepherd Trinity Church is:
United in Christ
Inviting and Serving the Community
Meeting Challenges Through Ministry

We are here to be a caring, worshiping community. We are committed to being a multiracial/multicultural and welcoming congregation. We would like to stay in the Sherman Park neighborhood - to be the presence of Christ in this place - even though few members live close to the church building. We have authorized our realtors to put up an "Available" sign. We are open to the range of possibilities this might bring and still hopeful we might be able to share the building with another ministry or non-profit organization. As soon as we have clarity on the building related outcome, we will begin the conversations for transition, hopefully with pastoral leadership.

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?

We are a spirit filled, diverse and committed congregation, showing love of God by loving each other.

We are open to being who and where God is calling us to be.

We handle our finances effectively.

Obstacles: We are aging and want to work with a pastor to build some new connections and partnerships to grow as community.

We are a small, aging congregation.

It would be good if we got to know our neighbors better.

We have made our facility available for sale. It's challenging to work/plan for the future right now.

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 mission priorities would be:

Be an unmistakable presence of Christ wherever we are.

Get site stability either sharing with another ministry or non-profit in the current building or transitioned out of the building, at least worshipping somewhere we can stay for a while.

Once we get site stability, we will need to spend time just worshipping and being together in a new context. This will be a time of discernment.

After hopefully getting re-energized, we can prayerfully begin exploring other options like sharing new space, renting space, partnerships, new ministry opportunities, etc.

References

Synod Bishop

Paul Erickson **Greater Milwaukee Synod** **paul.erickson@gmselca.org**

NAME	SYNOD	E-MAIL
(414) 671-1212		

DAY PHONE	EVENING PHONE	CELL	FAX
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Inside Congregation or organization

Vi Hawkins **vihawki@aol.com**

NAME	ORGANIZATION AND TITLE	E-MAIL
		(414) 442-2266

DAY PHONE	EVENING PHONE	CELL	FAX
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Outside Congregation or organization

Bob Connolly **Common Ground Founder** **bconnolly@jamescompany.com**

NAME	ORGANIZATION AND TITLE	E-MAIL
(414) 491-5910		

DAY PHONE	EVENING PHONE	CELL	FAX
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An ELCA rostered minister

Chuck Turbin **prchuckturbin@aol.com**

NAME	ORGANIZATION AND TITLE	E-MAIL
(262) 377-9235		

DAY PHONE	EVENING PHONE	CELL	FAX
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Anyone else who knows your setting well

Pr. Volina Cross-Dukes (Presbyterian pastor) **Retired** **vdorothy@gmail.com**

NAME	SYNOD	E-MAIL
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(662) 289-4717

(414) 339-6015

DAY PHONE

EVENING PHONE

CELL

FAX

PART III: LEADERSHIP NEEDS

The Leader we Seek

Roster Type:

- Minister of Word and Sacrament
 Minister of Word and Service
 In Candidacy/First Call

Solo Pastor

POSITION TYPE:

Master's Degree (seminary or graduate school)

MINIMUM DEGREE REQUIRED:

Part 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 checked="" 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 checked="" 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 type="checkbox"/> Social Ministry | <input 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 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.	
Yes	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.	Yes
	Build a sense of community among the people with whom he/she works.	
	Help others develop their leadership abilities and skills for ministry.	Yes
Yes	Be an effective administrator.	
	Be an effective communicator.	Yes
	Be an effective teacher.	
	Encourage support of the Church's wider mission.	
	Work regularly in the development of stewardship growth.	
	Be active in ecumenical relationships.	
	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 ELCA.	
	Understand and interpret the mission of the Church from a global perspective.	
	Deal effectively with conflict.	
	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 minister to give special attention to during the first year of his or her ministry at this congregation or organization:

A. Connect with and strengthen the "Body".

We hope our new pastor will connect with and build relationships with each member and regular attendees of the congregation, including our children and youth. We believe we are called to be Christ's presence in this place. However, given that we have not had a called pastor for several years, we would like the initial focus to be on the 'health' of the Body of Christ that is Good Shepherd Trinity. Health means spiritual growth of congregation members as well as addition of new members.



B. Learn the logistics of the congregation so that s/he/they has a good understanding of and connection to the administrative tasks and processes. This does not mean the pastor becomes responsible for all of it, but we do want the pastor to have a good understanding of all the pieces, and how they connect, and thus be able to be a resource to people, as well as encourage and supervise them in their tasks.

C.

Depending on where we end up physically, we look forward to the new pastor working with us to be of service to our community, especially the youth in some way.
Wherever we are, we would like to engage with the surrounding community and be a resource for the people there. We are open to trying new things to the best of our ability and/or partnering with others to be a part of ministry that contributes to the greater good.

D. Work towards creative, artistic, multicultural, energetic worship experiences.

E. We look forward to working together with our new pastor. At this point, we hope someone can start off with at least 25 hours a week. Priorities include:

Assisting with the transition of selling/sharing the building or searching for new space and new identity formation as a congregation

Worship prep, Sunday service and gathering

Administrative oversight of 1 part time office manager, part time book keeper

Monthly meetings/work with the Council and ELCA and Presbytery responsibilities

Time for personal visits with members and community visits, especially in the beginning to assess the people and possibilities

Time in the office/on site, especially during the 2nd- 4th Tuesdays during the food pantry outreach with Sherman Park Community Ministries, Inc.

We are committed to creating good systems of communication and feedback and a healthy working relationship with our new pastor.

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. This is a shared ministry. We will pray with and for the pastor, and be supportive of her/his/their needs for ministry. This includes spiritual, emotional and practical needs, as well as the technical needs (e.g., computer, etc.).
- B. Many members of Good Shepherd Trinity have taken on responsibilities during the pastoral vacancy. We do not assume our new pastor will automatically take on all responsibilities others have been handling, but will enter a process of discernment and discussion about what needs to be done and who carries the responsibilities.
- C. We will work collaboratively with the pastor to discern Christ's vision for the future of Good Shepherd Trinity.
- D. We will be open to God's ongoing creativity as we move together into the future.
- E. We wish to support the pastor in her/his/their spiritual growth and development. Because we are a congregation with ties to both the Presbytery of Milwaukee and the Greater Milwaukee Synod, we will support our pastor's participation in activities of both judicatories.

Compensation

No No



PARSONAGE

SOCIAL SECURITY TAX OFFSET

\$35,000 - \$40,000

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

Yes

FIRST CALL THEOLOGICAL EDUCATION

CONTINUING EDUCATION

Comments:

Please offer any comment or explanation regarding the compensation package, especially as it compares to synodical recommendations or guidelines.

The total compensation available is \$60,000 for the purpose of the Ministry call. The specific expectations for days/hours will be worked out in negotiation with the Call Committee.

In addition to the compensation, we will reimburse work related mileage at current IRS rates.

We will allow two weeks of continuing education leave. Funding for continuing education is part of the compensation package.

We will cover attendance at required Presbyterian and Lutheran judicatory meetings and clergy events.

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	No
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.

It is not often that congregations of different denominations come together as one! In 2010, Good Shepherd Lutheran and Trinity Presbyterian churches started conversations on the possibilities of sharing joint ministries in the Sherman Park Community. They shared Sunday school and worship, and on October 4, 2015, they officially merged - becoming a Presbyterian and Lutheran congregation. Each congregation had a long, rich history of ministry, worship and presence in the Sherman Park neighborhood. In their histories, each was already a combined congregation. Trinity Presbyterian, with roots reaching back to 1891, once was the largest Presbyterian congregation in Wisconsin. Good Shepherd Lutheran, with roots back to 1925, was a vibrant, diverse congregation.

Coming together involved working with Presbyterian and Lutheran judicatories, developing a new constitution, and creating liturgy inclusive of practices from both traditions. It also involved deciding which facility would house the congregation and which would be sold. After long discussion, the decision was made to move into the Trinity building. The Good Shepherd building was sold in 2018.

The past few years have been challenging. An interim was appointed in 2019 and a transition study process was begun. Members of the transition team had difficulty discerning a direction and mission for the congregation. At the end of the process, the transition team recommended a vote on Holy Closure of the congregation. The first vote passed but was challenged because of questions around who was present and whether there was a quorum, resulting in another vote, which failed by 1 vote. Some members left. Others were determined to stay and look to the future of Good Shepherd Trinity. This determination is deeply rooted in our call to be Christ's presence in Sherman Park.

For the past few years, finances have been challenging. It has been difficult to move forward in mission and in a call process. The sale of the Good Shepherd building allows us the funds to call a part-time pastor. The congregation voted this summer to sell the Trinity building. This will be a major piece of the work with our new pastor. The possibilities are open as we discern where God is calling us to go and how we will live out that call in new ways.

Although we have done well at continuing to have worship, Sunday school, adult Bible studies, and in serving the community through our food bank, without a pastor it has been difficult to move forward. We feel like we have been treading water for a while, and are excited to call a pastor to help us move ahead.

We previously had a first time minister from the ELCA, who was with us just prior to the pandemic. She resigned due to the pandemic and the lack of childcare because of the pandemic. As a congregation we learned the importance of on-going communication and understanding generational differences around needs. We also learned that we need a concise written policy for the roles and responsibilities of a called minister along with staff and the church council. We will need to come to a clear agreement of our priorities with a part time minister and determine together how the role of the church council can help to keep ministry going well. We will all need to work together so there is clear oral and written communication between the minister, staff, and church council.

We are open to a Presbyterian, Lutheran, or UCC minister/pastor who is intrigued and excited by this creative combination congregation located in the inner-city of Milwaukee. The position is part-time. We understand that there is no single model for part-time ministry. It is possible that we could share a pastor with another Lutheran or Presbyterian congregation. The Sherman Park neighborhood has several congregations that are looking for creative ways to move into the future in ministry, and we might be part of that.

Good Shepherd Trinity has committed funds for at least three years of pastoral ministry. During that time, we hope we will grow, and gain clarity on God's future for the congregation. We are interested in considering a term call of three years, with the option of extending it. If/When we sell our building, that will change the funds we would have available for ministry.

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).

Synod and Presbytery staff, in consultation, chose to use the Lutheran Ministry Site Profile (MSP) as the beginning point for calling a new pastor. The synod recommended Rev. Marilyn Miller to work with the Council and congregation to complete the MSP. Rev. Miller and a small Ministry Site Profile Team (MSPT) worked from January - March 2022 on the profile, and Pr. Miller recently updated the profile from 2023 - 2024. .

The process included:

- review of the information gathered in the 2019 Ministry Site Profile.
- two conversations with congregational members on March 27, 2022 after sharing the revised document and on July 20,2022. Lutheran and Presbyterian officials attended and advised at the July meeting.
- The MSPT and Rev. Miller have worked diligently to faithfully describe the congregation, its strengths and challenges, and the pastoral gifts that we believe will help us discern and move into God's future.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's **5/20/2024** 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.

Afi Dobbins - Mays

NAME

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Asst. to the Bishop, GMS

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Reference's Recommendation

Marilyn Miller

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