

Dear Brothers and Sisters in Christ,

My goal is to help you get the best pastor available as soon as possible. Would you please help in this task? Your council and call committee will be filling out a "Ministry Site Profile" which the synod Mobility Team will give to prospective pastor candidates for your congregation. Please help them by answering the following questions. Thank you.

*For Christ's Sake,
Bishop Bruce Burnside
South-Central Synod of Wisconsin, ELCA*

1. Pastor-candidates like to learn about the history of congregations at which they will be interviewing. List three important events or developments from the history of your congregation. Please indicate dates when possible.

2. Conflict is inevitable in any organization, including the church. Often it can lead to renewed growth and vigor if it is handled well. Please describe the most significant conflict in your congregation in the last 20 years, and what the congregation has learned from that conflict.

3. To help your congregational leaders and your next pastor plan for future outreach, what trends in the community should be addressed by the congregation in the next five years? (For example: impact of population shifts, domestic violence, day care, youth services or recreation, homelessness, new construction, inflated housing prices, or decline of housing stock.):

4. Where is God leading your congregation in the future? During the next 1-3 years, what are the top three mission priorities for the congregation which, if accomplished, hold the most promise for the development of your ministry? (For example: outreach to increase membership; service to community; building program; adding staff or pastors; restructuring of committees or boards; stewardship or evangelism programs.)

5. Imagine that you are describing your congregation to a visitor, or to your next pastor. Who are you as a congregation? What things are important to you? What are you and the other people in the congregation excited about?

6. Ministry Site Characteristics

As you think of St. John and the way it tends to live out its corporate life and pursue its mission, what tends to characterize your life together? Pick only one in the comparisons below or you may leave it blank if you feel it does not apply to St. John.

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="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	We tend to be informal and spontaneous.
We have clearly defined goals and plans for our future.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	We have no stated goals or plans.
We are racially and economically diverse.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	We are demographically homogeneous.
OUR LEADERSHIP STYLE					
	A LOT LIKE US	A LITTLE LIKE US	A LITTLE LIKE US	A LOT LIKE US	
We welcome ideas that are provoking and challenging.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	We prefer ideas that are tried and true.
We rely on our leaders for direction.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	We rely on group decision-making.
We have learned how to use conflict constructively.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	We tend to perceive conflict as something destructive
OUR PROGRAMMING					
	A LOT LIKE US	A LITTLE LIKE US	A LITTLE LIKE US	A LOT LIKE US	
Our facilities are often used by community groups.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Our facilities are only used for our activities.
We train people to minister outside our walls.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	We train people to minister inside our walls.
We focus on ideas and beliefs.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	We focus on skills and action.
OUR THEOLOGICAL PERSPECTIVE					
	A LOT LIKE US	A LITTLE LIKE US	A LITTLE LIKE US	A LOT LIKE US	
We are obviously Lutheran in identity and practice.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	We are less obvious about our Lutheran heritage.
We participate in synod and ELCA activities.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	We are not very active in the synod and ELCA.
We focus on Biblical studies and doctrine.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	We focus on contemporary issues and topics.

7. Other notes to the Call Committee that may be helpful.

Please return to the box in the narthex or church office as soon as possible! Thank you!