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| **CONGREGATIONAL PROFILE** |  |

Enter information directly into this document.

**SAVE the document on your computer with your congregation’s name,
city and date completed as part of the file name.**

**EMAIL COMPLETED PROFILE to** **dwendel@thenalc.org**.

**Keep a copy for your records.**

**Congregation Name and Location**

Name St. Mark’s Evangelical Lutheran Church

Mailing address 324 S. Sanborn Avenue

City Jefferson State/Province Wisconsin Zip/Postal Code 53549

Telephone 920-674-2370 Fax n/a

Email address st.marks.jefferson@sbcglobal.net

Congregation website stmarksjefferson.org

Seeking [x]  Full-time pastor [ ]  Part-time pastor [ ]  Either full-time or part-time

**Congregational President or Vice President**

Name Debra Franklin Title Council Vice President

Mailing address 324 S. Sanborn Avenue

City Jefferson State/Province WI Zip/Postal Code 53549

Home phone Cell phone 920-723-7800

Email address st.marks.jefferson@sbcglobal.net

**Call Committee Chair**

Name Teresa Brawders

Mailing address 324 S. Sanborn Avenue

City Jefferson State Wisconsin Zip Code 53549

Email brawders@sbcglobal.net

**Congregational Demographics**

Number of **paid** staff (full- or part-time): Clergy 1 Lay professionals 1 Secretarial 1

1 Music Director 1 Christian Education Director 1 Preschool Director & 3 teachers 1 Janitor

Average worship attendance 121 Average Sunday school attendance 20

**Indicate the type of community in which your congregation is located (is it small town, small city, suburban, large city, farming, industrial, etc.).**

St. Mark’s is located in a small, friendly town that has rural roots and approximately 8,000 residents. We are also within easy driving distance of both Madison (state capitol) and Milwaukee with many cultural, sports, and event opportunities. There are many options for personal and professional growth. The schools in our community are excellent and have very high rankings in many areas.

**Describe the congregation’s ethnic composition and age distribution.**

Our congregation crosses all age groups with an active senior population. We are looking to increase the youth and young families’ connections with services and activities.

Our ethnic diversity is growing, but our ethnic composition is currently predominately Caucasian. Our community has a strong influence from the German heritage of many of the residents. There is an increasing Latino population in our area. Our purpose is to be a church without walls and to be open to all.

**Does the congregation have a clear vision for mission — a clear and shared understanding of where God is leading you? If so, state it as succinctly as possible.**

Our vision is to be a vibrant church family of Christians, committed to growing the love of Christ by welcoming and inspiring ALL people, through worship, fellowship, service and outreach.

**What are the primary goals of your congregation?**

- Grow the youth programs, activities and connections

- Grow our outreach, get closer to being a church without walls

- Serving those in need within our congregation

- Transparency

**Describe your congregation’s worship practice (liturgy, hymns, vestments, music, hymnals, and frequency of Holy Communion).**

* We have two services per week: Saturday 5:00pm & Sunday 9:30am
* Liturgy is a flexible combination of traditional and contemporary components
* Holy Communion is currently offered at all services (until recent months Communion was offered every Saturday and the first Sunday of each month)
* Music includes: adult choir, special small groups, instrumental and vocal solos, favorite hymn sing services, Praise band, kids sing, music videos
* Vestments: Some are open to more casual approach which our most recent pastor did most of the time. Others prefer a traditional, formal vestment for the liturgy
* We have both the Ev. Lutheran Worship 2006 and The Hymnal for Worship & Celebration available. We also have the service printed in the bulletin and available on two large television screens.
* We have done several dramas as part of our liturgy and celebration with our previous pastor and there was a lot of interest and enthusiasm for new ways to celebrate our faith.

**Describe your congregation’s Christian education ministry.**

We currently have Bible Studies for adults one time per week, but are working on adding a second study. We have Sunday School (led by a Christian Education Director) that is offered September through May. We have a week-long Vacation Bible School for students who are three years old through fifth grade with many youth helpers to work with the adults leading. We have confirmation classes for sixth, seventh and eighth grade students. Special First Communion classes are given for students in Fifth grade.

**Describe the congregation’s current activities for mission and outreach.**

We have a significant number of mission and outreach activities. Each event or activity is led by a person or team of people from the congregation. Our mission and outreach activities include: youth mission trips, Quake Zone weekends for youth, weekly free community meal, preschool and 4K school program, Boy and Girl Scouts, Food Pantry collections, a number of dinners and luncheons for fellowship or fundraising, women’s circle, quilt making, dart ball, grief share program, and Care Team ministry to reach shut-ins or those in need.

**The NALC is committed to moving away from an institutional understanding of the Church, to the biblical commission to be a community of followers of Jesus who focus on being disciples and making disciples. Which best describes your congregation’s understanding of this movement? [Type an X by the appropriate response]**

**\*See our response below**

 Totally unaware

 Have heard about it

 Have been involved personally

 Some in the congregation are involved, some aren’t

 Congregation understands, is on-board and involved

\* St. Mark’s invites everyone into the church. We continue to work toward being a church without walls and seek more ways to let people see into St. Mark’s and to connect to the community.

* Enabling others to see inside we have: Mother/Daughter and Father/Son banquets, pancake breakfast, spaghetti dinner, Strawberry Luncheon, Manna Monday, church picnic, preschool and 4K program.
* Connecting to the community by: food drives, Ready Kids for school program, Project Manana, women’s quilt ministry, worship at Alden Estates and Sylvan Crossing care facilities, Christmas Neighbors, Hope Fest, Compassion International, youth mission trips, and weekend Quake Zones.

**List the *Top Five Things* your congregations hopes for in its next Pastor**

1. Bible based teaching/educational sermons with a lasting message
2. Flexible and open minded
3. Love of youth; creating inviting events/activities to bring youth in and keep them involved
4. PACE-personable, accountable, compassionate, and engaging
5. Supports and encourages active community outreach

**What were the three most significant events in your congregation’s history? Provide the years in which these events happened and why they are important to your congregation.**

* Change of synod from ELCA to NALC in 2012

This was a significant change and created a lot of tension, division and as a result many people left our congregation.

* Departure of long term Pastor in 2014

After he led us for about 25 years, the pastor was forced to resign because of his unethical behavior. However, the reason for his sudden leaving was not revealed to the congregation and created division and confusion.

* Valued Pastor moving out of state October 2018

Our Pastor was loved and appreciated by the great majority of our congregation and helped heal much of the division that we had experienced. However, his unexpected leaving was deeply troubling to those who found hope through his passion, faith and genuine concern for everyone.

**Has your congregation participated in the Congregational Workshop Preparatory to the Call Process? [Type an X by the appropriate response]**

 **Yes X No**

**What were the three most significant results of the workshop? Not applicable**

**Describe the nature and extent of any significant current or recent conflict in the congregation. Is this conflict resolved, or ongoing? If resolved, how was it resolved?**

Like any church, we have some conflicts that are dividing our church and the direction we would like to continue—a church without walls. The issues have been addressed, and the church is continuing to work toward resolutions. With a more mature congregation, change is a slower process.

**How does your congregation handle conflict/tension? Which of the following do you think best describes your congregation? [Type an X by the appropriate response]**

 X As a church, we respect and listen to each other and work things through without generating divisiveness.

 As a church, we try to respect and listen to each other, but it is not uncommon for differences of opinion to be a problem and for some people to choose sides. Some have left our church because of conflict.

 Conflict hurts our sense of unity, but we tend not to talk about it.

 Painful experience with conflict has been present, but it has been worked through, and we have learned from the experience.

 X We have had some painful experiences with conflict, and they linger in the background.

 X Open conflict is present, and we need a minister who can help us deal with it—someone with a strong inner constitution

 Other (describe)…...

**What was the nature of the relationship between your last pastor and the congregation? Positive? Struggling? Cooperative? Tense?**

The majority of the congregation felt it was a very positive experience. The pastor was able to bring in a new breath to our church—moving it to a church without walls. He had a strong love for youth, engaging and education sermons and bible studies, and consistently inspired ways for St. Mark’s to connect to the community.

**How did your council/congregational leaders work together with your last pastor? [Type an X by the appropriate response]**

 Leadership is shared, with shared decision-making

 Pastor makes important decisions

 X Council makes decisions with pastoral input

 Council makes decisions without pastoral input

**Is your pastor a member of council with: [Type an X by the appropriate response(s)]**

 Voice X Vote

**Congregational finances**

Total budget for last fiscal year: $ 264,875

Benevolence to the North American Lutheran Church: $ 3,000

Other benevolence: $ 928

Total debt of the congregation: $ 0

Total savings, reserves, and endowments: $ 370,000

**Compensation of Last Pastor**

Salary: $ 33,185 Parsonage/housing allowance: $ 33,185

Social security offset: $ 11,918 Pension: $ 10,000

Health Insurance: $ 24,808 Vacation: 6 weeks

Continuing education (time/funding):

Travel reimbursement: $3,570

Other:

**When the Congregational Vacancy List is updated, a short paragraph (3-4 sentences) is included announcing each congregation’s ministry. If you wish, your call committee may compose that summary, realizing it may be edited/formatted as needed.**

We search for an inspirational shepherd to lead our congregation, providing ways to nurture and grow our congregation at all ages, with a strong emphasis on youth. We search for a PACE—personable, approachable, compassionate, and engaging—minister to continue our commitment to being a church without walls.

**Provide any other information about your congregation that may be helpful in the call process.**

 We are a caring, hard-working congregation that wants to continue to grow and move forward as a church without walls that is open to all and has a strong focus on reaching out to youth. The ministry of St. Mark’s is to care for our congregation, care for our community and beyond. We currently have several programs in place that reflect this attitude, including a community meal program, youth mission trips, and a group of dedicated individuals who make hundreds of quilts and then give them to Native American reservations, homeless shelters and other places. We are also committed to fostering our youth and young adults, for they are the future of the church. Our church is comprised of many committed individuals giving generously of their time and talents. We have been wrestling with keeping older traditions versus a more modern approach to services, music and church practices. We continue to work hard to please older members while still working to appeal to the younger members who are more inclined to change.’

Provide any other information about your congregation that may be helpful in the call process.

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Completed by: Call Committee Members Date: 3/3/2019