

MINISTRY SITE PROFILE  
Peace Lutheran Church

Oshkosh, WI

Completed: 03/18/2022



**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](http://www.ELCA.org/call)).*

**Summary Description**

Peace Lutheran Church is looking for a pastor who is energetic, a relationship builder, and a spiritual leader. We want someone who can help us fulfill our daily mission to be disciples and share Christ. We are a church that strives to engage its members, support our local community, and reach out to people in need. We have a solid foundation of active members and established programs. Our 150+ year history has proven that we can overcome any obstacle if we work together to make Peace a welcoming and engaging place for all.

**PART I: WHO WE ARE**

**Name and Location**

**CONGREGATION**

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

**Oshkosh, WI, 54902**

CITY, STATE , ZIP

**East-Central Synod of Wisconsin (5I)**

SYNOD

**Medium city (50,000 - 249,999)**

SIZE OF COMMUNITY

**Peace Lutheran Church**

NAME

**US**

COUNTRY

**Congregation - Organized**

TYPE OF MINISTRY SITE

**14508**

CONG ID

**1861**

YEAR ORGANIZED

**Contact Information**

**Ministry Site (preferred contact information)**

**240 W 9th Avenue**

ADDRESS LINE 1

**office@peaceoshkosh.org**

E-MAIL

ADDRESS LINE 2

**https://www.peaceos  
hkosh.com/**

WEB SITE

**Oshkosh, WI, 54902**

CITY, STATE, ZIP

**(920) 231-4730**

PHONE

**US**

COUNTRY

FAX

**Chairperson of Congregation or Head of the Organization**

**Dirk Kagerbauer**

NAME

**4450 S US Highway 45**

ADDRESS LINE 1

**(920) 988-2476**

ADDRESS LINE 2

**(920) 988-2476**

**Oshkosh, WI, 54902**

CITY, STATE, ZIP

**(920) 988-2470**

**US**

COUNTRY



DAY PHONE	EVENING PHONE	CELL PHONE	FAX
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**ddkagerbauer@gmail.com**

E-MAIL

**Chairperson of Call or Search Committee**

**Kim Dawson**

NAME

<b>401 Linden Dr</b>	<b>Apt H</b>	<b>Lomira, WI, 53048</b>	<b>US</b>
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ADDRESS LINE 1	ADDRESS LINE 2	CITY, STATE, ZIP	COUNTRY
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<b>(920) 289-0665</b>	<b>(920) 289-0665</b>	<b>(920) 289-0665</b>	
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DAY PHONE	EVENING PHONE	CELL PHONE	FAX
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**kimdawson90@gmail.com**

E-MAIL

**Demographics**

**Language Spoken**

<b>In the congregation/ organization</b>	<b>English</b>	<b>0</b>	<b>0</b>
	PRIMARY LANGUAGE	SECOND LANGUAGE	THIRD LANGUAGE
<b>In the surrounding community</b>	<b>English</b>	<b>Spanish</b>	<b>Hmong</b>
	PRIMARY LANGUAGE	SECOND LANGUAGE	THIRD LANGUAGE

**Race/Ethnicity (In the Congregation)**

**Caucasian (95%)**

LARGEST	SECOND	THIRD	FOURTH
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COMMENTS OR EXPLANATION

**Race/Ethnicity (Surrounding Community)**

<b>Caucasian (85%)</b>	<b>African American/Black (5% or less)</b>	<b>Latino/Hispanic (5% or less)</b>	<b>Asian/Pacific Islander (5% or less)</b>
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LARGEST	SECOND	THIRD	FOURTH
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COMMENTS OR EXPLANATION

**Gender comparison**

**Age distribution**

<b>42%</b>	<b>58%</b>	<b>20%</b>	<b>10%</b>	<b>10%</b>	<b>20%</b>	<b>40%</b>
MALE	FEMALE	19 YEARS OR YOUNGER	20 - 34	35 - 49	50 - 65	OVER 65

**Number of Paid Staff**

<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>2</b>
Ministers of Word and Sacrament (PASTORS)	Ministers of Word and Service (DEACONS)	OTHER LAY PROFESSIONALS	SECRETARIAL SUPPORT	CUSTODIAL SUPPORT	OTHER



**Congregational Information**

<b>51 - 150</b>	<b>0 - 25</b>	<b>Single site</b>	
AVE WEEKLY WORSHIP ATTENDANCE	AVE ATTENDANCE IN CHRISTIAN EDUCATION	PARISH TYPE	
<b>Distance members live from church facilities:</b>			
<b>5%</b>	<b>10%</b>	<b>15%</b>	<b>70%</b>
<b>1/2 MILE OR LESS</b>	<b>1/2 - 1 MILE</b>	<b>1 - 3 MILES</b>	<b>MORE THAN 3 MILES</b>
<b>Community Type</b>			
<input type="checkbox"/> Suburban	<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 checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Resort	<input type="checkbox"/> Retirement	

**Budget of the Congregation/ Organization**

**2021**

**\$369,379**

TOTAL BUDGET FOR THE LAST FISCAL YEAR

**\$27,311**

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

LAST FISCAL YEAR

**\$50,586**

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

**\$82,500**

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.

**Peace is located in the city of Oshkosh, an industrial community on Lake Winnebago and the mighty Fox River. Both the city and Peace share a rich history. Oshkosh became a city in 1853, with Peace being established shortly afterwards in 1861. We are in the church's original location in a well established neighborhood of the city.**

**Although mostly residential, Peace is nestled between two redevelopment districts and is adjacent to the Oregon Street business district. We are two blocks away from Jefferson Elementary School. Our building is home to three early learning programs: our own Peace Christian Preschool, a University of Wisconsin-Oshkosh Head Start program, and an Oshkosh Area School District Early Childhood Intentional Integration program. The Boys and Girls Club hosts summer programs in our building and the Teachers' Closet operates out of the building.**

**Oshkosh is home to institutions of higher education including the University of Wisconsin - Oshkosh and Fox Valley Technical College. The city is the global headquarters of both EAA and a fortune 500 company, Oshkosh Corporation. Other top employers are Amcor, Oshkosh Area School District, 4imprint, Aurora Medical Group, and Ascension Medical Center.**

**Trends:**

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

**Peace, like all churches, has faced the struggles of COVID-19. This has led us to investing and improving our technology capabilities. We are live streaming on Facebook with an improved sound system and cameras. We also**



have updated our WiFi access. On a similar note, we have extended our outreach to homebound members. Additional efforts have been made to connect with those who are still reluctant to gather in person at church. We hope to see more returning members and visitors when they feel safe to gather.

We are proud of our financial trends both prior to and throughout these past two years of COVID-19. We have a balanced budget. Our treasurer has recently implemented a new payroll system and has put other things in place to be more efficient with our funds. These ongoing efforts are helping us fulfill our mission of discipleship and service.

#### 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.

Clearly, COVID-19 has been the largest challenge to our community in recent years. Oshkosh community leaders have worked hard to keep businesses and schools open.

Oshkosh does face food and housing insecurities, with 13% of our population living in poverty. Peace is part of a network supporting efforts to assist those in need.

Like communities across the country, and especially during COVID-19, our city has seen trends related to the political climate and polarization. As called disciples, Peace continues to work towards unity and loving thy neighbor.

#### Programs:

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

Confirmation & Pray Partners  
Sunday School  
VBS  
Christian Preschool  
Worship Committee  
Praise Band  
Homebound Ministry (w/ visitation and communion)  
Care of Congregation  
Meals that Heal  
Sunday Morning Hospitality  
Lenten Soup Suppers  
Chili Cook Off  
All Member Birthday Party  
Oktoberfest  
Campfire Worship  
Lunch Bunch  
Community Garden  
Little Free Pantry  
Lutheran Food Pantry  
Trunk-or-Treat  
Spud Feed  
Day By Day Warming Shelter Volunteering  
City Wide South Park Dance  
Annual Rummage Sale

COVID-19 has put some of our programs on pause. Still, we have been creative and found new ways to accomplish our mission. One COVID-19 response example is how we expanded our Homebound Ministry. A small group was formed to make monthly phone connections with those members choosing to stay safe at home and we send out quarterly Sunshine Bags to brighten their day.

Our Curator of Children and Youth Ministry leads confirmation and our Prayer Partner program. Each child in confirmation is assigned an adult member of the congregation who prays for them and connects with them during events throughout the year. We also offer Sunday School, a week of VBS, and other youth events throughout the year. Peace recently created a monthly gathering for LGBTQ+ youth called "Brave Space".

We are a congregation with a passion for sharing food. On Sundays after worship, we host coffee hour for our members and visitors. We established and routinely stock a Little Free Food Pantry on our church grounds. We grow a community garden outside our doors for neighborhood access. Peace is one of seven church sponsors for the Lutheran Food Pantry. We regularly financially support the Day By Day Warming Shelter here in Oshkosh, and provide and serve a meal a few times a year. An additional outreach program for our congregants is Meals That Heal



which provides meals to families with needs, whether the need is caused by medical, emotional or financial needs. Lenten Soup Suppers and our annual Chili Cook Off are pre-COVID-19 events that will be resuming.

Community outreach is an area we proudly focus on. Annual events on our grounds include Trunk-or-Treat and a Spud Feed to celebrate the Little Free Pantry. In the summer, our parking lot hosts evening campfire services.

#### Goals:

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

**The main goal of Peace is to do God's work and spread God's word. This matches our mission statement: Called to Make Disciples. Sent to Share Christ. We strive for Peace to be a church where everyone is welcome and included.**

**Another goal is to grow our membership by appealing to all age groups—young and old. And we work to grow our mission teams to help support spiritual, personal, and community needs.**

**A COVID-19 related goal is to bring back all paused or partial programs to their full potential and purpose.**

#### Energy:

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

**Following a recent retirement, we have a change in our office staff. Our new office administrator, previously connected to our preschool, will be working closely with our new pastor. We are excited about the possibilities and energy a new pastor can bring to Peace.**

**Peace is blessed with a large facility, commercial kitchen, and full gymnasium. Our building usage, from outside organizations, has been growing. We are proud and excited to be a community gathering site and look forward to expanding on this.**

#### 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?

**Peace is proud to be part of the ELCA and we value our connection to the larger church. We give 10% benevolence to the synod and do fundraisers for ELCA World Relief programs. We participate in the Synod Assembly and Oshkosh Conference. We also send delegates to select ministry organizations. These include Crossways Camps, Lutheran Campus Ministry, Lutheran Homes of Oshkosh, and Carthage College. Peace sends members to the EPIC conference that takes place in Shawano and staff attends other conferences like Workers in Paradise and the Theological Conference. Our youth enjoy attending SYG and NYG when they occur.**

**In the spirit of ELCA's God's Work Our Hands, PLC is active in a number of community programs. One of these programs, Day By Day Warming Shelter, recently secured approval to build a permanent structure so that it can serve guests year round. We enjoy volunteering there and this is something we are excited to continue to do with a new pastor.**



**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 type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | We tend to be informal and spontaneous. |
| We have clearly defined goals and plans for our future. | <input checked="" type="checkbox"/> | <input 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 checked="" type="checkbox"/> | <input type="checkbox"/> | We are demographically homogeneous.     |

**OUR LEADERSHIP STYLE**

- |                                                      |                                     |                                     |                                     |                          |                                                        |
|------------------------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|--------------------------|--------------------------------------------------------|
| We welcome ideas that are provoking and challenging. | <input checked="" type="checkbox"/> | <input 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 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 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 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?

Our purpose matches our mission statement. Called to Make Disciples. Sent to Share Christ. Peace strives to be a welcoming place of acceptance, belonging, and faithful service. We know it is important to care for our congregation but also to be caring and supportive of those around us. Sharing our facilities, hosting or volunteering for special events, and raising money for charity are examples of how we connect with and support our neighbors and community. Peace also has a well established Mission Endowment Fund that allows us to annually provide financial support to numerous nonprofits and organizations that do God's work.

### **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?

Peace is blessed to have many gifts to fulfill our purpose. First, are the people that are part of our congregation. From hardworking staff to passionate volunteers, we are able to get work done because of their flexibility, talent, and ability to make it fun. Over the last few years we have worked hard to be in a good place financially. Contributing to this, we have generous members who donate funds, items, and time for specific projects. We are fortunate to have additional assets including our building, church cemetery, and a Mission Endowment Fund.

Additionally, we have a connection to the community. We have a Mission & Outreach team that sets up projects to help our neighbors. We are well known to our Mission Endowment Fund recipients and have a connection with all who enter our building for education, recreation, and meetings.

The obstacles we tend to face include the challenges of COVID-19, upkeep of our facilities, and attracting new families. We also have a challenge regarding musical talent. One lead musician moved out of state and our organist is currently in seminary.

### **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?

We want to provide a meaningful worship experience for everyone who joins us in church or connects with us in any way.

Peace looks to create and improve faith communities within our church via Bible studies, keeping youth involved, and encouraging more members to volunteer and engage in committees or projects.

## References

### **Synod Bishop**

Anne Edison-Albright

East-Central Synod of Wisconsin

bishopanne@ecsw.org

NAME

SYNOD

E-MAIL

(920) 734-5381

DAY PHONE

EVENING PHONE

CELL

FAX

### **Inside Congregation or organization**



**Heather Miller** Parish Administrator and active member **heather.miller@peaceoshkosh.org**

NAME ORGANIZATION AND TITLE E-MAIL  
**(920) 231-4730** **(920) 279-7277**

DAY PHONE EVENING PHONE CELL FAX

**Outside Congregation or organization**

**Amanda Hammond** Day By Day Warming Shelter - Operations Director **amanda@daybydayshelter.org**

NAME ORGANIZATION AND TITLE E-MAIL  
**(920) 203-4536** **(920) 203-4536**

DAY PHONE EVENING PHONE CELL FAX

**An ELCA rostered minister**

**Dara Clifford** Associate Pastor serving at Christ the King Lutheran Church **dclifford@christ-the-king.org**

NAME ORGANIZATION AND TITLE E-MAIL  
**(920) 427-4314**

DAY PHONE EVENING PHONE CELL FAX

**Anyone else who knows your setting well**

**Erin Tedesco** previous active member who recently moved **erin.duwell.YAGM@gmail.com**

NAME SYNOD E-MAIL  
**(920) 573-4632**

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:

**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 checked="" 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 checked="" 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 type="checkbox"/> Spiritual Formation / Direction          | <input type="checkbox"/> Stewardship                       |
| <input 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
<b>Yes</b>	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.	
	Build a sense of community among the people with whom he/she works.	<b>Yes</b>
	Help others develop their leadership abilities and skills for ministry.	
	Be an effective administrator.	
<b>Yes</b>	Be an effective communicator.	
	Be an effective teacher.	
	Encourage support of the Church's wider mission.	<b>Yes</b>
	Work regularly in the development of stewardship growth.	
	Be active in ecumenical relationships.	
<b>Yes</b>	Be effective in working with youth.	
	Organize people for community action.	
	Be skilled in planning and leading programs.	<b>Yes</b>



	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.	<b>Yes</b>
<b>Yes</b>	Be able to share leadership and work in a team.	
	Be creative and innovative about his or her tasks.	<b>Yes</b>
<b>Yes</b>	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 love our congregation.**
- B. **Help nurture the spiritual life of members (sermons, Bible studies, etc).**
- C. **Work closely with the Curator of Children and Youth Ministry to engage the youngest members of our congregation.**
- D. **Participate and work with members to further develop programs that support sick and grieving families.**
- E. **Continue your education & self care.**

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. **Provide support through our Mutual Ministry Team.**
- B. **Be flexible and open to new ideas.**
- C. **Be supportive of the pastor's interests – inside and outside of the church.**
- D. **Initiate informal dinners in members' homes for the pastor and their family.**
- E. **Assure assistance in the pastor's continued education and self care, and encourage meeting with a spiritual coach if interested.**

**Compensation**

No	Yes
PARSONAGE	SOCIAL SECURITY TAX OFFSET
\$55,000 - \$60,000	
MAXIMUM AMOUNT AVAILABLE FOR DEFINED COMPENSATION	

**Benefits**

<b>Yes</b>	<b>Yes</b>	<b>4 weeks</b>
PENSION	MEDICAL	VACATION WEEKS
<b>Yes</b>	<b>Yes</b>	
SABBATICAL POLICY	PARENTAL LEAVE POLICY	



**Yes**

ARE BACKGROUND CHECKS REQUIRED

**Professional Expenses**

**Yes**

AUTO / TRAVEL REIMBURSEMENT

**Yes**

PROFESSIONAL EXPENSES ACCOUNT

**Yes**

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.

The maximum defined compensation includes \$12,000 annually for housing.

We at Peace follow the synod guidelines closely and keep up with the same guidelines as time goes on.

**Other Supporting Resources**

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

Mission and Vision statement of the congregation or organization	<b>Yes</b>
Printed history of the congregation or organization	<b>Yes</b>
Strategic Plan: Goals and Objectives	<b>No</b>
Budget	<b>Yes</b>
Annual Report	<b>Yes</b>
Position description: Duties and Responsibilities	<b>Yes</b>
Communications Piece (publicity, newsletter, etc.)	<b>Yes</b>

**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.

**Peace Lutheran is a church community with a rich history. The people of Peace are friendly, passionate, and generous. Our facility is home to a Christian Preschool, a Head Start program, and summer programs for the Boys and Girls Club. Add to that our staff and member volunteers, Peace has an energetic atmosphere that is easy to notice. The congregation of Peace truly cares about its surrounding neighborhoods and community. Through our outreach programs and volunteer efforts, we strive to carry out the mission of discipleship and to share Christ through service. We continue to set goals and work towards improving our ministry efforts.**

**Peace be the journey!**

You can see many of our highlights in our church monthly newsletter which you can browse here:

<https://www.peaceoshkosh.com/newsletter.html>

Our annual report: [https://www.peaceoshkosh.com/uploads/1/6/7/1/16717902/2021\\_annual\\_report.pdf](https://www.peaceoshkosh.com/uploads/1/6/7/1/16717902/2021_annual_report.pdf)

**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).

**We put together a diverse group of members to form the Ministry Site Profile team covering a wide range of ages, gender, and areas of involvement. We reviewed our last MSP, talked with members of our congregation, and worked with our Leadership team to come up with answers to these questions. We reflected on who we are as a congregation and how we've changed and grown over the years.**

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's board: **3/15/2022**

**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.

**Asher O'Callaghan**

NAME

**(720) 206-7356**

OFFICE PHONE

**Associate to the Bishop**

TITLE

**asher.ocallaghan@ecsw.org**

E-MAIL

**Reference's Recommendation**

**Dara Clifford**

NAME

DAY PHONE

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