

## MINISTRY SITE PROFILE

# Good Shepherd Trinity

Milwaukee, WI

Completed: 08/23/2019



**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 an ordained or lay 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**

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

**GSTOffice@tds.net**

**goodshepherdtrinity  
.org**

PHONE

FAX

E-MAIL

WEB SITE

##### **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**



DAY PHONE

EVENING PHONE

CELL PHONE

FAX

**rrr0405@yahoo.com**

E-MAIL

**Chairperson of Call or Search Committee****Roxanne Rhinehart**

NAME

**6614 N 84th St**

ADDRESS LINE 2

**Milwaukee, WI, 53224****US**

ADDRESS LINE 1

CITY, STATE, ZIP

COUNTRY

EVENING PHONE

**(262) 744-3494**

DAY PHONE

CELL PHONE

FAX

**rrr0405@yahoo.com**

E-MAIL

**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%)**

LARGEST

SECOND

THIRD

FOURTH

**COMMENTS OR EXPLANATION**

Two retired clergy in the congregation are Hispanic. In the Presbyterian system, clergy are members of the Presbytery, not the congregation. They are included in this percentage to highlight the fact that there are several active worshippers who are Hispanic.

**Race/ Ethnicity (Surrounding Community)****African American/Black (80%)****Caucasian (10%)****Latino/Hispanic (5%)****Other (5%)**

LARGEST

SECOND

THIRD

FOURTH

**COMMENTS OR EXPLANATION**

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

**Gender comparison****Age distribution****32%****68%****5%****15%****10%****10%****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**

CLERGY

LAY ROSTERED

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:**

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

#### Community Type

<input type="checkbox"/> Bedroom community	<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

**\$158,769**

TOTAL BUDGET FOR THE LAST FISCAL YEAR

**\$5,000**

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

**2018**

LAST FISCAL YEAR

**\$0**

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

**\$512,316**

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.**

**Deindustrialization in the 1980's caused widespread unemployment. The foreclosure crisis in 2000 resulted in many vacant homes and boarded up businesses.**

**Average adjusted gross income (2012 tax returns) was \$31,919 (compared to \$57,939 for Wisconsin). Now the Sherman Park neighborhood is primarily African American and economically disadvantaged. 95% of school children are eligible for free/reduced price lunches. The median house/condo value in 2016 was \$100,447.**

**Milwaukee, as a whole, has the nation's highest black unemployment rate. Wisconsin has the highest percentage of incarcerated African Americans. Racism is real and alive.**

**However, there is increased energy in the Sherman Park neighborhood to make life better. Several new businesses are open.**

##### 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 5 - 6 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, and a number of supply pastors. Pastors in the congregation have 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 that 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.

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.**

-Three Tuesdays each month, the congregation hosts a food pantry, staffed by volunteers from the congregation and the community. 70 - 80 individuals and families are served each week.

-We have an active relationship with Townsend School, our neighbor. Members tutor students and we have special projects, such as providing school supplies.

Within the congregation, we have two adult Bible studies each week, children's classes, and several students are preparing for confirmation. There is an active senior group and there are two women's circles.

**We provide office space to several important community organizations, including the PTA of Milwaukee, Prison Action Milwaukee, and The Heritage Chorale.**

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

**Connecting with our community can be done (and is done to some extent now), by:**

- opening the facility to community groups that reflect Christ's unconditional love.
- participating in community groups that contribute to well-being and growth of our neighbors
- seeking opportunities to offer resources (especially physical space, at this point) to that end



**Energy:**

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

**The congregation is very eager and excited to have a pastor.**

**Lack of pastoral leadership for the past four 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, to nurture Christian faith, to reach out to the community, and to offer pastoral care when needed. 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 and excitement around calling a new pastor.**

**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.**



## 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 type="checkbox"/>	<input checked="" 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 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 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 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 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?

This spring, the Congregation Council developed the following Mission Statement. Although it may still require some work, it is guiding us at this point. The statement is:

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

We are here to be a caring, worshiping community. We are committed to being a multiracial/multicultural, welcoming congregation. We are committed to staying in the Sherman Park neighborhood - to being the presence of Christ in this place - even though few members live close to the church building.

### **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 have a large facility, suited for a variety of uses.

We are financially stable.

Obstacles:

We are a small, aging congregation.

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

The facility is large, making upkeep, building maintenance and utility costs challenging. There is no off-street parking.

### **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

Bridge the gap between our congregation and our community, including youth.  
Enhance existing congregational programs and community initiatives.  
Be the unmistakable presence of Christ in the neighborhood.  
Move toward full utilization of the property.  
Work toward creative, multicultural, energetic worship experiences.

## **References**

### **Synodical Bishop**



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

NAME **SYNOD** E-MAIL

**(414) 671-1212**

DAY PHONE EVENING PHONE CELL FAX

**Inside Congregation or organization**

**Vi Hawkins** **vihawki@aol.com**

NAME **ORGANIZATION AND TITLE** E-MAIL

DAY PHONE EVENING PHONE CELL FAX

**Outside Congregation or organization**

**Rose Scott** **Prison Action Milwaukee** **janedoe@google.com**

NAME **ORGANIZATION AND TITLE** E-MAIL

DAY PHONE EVENING PHONE CELL FAX

**Member of the ELCA Clergy roster**

**Alexis Twito** **alexitwito@gmail.com**

NAME **ORGANIZATION AND TITLE** E-MAIL

**(414) 736-7843**

DAY PHONE EVENING PHONE CELL FAX

**Anyone else who knows your setting well**

**Pr. Volina Cross-Dukes (Presbyterian pastor)** **vcrossdukes@ameritech.net**

NAME **SYNOD** E-MAIL

**(414) 228-1470**

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
<b>Yes</b> Help people develop their spiritual life.	
<b>Yes</b> Help people understand and act upon issues of social justice.	
<b>Yes</b> Provide care and nurture.	
<b>Yes</b> Be active in visitation of members and non-members.	
Be effective in working with children.	<b>Yes</b>
Build a sense of community among the people with whom he/she works.	
Help others develop their leadership abilities and skills for ministry.	<b>Yes</b>
<b>Yes</b> Be an effective administrator.	
Be an effective communicator.	<b>Yes</b>
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 Lutheran Church.	
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>
Be able to share leadership and work in a team.	
Be creative and innovative about his or her tasks.	<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 leader 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 attendee 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 he/she 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. Bridge the gap between our congregation and our community, including youth.**

**Learn about and engage with the surrounding community, and help the congregation do the same. We would like to be a resource for the people of the community. One way we think that can be done is by opening the facility for use by the community - especially when it is a use that contributes to the greater good.**

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

**E.**

Please list the five ways that this congregation / organization will support and encourage the rostered leader 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 his or her 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 directions 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 his or her 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
\$50,000 - \$55,000	

MAXIMUM AMOUNT AVAILABLE FOR DEFINED COMPENSATION

### Benefits

Yes	Yes	4 weeks
PENSION	MEDICAL	VACATION WEEKS
No	No	
SABBATICAL POLICY	PARENTAL LEAVE POLICY	

### Yes

ARE BACKGROUND CHECKS REQUIRED

### Professional Expenses

Yes	No
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 \$55,000. This is INCLUSIVE OF SALARY, MEDICAL AND PENSION BENEFITS.. 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

## **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. Our pastor left in 2015. An interim was appointed 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, however the second affirming vote failed. 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.**

**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 are open to a Presbyterian, Lutheran, or UCC minister/pastor who is intrigued and excited by this creative combo-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 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.**

## **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 Pastor Carol Jeunnette to work with the Council and congregation to complete the MSP. Pastor Jeunnette and a small Ministry Site Profile Team (MSPT) worked from May - August, 2019 on the profile.**

**The process included:**

- development of a draft Mission Statement by the council
- review of the information gathered in the extensive transition process followed in 2014.
- two congregational meetings to listen carefully to the congregation. The first focused on Mission - why are we here? The second focused on the kind of pastor the congregation needs.
- The MSPT and Pr. Jeunnette 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 **8/20/2019** 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.

<b>Jennifer Arnold</b>	<b>Ass't to the Bishop, GMS</b>
NAME	TITLE
<b>(414) 671-1212</b>	<b>jennifer@milwaukeesynod.org</b>
OFFICE PHONE	E-MAIL

**Reference's Recommendation**

<b>Carol Jeunnette</b>	<b>caroljeunnette@mac.com</b>
NAME	E-MAIL
DAY PHONE	EVENING PHONE
<b>(303) 909-3064</b>	
CELL	FAX