



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 (Associate in Ministry, Deaconess or Diaconal Minister) of the Evangelical Lutheran Church in America, or First Call candidates for rostered ministry. Congregations must complete the entire Ministry Site Profile. Church-related organizations may, with the concurrence of the synod bishop, complete only the required sections (1-4 and 8-19). Once complete, this form is submitted electronically to your synod bishop for review and posting to the "ministry opportunities" listing on the ELCA web Site.

Date Completed:

**PART I WHO WE ARE**

**1. Name and Location**

**MULTIPLE POINT PARISH**

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

**Strum, WI, 54770**

CITY, STATE, ZIP

**Northwest Synod of Wisconsin (5H)**

SYNOD

**Rural**

SIZE OF COMMUNITY

**Chimney Rock Lutheran**

NAME

CONG ID

**US**

COUNTRY

**Congregation - Multiple Point**

TYPE OF MINISTRY SITE

YEAR ORGANIZED

**2. Contact Information**

**N43255 Church Road**

ADDRESS LINE I

ADDRESS LINE II

**Strum, WI, 54770**

CITY, STATE, ZIP

**US**

COUNTRY

**zonker@trivest.net**

E-MAIL

**chimneyrockchurch.org 7159853487**

WEB SITE

PHONE

FAX

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

**Randy Olson**

NAME

**W23292 Olson Road**

ADDRESS LINE I

ADDRESS LINE II

**Independence, WI, 54747**

CITY, STATE, ZIP

**US**

COUNTRY

**7159853309**

DAY PHONE

EVENING PHONE

CELL PHONE

FAX

E-MAIL

**Chairperson of Call or Search Committee**

NAME

ADDRESS LINE I

ADDRESS LINE II

**, ,**  
CITY, STATE, ZIP

**US**

COUNTRY

DAY PHONE

EVENING PHONE

CELL PHONE

FAX



E-MAIL

**Language Spoken**

**In the congregation/ organization**

**English**

**Spanish**

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

**In the surrounding community**

**English**

**Spanish**

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

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

**Caucasian (95%)**

**Hispanic (5%)**

LARGEST

SECOND

THIRD

FOURTH

**Race/ Ethnicity (Surrounding Community)**

**Caucasian (90%)**

**Hispanic (10%)**

LARGEST

SECOND

THIRD

FOURTH

**Gender comparison**

**48%**

**52%**

MALE

FEMALE

**Age distribution**

**5%**

**20%**

**30%**

**30%**

**15%**

19 YEARS OR  
YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

**Number of Paid Staff**

**1**

**0**

**0**

**1**

**1**

**0**

CLERGY

LAY ROSTERED

OTHER LAY PROFESSIONALS

SECRETARIAL  
SUPPORT

CUSTODIAL  
SUPPORT

OTHER

**Congregational Information**

**1 - 50**

**0 - 25**

**Two-point  
parish**

AVE WEEKLY WORSHIP ATTENDANCE

AVE ATTENDANCE IN CHRISTIAN EDUCATION

PARISH TYPE

**Distance members live from church facilities:**

**5%**

**5%**

**30%**

**60%**

1/2 MILE OR LESS

1/2 - 1 MILE

1 - 3 MILES

MORE THAN 3 MILES

**Community Type**

Bedroom community

College or University

Farming

Inner City

Mining/logging

Ranching

Industrial

Resort

Retirement



**4. Budget of the Congregation/ Organization 2014**

	LAST FISCAL YEAR
<b>\$52,500</b>	<b>\$0</b>
TOTAL BUDGET FOR THE LAST FISCAL YEAR	TOTAL DEBT OF THE CONGREGATION/ ORGANIZATION AT THE END OF THE LAST FISCAL YEAR
<b>\$3,000</b>	<b>\$2,500</b>
MISSION SUPPORT TO THE ELCA/ SYNOD FOR THE LAST FISCAL YEAR	TOTAL SAVINGS, RESERVES, ENDOWMENT AT THE END OF THE LAST FISCAL YEAR

**5. 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.

This is a predominantly rural area with several small towns/villages within 20 miles of the physical church building. It is dominated by farming, both family dairy and crop farms, as well as several large corporation type dairy operations and chicken producers. Additionally there is considerable light manufacturing, including furniture, and significant food processing operations. A recent influence has been the influx of frac sand mining operations though the total economic effect on the local area is yet to be determined. Recent census information indicates the median age is just under 40 yoa and income in the low middle to middle income range.

**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.

Loss of family farms and the increase in Spanish speaking immigrants into the area have both had an effect on the area, though both have been an ongoing fairly long term process. The most recent challenges have been in the increase in the frac sand mining and the somewhat derisive relationships that local people and the actual mines have developed. Though some see the mines as a positive, many also see negatives in the destruction of forest, farm and recreational lands that comes along with the development of the mines. Communities and townships have seen significant division between those for and those against the development of industrial sand mining.

**Trends**

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

The continued aging of the congregation and the changing of pastors three times now within the last five years have had an effect on many persons within the congregation. The first change came after a rather lengthy period of having the same pastor; when the change came it was not the smooth and comfortable process that a church would hope for. This led to some uncomfortableness among congregational members, and the most recent change seemed to many to come after far too short a period with a generally well liked new pastor. The interim process is not easy for many persons to deal with, particularly older members who many not be totally comfortable with change in that area of the church. Constant battles with monetary issues, including a significant expenditure on a new roof, made for a somewhat uneasy time, though the actual process was rather painless.

**Programs**

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

Though the church and organizations such as the WELCA group have continued to support larger scale mission projects within ELCA, our primary focus has been ministry within our own area and church. We are a small congregation with limited resources and do what we can financially to support ELCA mission programs. Within the church we have has several members who have done home bound visitation for our congregational members, and the pastors have always supported the effort and actively taken part in the process.

**Goals**

If there is a Strategic Plan in place for the congregation or organization; what are the primary goals to which you are committed?



We do not have a Strategic Plan and with the part-time pastoral situation, the last pastor did not really have time to encourage development of one. We do make a significant goal of supporting the children within the church, and the Sunday School program is active and well supported by the congregation.

**Energy** What is your congregation or organization really excited about right now?  
Probably it would be this call process and the continued work and pastoral relationship with the second part of our parish-Grace of Pleasantville.

**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?  
We try to budget for and support both the Synod programs as well as the ELCA when and where possible. We do continue to see Chimney Rock Lutheran as being primarily a "subsistence level" church with the need to deal with our own membership issues first.

**PART II: OUR VISION FOR MISSION**

**6. Ministry Site Characteristics**

		<b>AS A COMMUNITY</b>					
		<b>A LOT LIKE US</b>	<b>A LITTLE LIKE US</b>	<b>A LITTLE LIKE US</b>	<b>A LOT LIKE US</b>		
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
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 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 type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	We are demographically homogeneous.	
<b>OUR LEADERSHIP STYLE</b>							
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 directions.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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.	
<b>OUR PROGRAMMING</b>							
Our facilities are often used by community groups.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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 type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	We focus on skills and action.	
<b>OUR THEOLOGICAL PERSPECTIVE</b>							
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 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We focus on contemporary issues and topics.	

**7. 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?



As a family of God rooted in the strength and inspiration of God's Holy Spirit we are called forward facing challenges by the promise of God to reach out in love to our rural community, especially cherishing and welcoming children.

**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 have strong leaders in our congregation and they have stepped forward whenever the need arises, whether to be involved in council, call committee work, fundraisers or participation in worship activities. We have seen great leadership in our Sunday School programs and those persons have continued to work tirelessly in keeping the children of our area/congregation involved in the religious education they provide. Our Women's groups have continued to provide strong leadership in all areas of the church and are seen as a very strong part of our church's basic foundation.

Large/glaring obstacles have not been a significant problem within the congregation, which always seems to pull together when problems develop. However, the make up of the congregation contains a significant percentage of older/retired members who themselves undoubtedly struggle in the financial area. This leads to some members failing to fully understand the simple "business" aspect of the church operations and the need to be as financially supportive as possible. Our church leadership has continued to be fiscally responsible but often creates a month-to-month "survival" style of the business operation of the church.

**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 continue to strongly support the Sunday School and youth activities within the church. We, as a congregation, believe this is an absolute necessity if we are to continue to have any sort of presence within our rural community.

We have seen a desire to reach out into our rural area and contact persons to both bring them back, as well as bring them in, to the our church family. With numerous small churches within our general area having the same membership struggles as we do, this is an often difficult task that needs to be a continuous effort.

It seems that we often take an "as is" is "okay" attitude within the congregation and feel that new leadership in the pastoral area, as well as congregation leaders, needs to better prepare for the future of rural ministry.

**8. Summary Description**

Please describe your ministry setting and position opening in 75 words or less. This is the brief description that will be publicized.

We are a rural church with a small but strong aging congregational makeup. We are presently financially sound and generally have made efforts to remain that way. Our church building is a physically sound structure with no significant structural needs. The church setting is on a main state highway with a beautiful predominantly rural setting near our two church cemeteries. We feel our two-point parish relationship with Grace of Pleasantville remains strong and is a great setting for a pastor interested in our less than full time call.

**9. References**

**Synodical Bishop**

**Northwest Synod of Wisconsin**

NAME

SYNOD

E-MAIL



DAY PHONE

EVENING PHONE

CELL

FAX

**Inside Congregation or organization**

NAME

ORGANIZATION AND TITLE

E-MAIL

DAY PHONE

EVENING PHONE

CELL

FAX

**Outside Congregation or organization**

NAME

ORGANIZATION AND TITLE

E-MAIL

DAY PHONE

EVENING PHONE

CELL

FAX

**Member of the ELCA Clergy roster**

NAME

ORGANIZATION AND TITLE

E-MAIL

DAY PHONE

EVENING PHONE

CELL

FAX

**Anyone else who knows your setting well**

NAME

SYNOD

E-MAIL

DAY PHONE

EVENING PHONE

CELL

FAX

**PART III: LEADERSHIP NEEDS**

**10. The Leader we Seek**

**Roster Type:**

- |   |   |  |
|---|---|--|
| <input type="checkbox"/> Associate in Ministry      | <input type="checkbox"/> Deaconess                          | <input type="checkbox"/> Diaconal Minister |
| <input checked="" type="checkbox"/> Ordained Clergy | <input checked="" type="checkbox"/> In Candidacy/First Call |  |

**Solo Pastor**

POSITION TYPE:

**Master's Degree (seminary or graduate school)**

EDUCATION:

**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

**11. Top Five Ministry Tasks**

- |  |   |   |
|--|---|---|
| <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 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 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 type="checkbox"/> Strategic Mission Planning              | <input type="checkbox"/> Teaching                                 | <input type="checkbox"/> Volunteer Coordination           |
| <input checked="" type="checkbox"/> Youth and Family Ministry    |   |   |

**12. Gifts for Ministry**

Top Priority	Very Helpful
Help people develop their spiritual life.	
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.	
<b>Yes</b> Be effective in working with children.	
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>
Be an effective administrator.	
<b>Yes</b> Be an effective communicator.	
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.	
<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 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.	<b>Yes</b>
	Be creative and innovative about his or her tasks.	
	Be able to use technology and media.	<b>Yes</b>
	Appreciate cultural diversity in language and customs.	
	Have talents in the areas of music, arts and writing.	

**13. 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. **Be a strong leader of worship with sermons that are current and relevant.**
- B. **Work on expanding youth activities and be a good communicator with middle school and high school groups.**
- C. **Be a strong part of the church leadership and an active part of council meetings.**
- D. **As time allows, visit present members (particularly those who are homebound) and make all parties comfortable with the new pastor.**
- E. **Help give the congregation direction on the mission/vision work that needs to follow that which has already been done.**

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. **The council will continue to provide strong leadership, asking for and considering input from the new pastor.**
- B. **The congregation and leadership will communicate with the pastor in a forthright and straight forward manner.**
- C. **The congregation and council will continue to encourage and provide opportunity for continuing education for the pastor.**
- D. **The congregation/leadership will continue to support church activities and programs and work with the pastor to make sure he/she is always a part of the process of growth in these areas.**
- E. **The congregation and leadership will emotionally and prayerfully support the pastor as he/she begins and continues their work at Chimney Rock.**



**14. Compensation**

No	No
PARSONAGE	SOCIAL SECURITY TAX OFFSET
\$25,000 - \$30,000	
MAXIMUM AMOUNT AVAILABLE FOR DEFINED COMPENSATION	

**15. Benefits**

Yes	Yes	2 weeks
PENSION	MEDICAL	VACATION WEEKS
No	No	
SABBATICAL POLICY	PARENTAL LEAVE POLICY	
Yes		
ARE BACKGROUND CHECK REQUIRED		

**16. 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 above reflects what the council and congregation feel is available for all related pastoral expenses. This is the Chimney Rock Church allowances and does not include any amounts from the second half of the two part parish.

**17. 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>No</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 promote and commend your ministry possibilities. To see some examples, please click here. If your congregation is a part of a Multiple-Point Parish, please click here.

Chimney Rock is a part of a strong Lutheran membership within the Trempealeau County and surrounding area. We provide an excellent rural setting with strong beliefs in Lutheran ideals. We, along with Grace of Pleasantville, have well-maintained facilities and excellent opportunity for a part-time or part-time/retired pastoral position. Our congregations have been strong supporters of the past pastors and we fully expect this trend to continue. Our church is an open and welcome community with a diverse congregational membership that includes a number of professional, retired, and farm families.

We have and will continue to view our pastor as a member of our family and hope that the new Pastor will share that view with us. We are looking forward to working with our new Pastor and fully aware of the challenges that he/she will face, and know that as a church will be here for them just as he/she will be here for each member of the congregation. We are hoping that we will have stability in the relationship for years to come and will support the Pastor as he/she develops relationships within the church and communities around us.

**PART V: COMPLETION OF PROFILE**

**19. 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).

This document was developed with the help of the recent three year old profile that was done for the last call process. The information was updated and modified to reflect the present situation as it exists here at Chimney Rock Lutheran Church.

Enter the date on which this Ministry Site profile was adopted by vote of the Congregation Council or organization's board:

**20. Call Process Contact Person**

_____ NAME	_____ TITLE
_____ OFFICE PHONE	_____ E-MAIL

**21. Reference's Recommendation**

<b>Pastor Terry Lorenz</b> _____ NAME	<b>indeelutheran@tcc.coop</b> _____ E-MAIL
<b>7159852341</b> _____ DAY PHONE	<b>7156952341</b> _____ EVENING PHONE
_____ CELL	_____ FAX