

MINISTRY SITE PROFILE
Bethel Lutheran Church

Madison, WI

Completed:



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).

Summary Description

Bethel, an innovative, large, and storied congregation seeks a gifted and enthusiastic pastor to help lead the congregation's innovations in making disciples among young adults in downtown Madison, WI. The preferred candidate will have a clear commitment to Jesus Christ, a real love for people, and a commitment to a radical hospitality for all people including people of various gender identities, sexuality, socio-economic status, education, race or ethnicity, political affiliation, or ability. Located a block from the state capitol, in the center of major cultural attractions, blocks from the UW campus, and near two lakes, Bethel occupies a central place in the downtown community and forms an epicenter for transformed community.

PART I: WHO WE ARE

Name and Location

CONGREGATION

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

Madison, WI, 53703

CITY, STATE, ZIP

South-Central Synod of Wisconsin (5K)

SYNOD

Large city (250,000 or more)

SIZE OF COMMUNITY

Bethel Lutheran Church

NAME

14713

CONG ID

US

COUNTRY

Congregation - Organized

TYPE OF MINISTRY SITE

1855

YEAR ORGANIZED

Contact Information

Ministry Site (preferred contact information)

Bethel Lutheran Church

ADDRESS LINE 1

pastormikebrown@bethel-madison.org

E-MAIL

312 Wisconsin Avenue

ADDRESS LINE 2

bethel-madison.org

WEB SITE

Madison, WI, 53703

CITY, STATE, ZIP

(608) 257-3577

PHONE

US

COUNTRY

(608) 257-4044

FAX

Chairperson of Congregation or Head of the Organization

Kim Kindschi

NAME

4014 Manitou Way

ADDRESS LINE 1

Madison, WI, 53711-3012

CITY, STATE, ZIP

US

COUNTRY



(608) 233-3055

DAY PHONE

klkindschi@gmail.com

E-MAIL

Chairperson of Call or Search Committee

Hillary Schreiner

NAME

5119 Lodgecliffe Lane

ADDRESS LINE 1

(608) 233-3055

EVENING PHONE

ADDRESS LINE 2

(608) 320-4127

CELL PHONE

McFarland, WI, 53558-9481

CITY, STATE, ZIP

(507) 459-4951

CELL PHONE

FAX

US

COUNTRY

DAY PHONE

hillary.schreiner@bakertilly.com

E-MAIL

EVENING PHONE

FAX

Demographics

Language Spoken

In the congregation/ organization

English

Nepali

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%)

Asian/Pacific Islander (5%)

Latino/Hispanic (5%)

African American/Black (5%)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Race/Ethnicity (Surrounding Community)

Caucasian (75%)

Asian/Pacific Islander (10%)

Latino/Hispanic (5%)

African American/Black (10%)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Gender comparison

44%

56%

Age distribution

15%

5%

15%

25%

40%

MALE

FEMALE

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

Number of Paid Staff

3

0

6

3

3

4



Ministers of Word and Sacrament (PASTORS)	Ministers of Word and Service (DEACONS)	OTHER LAY PROFESSIONALS	SECRETARIAL SUPPORT	CUSTODIAL SUPPORT	OTHER
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Congregational Information

401 - 700	101+	Single site
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Distance members live from church facilities:

Community Type	5%	65%	30%
<input checked="" type="checkbox"/> 1/2 MILE Suburban	<input checked="" type="checkbox"/> 1/2 - 1 MILE	<input checked="" type="checkbox"/> College or University	<input checked="" type="checkbox"/> MORE THAN 3 MILE Farming
<input type="checkbox"/> Inner City	<input type="checkbox"/>	<input type="checkbox"/> Mining/logging	<input type="checkbox"/> Ranching
<input type="checkbox"/> Industrial	<input type="checkbox"/>	<input type="checkbox"/> Resort	<input checked="" type="checkbox"/> Retirement

Budget of the Congregation/ Organization

2019

\$1,970,000	\$0
TOTAL BUDGET FOR THE LAST FISCAL YEAR	TOTAL DEBT OF THE CONGREGATION/ ORGANIZATION AT THE END OF THE LAST FISCAL YEAR
\$50,000	\$20,000,000
MISSION SUPPORT TO THE ELCA/ SYNOD FOR THE LAST FISCAL YEAR	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.

Bethel is a downtown church, in a vibrant and growing city, just steps from the state Capitol, the University of Wisconsin-Madison, and within walking distance of the city's cultural district. The city has a young, transient, international and well-educated population, thanks to the University, a biotech industry, and other near-by tech companies. Madison has professional, business and state employees and University staff and faculty. Bethel's campus draws members from across the city and surrounding towns and suburbs. Congregants are mostly, white, middle-class, highly educated families. The number of young families with children is growing. A significant portion are retirees and working seniors from business, government, and education. Membership includes students, young professionals, UW professors, business owners, educators, and trade and service personnel. The congregation is entrepreneurial in history and in heart with a firm grounding in Lutheran theology and scripture. Bethel's past features innovative moves in radio programming, TV broadcast, the Bethel Bible Series, a 500 acre camp called Bethel Horizons, Adamah Pottery Center, Global mission initiatives in the Ukraine, Rwanda, and Puerto Rico, and resettlement of Nepali speaking Bhutanese refugees, who form a part of our worshipping community. Bethel is heavily invested in hunger relief and ministry with and among the homeless. Bethel also has a very active Caring for Creation (C4C) group that brings in major speakers 6 times a year. Even as it counts among its members people from a broad political spectrum, Bethel is a deeply welcoming congregation and is completing the process for becoming an RIC congregation.

Trends:

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



First, from 2016-2018, Bethel developed a collaborative model for congregational ministry. Formally adopted in January 2019, this new way of being church for Bethel has both broadened and deepened volunteer participation in the work of the church even while it supports a strong role for staff to shape the contours of ministry.

Second, in 2019 Bethel developed a five year strategic growth plan that charts the key initiatives that will guide decision-making and goals that will help Bethel live out its mission. This plan was formally adopted in February of 2020.

Third, Bethel has committed to living out the full radical hospitality of the gospel with and among all people. With Reconciling in Christ resources as a guide, Bethel will formally adopt a welcoming statement that specifically welcomes people who identify as LGBTQIA, as well as people of color, cultural background or identity, socio-economic status, political affiliation, ability, age, or gender identity. This welcoming statement forms the heart of our mission and vision and will remain the dynamic force driving us forward.

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.

- As an urban center church, Bethel has major commitments to serving with and among the homeless. Collaborating with other downtown agencies, organizations, and churches Bethel provides leadership for ministry among the homeless.

- Bethel is surrounded by student housing and new condos for young urban professionals. The increased number of millennials that identify as "spiritual but not religious" forms the majority of the immediate community surrounding Bethel. Tens of thousands of young adults represent the growing edge of Bethel and is the reason for this clergy staff position.

-Racial justice, healing, and systemic change are front burner issues for the Madison community and for Bethel. While Madison has adapted and evolved into better practices, much work remains to dismantle racism and generate greater racial equity. Bethel participated in recent Black Lives Matter marches and protests and provided material support for others to participate by organizing local churches to supply water to the marchers as well as parking. Bethel is partnering with the Nehemiah Center, a local African-American lead organization that offers training and education for black allies.

Programs:

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

- Worship
 - Multiple styles of worship including Saturday evening casual, Sunday morning Traditional Lutheran formal liturgy with powerful organ, professional instrumentalists including brass, winds, strings, percussion, soloists, cantors, and weekly choir. Worship service also includes dynamic contemporary worship with full rock band, lead singers, soloists, and large LED screen displays.
 - In English and Nepalese
 - Televised and streamed on the internet
- Homeless Support Services and Food Pantry
- Music Ministry: three adult choirs, two worship instrument-vocal teams, a children's choir, handbell choir plus numerous volunteer soloists
- Care Ministries: Stephen Ministry; Separated and Divorced; Grief Ministry
- External and Outreach Ministry
 - Annual trips supporting a sister Lutheran congregation in Puerto Rico
 - Rwanda Clean Water Projects, Madison Area Jail Ministry,
 - Annual youth mission trips
 - Bethel Steensland House - residential apartments for college students/young adults.
 - Bethel Community Services Corp, a social outreach arm of Bethel
- Partnership with communities in Ukraine to provide care and community for children affected by Chernobyl
- Mission partner with Hephatha Lutheran Church - inner city Milwaukee, WI
- Bethel Builds - Habitat for Humanity
- Discussion and Fellowship
 - Parenting Group; XYZ (eXtra Years of Zeal) for older adults; Friendship Club; Women's Ministry -Circles, Men's groups: Current Christian Concerns and Men's Fellowship; four book clubs.
- Education
 - Sunday School (ages 2-11 years)
 - Adult education: Lenten Bible Study; Caring for Creation series; Bethel Bible series
 - Confirmation (6-8th grade)



- Middle and High School Youth Groups
- Bethel Horizons (Bethel's camp 40 miles west of Madison) offers summer youth camping programs and Vacation Bible Camp for children through Grade 5; year-round clay/pottery programs through Adamah Studio, Naturalist programs, and Adventure/Team Building programs open to congregation and the community.

Goals:

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

In 2019, Bethel developed a 5 year strategic plan that was formally adopted in January of 2020 that includes the following strategic positions:

- 1) -- Bethel Lutheran Church will be recognized among Madison churches as a prevailing resource for religious and spiritual growth and will serve as one of the region's ecumenical leaders in supporting systems of service to marginalized populations.
- 2) -- Bethel Lutheran Church will serve a broad constituency which reflects the diversity and population attributes of the greater Madison area by providing worship, learning, service and fellowship opportunities which address the preferences and interests of all.
- 3) -- Bethel Lutheran Church will maintain and enhance its location in downtown Madison as a sought-out destination for religious, social and community activity in the greater Madison area while seeking innovative and creative ways to expand its mission outreach into local, national and global communities.
- 4) -- Bethel Lutheran Church will exhibit exceptional quality in every aspect of its ministry while actively seeking to collaborate with willing partners to advance Bethel's mission and ministries.
- 5) -- Bethel Lutheran Church will become financially able to support ministry growth and program expansion by increasing revenues from all sources by 5% per year.

Energy:

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

- Reaching out to the community and bringing Jesus to people.
- Continuing to welcome young adults, their families and youth through family-focused ministry.
- Incorporating new ways of reaching out and serving.
- Newly renovated spaces to gather, worship and learn.
- Children's Ministry and Bethel Jr!
- Music ministry
- Moving from a top down ministry model to one of shared leadership.
- Purposeful engagement and interest in social justice issues and helping the poor.
- Caring for Creation and Caring for Social Justice groups
- The Bethel Endowment Foundation is a key partner in funding new initiatives at Bethel
- Bethel Horizons Camp is a powerful source and opportunity for ministry to and with households with children and youth

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?

ELCA: The congregation sees its affiliation with the ELCA as important to its identity. Many women have attended the triennial conference and there are countless youth who have participated in the Youth Gatherings. We are nurturing a stronger relationship with the ELCA.

SYNOD: The congregation supports the Synod financially but also independently funds and supports its existing programs and forward-thinking initiatives. There are scholarship opportunities for seminarians from the area, Bethel is a supporting congregation to the Lutheran Campus Center at the university, and Bethel members have served on synod committees.



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

We believe that Jesus loves us, saved us and that we are to walk with him by following the teachings of Jesus and the Gospel in a way that others may know he loves them and that they may follow him too. We will do this by: 1) Connecting people to Jesus through worship, praise and thanksgiving; 2) Building a Christ-focused community; Recognizing all people as created and loved by God; Devoting ourselves to the Word, fellowship and prayer; 3) Growing faith in Christ through learning about God and his will for us; 4) Bringing peace to weary souls through Jesus; to love and comfort those who are hurting; Being Christ in the World through outreach and service; and 5) Building the next generation of believers through nurturing youth, connecting with young adults, and suburban families.

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?

First, Bethel has a strong history of innovation and mission and has had a propensity to "think outside the box" to address challenges. The congregation has a sizable membership that is blessed with a diversity of professional and personal skills, talents, and resources for discipleship. Second, Bethel's camp, Bethel Horizon's consists of 500 acres of wooded rolling hills, a retreat center, pottery center, and year round staff helps provide a unique setting for a wide range of faith forming programs. Third, a robust Endowment Foundation makes it possible to launch new endeavors that are not practical for contemporary congregations.

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?

- 1) Connecting, engaging, and building community with and among young adults. The vast majority of Bethel members live in surrounding suburbs. The immediate neighborhoods of young adults, both student and professional, surrounding the church within 1-3 miles radius represent the growing crest of both Bethel's community and downtown Madison. Reaching this population is our most immediate priority.
- 2) Creating more and more opportunities for discipleship for households with children at home, from cradle to graduation.
- 3) Building and sustaining a community that is deeply and radically hospitable, an oasis of affirming and embracing relationships for all people.

References

Synod Bishop

Rev. Peter Rogness	South-Central Synod of Wisconsin	peterr@scsw-elca.org	
NAME	SYNOD	E-MAIL	
(608) 270-0201			
DAY PHONE	EVENING PHONE	CELL	FAX

Inside Congregation or organization

Heather Moen		heather.rainwater@yahoo.com
NAME	ORGANIZATION AND TITLE	E-MAIL
(608) 233-9734		(608) 609-9619



DAY PHONE	EVENING PHONE	CELL	FAX
Outside Congregation or organization			
Eric Kneuve	Bethel Horizons Camp - Director	ericknueve@bethelhorizons.org	
NAME	ORGANIZATION AND TITLE	E-MAIL	
(608) 262-2421	(608) 848-9630	(608) 279-7074	

DAY PHONE	EVENING PHONE	CELL	FAX
An ELCA rostered minister			
Pastor Jerome Tews	St. Luke's Lutheran Church	jtews@stlukes-elca.org	
NAME	ORGANIZATION AND TITLE	E-MAIL	

DAY PHONE	EVENING PHONE	CELL	FAX
Anyone else who knows your setting well			
Pastor Roger Black	St. Luke's Lutheran Church	rblack@stlukes-elca.org	
NAME	SYNOD	E-MAIL	
		(608) 250-0558	
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

Associate / Assistant 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.

- Administration
- Building a Sense of Community
- 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 checked="" 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 checked="" 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 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 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
Help people develop their spiritual life.	Yes
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.	
Yes Build a sense of community among the people with whom he/she works.	
Help others develop their leadership abilities and skills for ministry.	
Be an effective administrator.	
Yes Be an effective communicator.	
Be an effective teacher.	
Encourage support of the Church's wider mission.	Yes
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.	Yes
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.	Yes



Yes	Bring joy and good humor to relationships.	
Yes	Be able to share leadership and work in a team.	
Yes	Be creative and innovative about his or her tasks.	
	Be able to use technology and media.	Yes
	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. **Initiating, cultivating, and building relationships, small groups, Bible studies, recreational programs, and fellowship opportunities for young adults (ages 20-35) who are currently members or otherwise engaged at Bethel.**
- B. **Initiating, cultivating, and building relationships with young adult professionals within a three mile radius of Bethel.**
- C. **Initiating, cultivating, and building relationships with UW students, and generating programming to engage, serve, connect university students with Bethel.**
- D. **Preaching and leading worship as scheduled.**
- E. **Building community, warmth, enthusiasm within Bethel generally, by attending and participating in congregational gatherings and events.**

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. **Bethel will love and support the rostered minister of word and sacrament personally by extending a deep and radical hospitality that affirms and embraces him or her with a holy love.**
- B. **Bethel will support the rostered minister of word and sacrament by providing the organizational support needed to accomplish these responsibilities, including the support from a committed and healthy staff of 20, the Ministry and Resource Teams, council, strategic plan, and the Bethel Endowment Foundation.**
- C. **Bethel will support the rostered minister of word and sacrament by providing and supporting the taking of 2 weeks and \$1,200 toward annual continuing education.**
- D. **Bethel will support the rostered minister of word and sacrament by providing and supporting the taking of 4 weeks annual vacation time and a sabbatical after seven years of service.**
- E. **Bethel will support the rostered minister of word and sacrament by providing multiple opportunities to mix, mingle, and become embraced by the congregation both personally and professionally**

Compensation

No	Yes
PARSONAGE	SOCIAL SECURITY TAX OFFSET
Synod Guidelines	
MAXIMUM AMOUNT AVAILABLE FOR DEFINED COMPENSATION	

Benefits

Yes	Yes	4 weeks
PENSION	MEDICAL	VACATION WEEKS



Yes

SABBATICAL POLICY

Yes

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.

Depending on the skills, gifts, and fit of a candidate, Bethel may provide compensation which exceeds the salary guidelines of the South Central Synod of Wisconsin.

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	Yes
Budget	Yes
Annual Report	Yes
Position description: Duties and Responsibilities	Yes
Communications Piece (publicity, newsletter, etc.)	Yes



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.

Bethel is poised and committed to doing what few churches are able to do; that is, reinvent itself in the lives of a new generation of Christ followers. Founded in 1855, Bethel has a history of adapting the mission to changing social and cultural situations. The adaptations Bethel successfully made in the past include physical relocation and expansion, changing languages from Norwegian to English, making early and successful use of radio and TV broadcasting, developing the internationally known Bethel Bible Series, developing a dynamic 548 acre camp ministry, building powerful music programs, creating a vibrant Spanish-speaking mission, establishing well-known Homeless and Food Pantry services, and expanding across the globe with international missions to Ukraine, Poland, Slovakia, Czech Republic, Nepal, Rwanda, and Puerto Rico. All these daring, successful, and innovative ministries have prepared us for the most challenging opportunity in Bethel's history. That challenge is successfully connecting, engaging, and discipling the generation of "nones." These are people who are between the ages of 20-35 who, in increasingly larger numbers, are walking away from organized religion. Madison is one of the most post-Christian cities in the country. We, at Bethel, are going to do what many to consider impossible. We are captured by the Spirit to innovate and adapt in ways that the tens of thousands of young adults in Madison can hear and experience the gospel of Jesus Christ. We are building a new kind of human community to generate a hope and healing that binds generations, races, gender identity, sexual identity, political affiliations, and ability.

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).

The Call Committee conducted surveys and interviews of the congregation to gather information for this MSP. Lead Pastor, Mike Brown, also contributed to the writing of the MSP. After reviewing and approving the MSP, the Call Committee invited the input from the Bethel Human Resources Team and church council.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's **8/18/2000** 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.

Rev. Steve Kottke

NAME

(608) 270-0201

OFFICE PHONE

Assistant to the Bishop

TITLE

stevek@scsw-elca.org

E-MAIL

Reference's Recommendation

Rev. Roger Black

NAME

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rblack@stlukes-elca.org

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CELL

FAX