

MINISTRY SITE PROFILE

St. James Lutheran Church

Verona, 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

St. James Church in Verona, Wisconsin, is located outside of Madison, Wisconsin. We are seeking a lead pastor to minister to our medium-sized congregation, whose active membership has as many young children as it does those over 65 years in age. You will find St. James a place of joyful faith where tradition is valued but with a mind-set that welcomes new and different ideas.

PART I: WHO WE ARE

Name and Location

CONGREGATION

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

Verona, WI, 53593

CITY, STATE , ZIP

South-Central Synod of Wisconsin (5K)

SYNOD

Suburb within 10 miles of a large city

SIZE OF COMMUNITY

St. James Lutheran Church

NAME

US

COUNTRY

Congregation - Organized

TYPE OF MINISTRY SITE

14824

CONG ID

1886

YEAR ORGANIZED

Contact Information

Ministry Site (preferred contact information)

427 S Main Street

ADDRESS LINE 1

interim@stjamesverona.org

E-MAIL

ADDRESS LINE 2

stjamesverona.org

WEB SITE

Verona, WI, 53593

CITY, STATE, ZIP

(608) 845-6922

PHONE

US

COUNTRY

FAX

Chairperson of Congregation or Head of the Organization

Karen Breitnauer

NAME

1675 Spring Rose Rd

ADDRESS LINE 1

ADDRESS LINE 2

Verona, WI, 53593-9459

CITY, STATE, ZIP

(608) 209-3035

CELL PHONE

US

COUNTRY

FAX

DAY PHONE

EVENING PHONE



kjwbreitnauer@yahoo.com

E-MAIL

Chairperson of Call or Search Committee

Roberta (Bobbie) Wang

NAME

6448 CTH M

ADDRESS LINE 1

(608) 215-5604

DAY PHONE

bwang799@gmail.com

E-MAIL

ADDRESS LINE 2

(608) 215-5604

EVENING PHONE

Verona, WI, 53593

CITY, STATE, ZIP

(608) 215-5604

CELL PHONE

US

COUNTRY

FAX

Demographics

Language Spoken

In the congregation/ organization

English

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

In the surrounding community

English

PRIMARY LANGUAGE

Spanish

SECOND LANGUAGE

Polish

THIRD LANGUAGE

Race/Ethnicity (In the Congregation)

Caucasian (95%)

**American Indian/Alaska
Native (5% or less)**

Latino/Hispanic (5% or less)

**African American/Black
(5% or less)**

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Race/Ethnicity (Surrounding Community)

Caucasian (90%)

Multi-racial (5% or less)

Latino/Hispanic (5% or less)

**African American/Black
(5% or less)**

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

The population served by the Verona Area School District is considerably more diverse than Verona proper. See "Characteristics" in Part II.

Gender comparison

46%

54%

Age distribution

25%

15%

20%

15%

25%

MALE

FEMALE

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

Number of Paid Staff

2

0

5

1

0

5

Ministers of Word
and Sacrament
(PASTORS)

Ministers of
Word and
Service
(DEACONS)

OTHER LAY PROFESSIONALS

SECRETARIAL SUPPORT

CUSTODIAL SUPPORT

OTHER

Congregational Information



151 - 250

51 - 75

Single site

AVE WEEKLY WORSHIP ATTENDANCE

AVE ATTENDANCE IN CHRISTIAN EDUCATION

PARISH TYPE

Distance members live from church facilities:

5%

15%

30%

50%

1/2 MILE OR LESS

1/2 - 1 MILE

1 - 3 MILES

MORE THAN 3 MILES

Community Type

☒ Suburban

☐ College or University

☐ Farming

☐ Inner City

☐ Mining/logging

☐ Ranching

☐ Industrial

☐ Resort

☐ Retirement

Budget of the Congregation/ Organization

2024

\$724,200

TOTAL BUDGET FOR THE LAST FISCAL YEAR

\$1,474,698

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

\$9,000

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

\$546,870

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.

Verona is a city in Dane County, Wisconsin with just over 16,000 residents, which is more than double the population in 2000. It is located 10 miles southwest of downtown Madison and is part of the Madison Metropolitan area. Madison is the state capital of Wisconsin and also home to the University of Wisconsin-Madison. Verona is known as "Hometown U.S.A." and is a growing, vibrant community with many recreational and cultural opportunities. Epic Systems, Verona's largest employer, has a sprawling 1,100 acre campus just west of downtown Verona and employs nearly 13,000 people. The median age of Verona is 36.9 and the median household income is \$110,530. The Verona Area School District has an excellent reputation with 10 schools and 5800 students. The student population is 62% white, 21% Latino, 7% African American, 4% Asian and 7% multi-racial. 56 different languages or dialects are spoken within the district.

Many people who attend St. James live outside of Verona proper. The broader community includes the 53593 zip code (over 31,000 population), the 53572 zip code (over 10,000 population) and the 53508 zip code (population 6000).

Trends:

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

-Stability of Leadership: Over the past 22 years, St. James has been blessed by the steady leadership of two co-pastors. With both pastors retiring (one in 2023 and one this year), our excitement for new and innovative leadership at St. James is palpable. We welcome a season of renewal.

-Shifting Engagement: St. James fared pretty well through the tumultuous times of the COVID-19 pandemic. The lockdown and social distancing requirements motivated us to streamline certain internal processes and jump-started our online ministry. As a result we offer better access to worship and church life to those who are homebound or who live in Verona seasonally. Even during challenging times, we conducted two debt reduction campaigns that significantly reduced our mortgage. And we saw a record number of attendees and volunteers at last Summer's Vacation Bible School.



-Demographic Shift: It is exciting to see a higher percentage of families with young children joining St. James. We seek to expand and grow our ministries to better serve this population.

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.

-Suburban Growth: Verona's proximity to Madison and the University of Wisconsin-Madison has historically characterized Verona as a "bedroom community." But the significant growth of Verona's population has precipitated much business growth in the past 5-10 years. New business ventures such as hotels and restaurants, big box stores (Costco and Farm&Fleet), a 2nd grocery store, plans for new healthcare facilities and new sports venues have all contributed to making Verona less dependent on the business climate of Madison.

-Cost of Living: Some people in the Veronal area, including many St. James members, are moving to smaller, outlying towns because of the increasing cost of housing. We have seen many members remain with our congregation despite moving out of Verona. A significant number of St. James members now come from the surrounding communities of Belleville, New Glarus, Mount Horeb and Oregon, to name a few.

-Growth: Dane County's largest private employer, Epic, located on the west side of the city, continues to have an impact on Verona developments. Commercial development catering to the 12,000+ local employees of the software company has created a lot of opportunities in the city and has changed the look and feel of Verona's downtown including many multi-family apartment complexes. Many single-family home developments are in process and a new state-of-the-art high school opened in late 2021.

Programs:

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

The congregation engages in a broad scope of intergenerational programs and activities, with staff support and partnership. These include three worship services each weekend, with both vocal and handbell choirs for adults and youth. Faith formation encompasses Sunday School, VBS, First Communion, Confirmation and youth groups. St. James Preschool serves many area families and includes a pre-K program in partnership with the Verona Area School District. A parish nurse teams with pastors in visitation and health ministry, including an annual Hope and Healing Dinner and worship at a nearby retirement center. A highly regarded meal ministry augments the comfort offered through funerals and memorial services.

Food is a big part of how St. James serves and builds community. A monthly Community Meal has existed for over 20 years. Food is regularly collected for the local Badger Prairie Needs Network, a place that also receives volunteer and financial support from the congregation. Sunday morning coffee hour and annual events like the Chili Fun-raiser also bring many people together. Men's groups and a range of women's ministries round out a wide range of opportunities for mission and ministry.

Goals:

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

While St. James does not currently have an official Strategic Plan, our progression through the Appreciative Inquiry process clarified our primary goals. St. James is blessed with a growing population of families, many with young children. Expanding our youth ministries and fostering multigenerational engagement with our children and families is a primary goal of our congregation. Additional proposals related to worship, education, lay leadership and more are described in the Transition Report which is included in our informational packet about St. James.

To achieve our goals and explore the proposals, staffing cannot be limited to just one pastor. We plan to call a lead pastor initially and work with this new pastor to add an associate pastor. We have built the costs of a lead pastor and additional part-time staff into our current budget.

Energy:

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

The congregation is excited about the evolution of our ministries in the past five years. Changes, like the development of on-line worship opportunities, are now valued parts of the congregation. The refocusing efforts at St James are coming during transitions in both pastoral and administrative staff, with thanksgiving for those who served so long and well and excitement about the new people who are joining the shared mission of St. James.

Positive energy has resulted from the work of the Transition Team and the anticipation of calling a new Lead Pastor. The transition process used a broad listening process to identify past and present strengths of the congregation. Building on those God-given strengths, the Transition Team also discerned future directions that hold



significant promise for the congregation, creating high levels of engagement and energy. The coming months will provide an opportunity to bring in new pastoral innovation and work to focus this positive energy. The energy in the St James' congregation is there, willing and ready to move into the future.

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?

The congregation has a positive relationship with the ELCA. In 2025, we sent four voting members to the South-Central Synod of Wisconsin Assembly. St.James gives Mission Support to the Synod and is committed to increasing the amount each year. The congregation is also grateful for the support the Synod has given as we prepare to call 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	
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 checked="" 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 type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input 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 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 checked="" 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 checked="" 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 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 type="checkbox"/>	<input checked="" 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?

Receive, grow, give. This is the mission statement of St. James. Three words, but not three words in isolation from each other. Three essential components of a process, each word itself in a dynamic relationship with the other two. We believe "receive" is the best word to proclaim that our life of faith begins as a gift. We receive the kingdom, we receive the spirit and we receive God's love and gift of new life. When we receive God's gifts, we grow. God's intention is not only that we receive love, but in receiving that we grow in love for one another, even our enemies. Growing is not an end in itself. As we grow in Christ, the love given to us flows out to others. God's love is shared. Growing in Christ is connected to sharing the love of Christ thereby the receiver also becomes the giver. And as we give, we also grow; as we give, we need to receive. Every part is connected to and dependent upon the other two. "Receive - Grow - Give" is not only a way we are to understand our lives in Christ, but also a way to structure our ministries at St. James and these words help us keep things in balance and flowing. These words are not what we do, but what God does in us and through us. Receiving is a gift, growing is a gift, and giving is a gift and they are each together God's mission for St. James.

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?

St. James's dedicated staff and lay leaders are a vital resource. Staff turnover at St. James is low with tenure that regularly lasts for double-digit years. The quality of their work is unimpeachable. They provide stability and consistency which means we have an enduring church culture that the congregation benefits from. There are also many lay leaders whose gifts of time and expertise attest to the deep passion of our community. The St. James staff members have been committed to their roles with an intensity above and beyond what is expected during this time of transition. We anticipate new pastoral leadership will provide strong support for this treasured resource.

Although Verona and the congregation of St. James are socio-economically and racially uniform, St. James is a unique place where people with diverse perspectives come together to be one body as Christ calls us to be. As such, the people of St. James are effective listeners and level-headed problem solvers, with a healthy dose of humor.

One of our greatest assets is our physical space. Our building with its more than hundred-year-old sanctuary, adjacent fellowship hall, and updated facilities including our preschool, is one of our greatest resources for fulfilling God's mission.

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?

The Appreciative Inquiry process helped us to hone our mission priorities as a church. Here are three that have been predominant throughout this document:

*Expand Youth and Family Ministries: By prioritizing our children, youth and families we will be building on our history of valuing youth & family ministries to support the growing number of families with children at St. James.

*Strengthen opportunities for connectedness within the church: The changes at St. James in recent years have left us ready to reinvest in fellowship, education and service opportunities that will invite greater connection within the congregation.

*Grow St. James's impact within the community: Historically opportunities to volunteer in the community, like working with Habitat for Humanity or for the local food pantry, have been meaningful mission work for the folks of St. James and we are excited to extend our work to benefit the world outside our doors.

References

Synod Bishop



Joy Mortensen-Wiebe	South-Central Synod of Wisconsin	joymw@scsw-elca.org	
NAME	SYNOD	E-MAIL	
(608) 270-0201			
DAY PHONE	EVENING PHONE	CELL	FAX

Inside Congregation or organization

Renata Henry	Member, St. James Lutheran Church	permits@elverpermit.com	
NAME	ORGANIZATION AND TITLE	E-MAIL	
(608) 845-8918		(608) 212-6396	
DAY PHONE	EVENING PHONE	CELL	FAX

Outside Congregation or organization

Ben Koehler	Crossways Camping Ministries, Co-Camp Director	ben@crosswayscamps.org	
NAME	ORGANIZATION AND TITLE	E-MAIL	
		(608) 575-1519	
DAY PHONE	EVENING PHONE	CELL	FAX

An ELCA rostered minister

Kirsten Fryer	Bethlehem Lutheran Church in the Midway, Pastor	blcpastor@bethlehem-midway.org	
NAME	ORGANIZATION AND TITLE	E-MAIL	
DAY PHONE	EVENING PHONE	CELL	FAX

Anyone else who knows your setting well

Jerry Buss	Interim Pastor, St. James Lutheran Church	interim@stjamesverona.org	
NAME	SYNOD	E-MAIL	
(360) 969-4220		(360) 969-4220	
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

Senior Pastor / Head of Staff

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)

Spanish/Conversational

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 checked="" 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 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 checked="" 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
Yes	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.	Yes
	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.	Yes
Yes	Be an effective administrator.	
Yes	Be an effective communicator.	
	Be an effective teacher.	Yes
	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.	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.	
	Bring joy and good humor to relationships.	Yes
Yes	Be able to share leadership and work in a team.	
	Be creative and innovative about his or her tasks.	
	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. Uphold St. James as we conclude the Appreciative Inquiry process we began early in 2024 by completing the final step of moving forward with the proposals.**
- B. Establish supportive supervisorial relationships with St. James staff.**
- C. Clarify roles, responsibilities and expectations between staff, lay leadership and the church council.**
- D. Evaluate the needs, spiritual and otherwise, of St. James to guide us to call and/or hire additional staff and/or a rostered leader to support those needs.**
- E. Shepherd the community of St. James through a period of growth and change.**

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. Work together to implement the proposals outlined in the Transition Report.**
- B. Provide formal training in staff supervision, should whomever we call not already have such training or equivalent experience.**
- C. The Congregation Council and lay leadership will be open to exploring the clarification of roles in partnership with the new pastor.**
- D. Faithfully listen and communicate clearly about how best to grow our staff and/or rostered leadership in a way that will best meet St. James's needs and will best complement our newly called pastor.**
- E. Empower staff, council and lay leadership to support the new lead pastor in ways that will foster success.**

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	Yes	
SABBATICAL POLICY	PARENTAL LEAVE POLICY	
Yes		
ARE BACKGROUND CHECKS REQUIRED		

Professional Expenses

Yes	Yes
AUTO / TRAVEL REIMBURSEMENT	PROFESSIONAL EXPENSES ACCOUNT
No	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.

\$2,000 for CE, \$500 for books, and \$1,000 for other professional expenses.

Note: Medical insurance will be addressed based on individual need.

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
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.

Attendance:

To further explain the average weekly attendance at St. James that runs in the range of 225-250 per week, we recognize that in-person attendance may not fully recover post COVID. However, the live-stream worship service viewing option is available and used regularly with 25-50 views in a week. Specific to in-person attendance, calendar year 2024 averaged just under 225 per week. In looking at in-person attendance during the "program year" (September-May), the average is just under 250 per week.

Building Expansion and Mortgage:

The congregation and leadership of St. James made a significant decision in 2018 to dedicate themselves to growth. The expansion of our public spaces increased the potential for more programs and outreach. The community meal, chili fundraiser event, youth fundraisers, funeral lunch outreach and many other events have grown since new spaces have been available. Our St James Preschool is highly regarded in the Verona community and the expansion of the preschool program allowed for a partnership with the Verona Area School System to provide a 4K program. (For more information St James Preschool section see below.)

The congregation had a successful initial fund-raising campaign of approximately \$1.2 million as the down payment on the construction expansion and remodel project that totaled approximately \$3.3 million. The commitment to fund the initial mortgage in 2019 of \$2.1 million has been strong with member contributions specific to the monthly mortgage payment of \$9,304 per month as well as two debt reduction payments for \$190,000 in June 2022 and \$200,000 in May 2024, which were both in addition to the normal monthly mortgage payments. Also, the mortgage was refinanced in June 2022 with the Mission Investment Fund to a more favorable 5-year fixed interest rate of 3.875%, and the outstanding mortgage balance is approximately \$1,450,000 as of May 2025. We believe all these factors demonstrate the congregation's support of the mortgage debt.

Transition Process:

Our transition process was a thoughtful exercise using an approach called Appreciative Inquiry. The central activity involved interviewing 100 congregational members and staff about the strengths and aspirations of the congregation. The results were six themes of strength and eight proposals, for our future, that will build on those strengths. You may find the Transition Team Final Report on the St. James website under the Call Committee heading on the main page.

St. James Preschool:

The St. James Preschool has been a part of the St. James Ministry for 20 years with a typical enrollment of about 50-60 children per year. For the current 2024-2025 school year, all classes are at capacity except for the Pre-K program. For the upcoming 2025-2026 school year, all classes are expected to be at capacity and two classrooms already have waitlists. The Preschool runs September-June and partners with the Verona Area School District in running the Pre-K program. The district residents who attend our Pre-K program do not pay tuition but instead the school district pays St. James to host the Pre-K public program at our site along with 13 other sites in the community. Preschool staff turnover is very low amongst the six preschool staff members, including the director who has been with our preschool for 15 years. Family members of St. James staff attend the preschool at no charge.

The St. James Preschool is self-sustaining in its operations. More specifically, the tuition and registration payments cover the staff salaries, supplies, and other direct expenses of the preschool. The physical space occupied by the preschool is owned by the church and is part of the ministry program provided by the church. Although the church does not benefit financially from the preschool, the opportunity for building community, gaining church members, and overall outreach is of great benefit to St. James.



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).

A Transition Team of eight church members, representative of the church population, along with our Interim Pastor, Jerry Buss, led St. James through the Appreciative Inquiry process. This work culminated in the RESULTS OF THE 2024 ST. JAMES TRANSITION PROCESS: THEMES and PROPOSALS, available on our website, which the Transition Team utilized to populate the MSP. Once populated, the Congregation Council reviewed and officially adopted the MSP in its current state.

The Transition Team works with the Congregational Council on all revisions and updates to this document.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's board: **6/1/2025**

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.

Marie Leafblad

NAME

Assistant to the Bishop

TITLE

mariel@scsw-elca.org

E-MAIL

OFFICE PHONE

Reference's Recommendation

Kirsten Fryer

NAME

blcpastor@bethlehem-midway.org

E-MAIL

(616) 466-5493

DAY PHONE

EVENING PHONE

CELL

FAX