

MINISTRY SITE PROFILE

Wayne Zion Lutheran Church

Monticello, IA

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

Join our growing rural church, a vibrant hub of faith and fellowship rooted in traditional Bible teachings and heartfelt worship. Experience a spiritually engaged congregation passionate about serving others through impactful community outreach and service projects. With a strong commitment to God's Word and a warm, welcoming atmosphere, our church is supported by financial stability. Be part of this dedicated ministry, guiding and inspiring believers as we grow together in faith and service to Christ.

PART I: WHO WE ARE

Name and Location

CONGREGATION

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

Wayne Zion Lutheran Church

NAME

11070

CONG ID

Monticello, IA, 52310

CITY, STATE, ZIP

US

COUNTRY

Southeastern Iowa Synod (5D)

SYNOD

Congregation - Organized

TYPE OF MINISTRY SITE

1872

YEAR ORGANIZED

Rural

SIZE OF COMMUNITY

Contact Information

Ministry Site (preferred contact information)

15531 County Road E17

ADDRESS LINE 1

Monticello, IA, 52310

CITY, STATE, ZIP

US

COUNTRY

waynezionlutheranchurch@gmail.com

E-MAIL

https://waynezion.org/

WEB SITE

(319) 465-4834

PHONE

FAX

Chairperson of Congregation or Head of the Organization

Steve Carlson

NAME

Monticello, IA, 52310

CITY, STATE, ZIP

US

COUNTRY

ADDRESS LINE 1

ADDRESS LINE 2



DAY PHONE	EVENING PHONE	CELL PHONE	FAX
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E-MAIL

Chairperson of Call or Search Committee

Rick Meyer

NAME

ADDRESS LINE 1	ADDRESS LINE 2	CITY, STATE, ZIP	COUNTRY
		Monticello, IA, 52310	US

DAY PHONE	EVENING PHONE	CELL PHONE	FAX
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E-MAIL

Demographics

Language Spoken

In the congregation/ organization

English

PRIMARY LANGUAGE	SECOND LANGUAGE	THIRD LANGUAGE
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In the surrounding community

English

PRIMARY LANGUAGE	SECOND LANGUAGE	THIRD LANGUAGE
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Race/Ethnicity (In the Congregation)

Caucasian (95%)	Asian/Pacific Islander (5% or less)
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LARGEST	SECOND	THIRD	FOURTH
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COMMENTS OR EXPLANATION

Race/Ethnicity (Surrounding Community)

Caucasian (95%)	Latino/Hispanic (5% or less)	African American/Black (5% or less)	Asian/Pacific Islander (5% or less)
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LARGEST	SECOND	THIRD	FOURTH
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COMMENTS OR EXPLANATION

Gender comparison

Age distribution

50%	50%	25%	15%	15%	15%	30%
MALE	FEMALE	19 YEARS OR YOUNGER	20 - 34	35 - 49	50 - 65	OVER 65

Number of Paid Staff

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



Congregational Information

51 - 150	0 - 25	Single site
AVE WEEKLY WORSHIP ATTENDANCE	AVE ATTENDANCE IN CHRISTIAN EDUCATION	PARISH TYPE

Distance members live from church facilities:

0%	0%	10%	90%
1/2 MILE OR LESS	1/2 - 1 MILE	1 - 3 MILES	MORE THAN 3 MILES

Community Type

- | | | |
|-------------------------------------|--|---|
| <input type="checkbox"/> Suburban | <input type="checkbox"/> College or University | <input checked="" type="checkbox"/> Farming |
| <input 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 |

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.

Wayne Zion is a rural church and serves the communities of Monticello and Anamosa both located in Jones County, IA. Jones County has a population of roughly 21,000 as of 2023 US Census estimates. Monticello and Anamosa are full-service towns with both having numerous eating establishments, grocery stores, gas stations, and shopping including a brand new Theisens in Monticello. Anamosa has a Wal-Mart and is the County seat. Monticello has two dollar stores (Dollar General and Dollar Tree) and two grocery stores (Fareway and Hy-Vee Fresh).

Both towns offer a variety of entertainment including a live theatre, the Great Jones County Fair (2nd largest county fair in Iowa), Annual Pumpkin Fest, 3 golf courses, disc golf course, trails, parks and a water trail for canoeing/kayaking. In addition, we are also home to Camp Courageous, a premier year-round camp for individuals with disabilities. Camp Courageous offers the community access to a year-round indoor pool & swimming lessons (which is a unique asset not available in most small towns). We are also blessed with one of the oldest state parks in Iowa: Wapsipinicon State Park which is a 394-acre park along the sandstone and limestone bluffs of the Wapsipinicon River in Anamosa.

The community is fairly homogenous with over 95% Caucasian, however the ethnicity of the community is changing. There is a strong reliance on agriculture, manufacturing, health care and governmental employment. The community is within 30 minutes of both Cedar Rapids and Dubuque via a 4 lane highway which gives the community access to a wider range of jobs, shopping, and entertainment.

Trends:

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



Our congregation has been growing over the past 5 years with average attendance averaging between 110 and 150 per Sunday. We've seen significant numbers of baptisms, weddings, funerals and confirmands. Our demographics show nearly 40% of our membership is 60+ years old.

2025: performed 3 baptisms, 2 weddings, confirmed 6 students and performed 6 funerals and 6 additional buried in the cemetery

2024: 25 new members, performed 6 baptisms, 1 wedding, confirmed 12 students and performed 10 funerals (all through Nov 15)

2023: 19 new members, performed 10 baptisms, 0 weddings, confirmed 3 students and performed 16 funerals

2022: performed 5 baptisms, 3 weddings, confirmed 5 students and performed 8 funerals

2021: performed 7 baptisms, 1 wedding, confirmed 3 adult students and performed 9 funerals

2020: performed 5 baptisms, 4 weddings, confirmed 7 students and performed 12 funerals

2019: performed 18 baptisms, 3 weddings, confirmed 9 students and performed 6 funerals

We have been blessed with a generous donor who provided an endowment for us to maintain and repair our facilities. We invest in our capital assets each year. Over the past 5 years we have replaced our septic system, paved our parking lot and replaced the roof on the church. There are no significant delayed repairs, and our project list is comprised of remodels and upgrades.

We are a fiscally-minded church that while we have many resources, and give generously to our community and others, we believe it is part of the mission to honor God through wise management of our resources.

We remain traditional in our approach to worship and the Bible.

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.

Our community is rural and we don't experience a large amount of change or transition year to year. However, like most areas in Iowa, non-church activities & the lack of honoring "Church Night" dedicated on Wednesday nights is a sign of the world today. We have a strategic plan in place with multiple ideas to implement improving upon this. While this is a challenge, our members still put Christ at the forefront & we have been fortunate to 'work around' schedules to still prioritize confirmation.

Despite the current inflation, we are seeing new businesses open and expand, such as a newly built Theisen's expansion in Monticello and a new winery/event center in Anamosa. Over the past 5 years, we've seen new businesses start or upgrade their facilities.

In addition, 3 years ago, Monticello was named a Mainstreet Iowa community. This puts a concentrated focus on revitalizing the downtown and gives the town access to additional state and national resources to improve the downtown. Jones County has an active economic development staff and both Monticello and Anamosa have staffed Chamber of Commerce organizations. There was a campaign for Monticello which raised over \$500,00 for the community last year. A similar campaign is underway for Anamosa.

As a rural church, our internet service has been less than desirable making it difficult to utilize technology to its fullest at the church. We have just had fiber placed to the church and we can now start exploring ways to use technology to share our worship message through video, rather than just radio broadcasts. We have also started using online surveys to communicate the church's needs. As we start to better utilize the tools at our disposal, we are confident we will be able to further our reach and impact in the community.

Programs:

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

Wayne Zion is proud of the fact that there is always something going on at the church. We have a robust congregation of active givers of their time, talents and treasure.

Outreach:

Social Concerns: In association with our local Ministerial Association, this group will assist anyone in our community who is in need. It can be utility assistance, an appliance, rent assistance, medical expenses or other related need.

Days for Girls: This group sews menstrual pads for girls in 3rd world countries.

Useful Hands: This group sews quilts to be sold

Quilts of Valor: These are quilts that are made and given to veterans.

Campership to EWALU: These are funds given to support campers at EWALU.



Food Pantry: Several times a year, the congregation makes a special donation for the food pantry & the congregation volunteers to work the food pantry one month per year.

Care Giving Program from Heritage: Dollars are given to this group who supports the aging

Stephen Ministry: This group comes alongside individuals with one-on-one Christ-centered care for people in the congregation experiencing life difficulties.

We also have members who regularly visit homebound members, give communion and pray with those in need.

Jones County Moms: This group meets at the church every month. The group is made up of moms who get together to meet while someone watches their kids at the church, giving the moms some time for socializing and education.

Harvest Festival: A community banquet that draws members and non-members in the fall.

Congregation supported Service Projects

Music:

Men and Women's Choirs

Bell Choir

Youth:

Sunday School: Our Sunday school services children pre-k to 5th grade. Sunday School enrollment has been steady at 29 for each of the past two years.

Confirmation: Classes for students 6th thru 8th on their path to being Confirmed.

VBS: Vacation Bible School is a community event with area churches collaborating together to put a VBS program on for the entire community.

Children's Christmas Program

Noisy Coin Offering

Bible Study:

Weekly Bible Study on Sunday mornings

Tableau: Reenactment of the Last Supper

Scholarships:

Anna Husmann - Each year we award \$15,000-18,000 in scholarships to high school seniors to attend college.

EWALU Campership scholarships

Goals:

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

Primary Goals:

- 1. Deepen Spiritual Engagement:** Provide resources and programs that help members grow in their personal and communal relationships with Christ, in particular focused on children, teens and young adults.
- 2. Strengthen Multigenerational Relationships:** Create opportunities for generations to engage, share, and learn from one another such as through service projects, and family-focused events.
- 3. Steward Time, Talent, and Treasure:** Encourage and facilitate the use of congregation resources for the glory of God by recognizing and celebrating volunteers regularly and educating the members about the many volunteer opportunities.
- 4. Expand Outreach and Community Presence:** Share Christ's love with the broader community through outreach and service including launching a digital sermon in addition to the Radio broadcasts we currently provide and consider hosting additional community events such as our Harvest Festival that brings in many non-members to the church.
- 5. Build a Sustainable Future:** Ensure the long-term vitality of the church through strategic planning and resource management, investing in better technology to support digital sermons and developing the future leaders of our church.

Energy:

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

The congregation has a lot of momentum right now. We are a constant hub of activity and want to keep the activity going. Our attendance is positive and wish to grow it more by leveraging our great work with the youth and our music program, while still providing support to all of the generations in our congregation. Finding a new pastor is top of mind for the congregation and everyone is looking forward to finding someone who will share our journey.

As part of our Strategic Plan, we are committed to growing the youth program, and this past fall in 2025, we executed on the plan and hired a new Youth Director to focus on our high school youth. We have a very good start with our Sunday School and Confirmation but would like to see it grow as well.



There is also interest in expanding the music program with additional instrumental music and have added several worship services that included instrumentals, including an outside service featuring the choir and a band performing gospel songs set to Polka music.

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?

Wayne Zion contributes to World Hunger and other initiatives with the Synod. We participate in the Synod Assembly each year, Our youth enjoy the Youth Gathering sponsored by the ELCA. This past year our Pastor and two high school youth attended the gathering in New Orleans. In the past, members have also participated in mission work.



Ministry Site Characteristics

AS A COMMUNITY

A LOT LIKE US	A LITTLE LIKE US	A LITTLE LIKE US	A LOT LIKE US
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We tend to be formal and programmatic.	<input type="checkbox"/>	<input 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 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 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 type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	We prefer ideas that are tried and true.
We rely on our leaders for direction.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We rely on group decision-making.
We have learned how to use conflict constructively.	<input checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We focus on contemporary issues and topics.



Purpose, Giftedness and Mission

Purpose

How does this congregation or organization understand its reason for being in the light of God's call to mission and service? Who are you? Why are you here?

Our mission (purpose) is to inspire and equip people of all generations to invest their time, talents, and treasure in ways that deepen their relationships with Christ and build a community centered on faith and love. This supports our vision to build a Christ-centered community where individuals of all generations can grow in faith, serve others, and nurture spiritual relationships.

Our core values include:

- * Faith and discipleship, steeped in tradition
- * Community and fellowship
- * Stewardship of resources
- * Intergenerational connection
- * Service and compassion

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?

Our congregation is blessed with many gifts and resources for fulfilling our purpose. We view our top 3 gifts as:

1. Traditional worship - staying true to the Bible and the roots of our Christian faith.
2. Youth program - We have a strong interest in our youth. The Sunday School program sets our children on a life-long relationship with Christ. The Confirmation program has been a highlight among our youth who met with Pastor Reddy weekly for 2-1/2 years growing their faith. However, as much of a gift our youth program has been, we see a great deal of opportunity to grow our "after Confirmation" program through a Youth Director we hired.
3. Music program - We are indeed gifted with a wonderful music program that reaches men, women, young adults and our youth. We have a men's choir, women's choir, bell choir and our children often perform during worship service.

We also have a very strong volunteer talent pool who generously share their time and talents. From a financial resource, we have been afforded endowments that allow us to stay vigilant with our capital improvements as well as share those resources with others in our community. It is part of our mission to improve upon our youth program which may require a youth spiritual director. The resources have not yet been identified, but we are hopeful God will answer our prayers for sufficient funding to make this a reality, as he always has in the past.

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?

Based on a recent survey of the congregation, we view our top 3 mission priorities to be:

1. Deliver a relevant and relatable worship message that reaches all our multiple generations in an engaging and moving way, supports our mission and goals, and deepens spiritual engagement in members' personal relationships with Christ.
2. Grow the youth ministry as our youth are the lifeblood of the church, bringing enthusiasm, and energy. They will become our church leaders in the future.
3. Increase attendance. Our Sunday attendance is important as the base for our member's worship. We have seen an impact from school and club sports and activities that pull the kids, parents, and grandparents from church when activities occur on Sunday morning. Finding solutions to increase attendance and support the youth ministry is important. With an increase in attendance, giving also increases, providing for a sustainable future.

References

Synod Bishop



PRIMARY LANGUAGE (PROFICIENCY)

SECOND LANGUAGE (PROFICIENCY)

THIRD LANGUAGE (PROFICIENCY)

Experience:

- 0-3 years 4-9 years 10 -15 years 16- 20 years 21 + years

Top Five Ministry Tasks

The five most critical tasks required in this position.

- | | | |
|--|---|---|
| <input type="checkbox"/> Administration | <input checked="" type="checkbox"/> Building a Sense of Community | <input type="checkbox"/> Campus / Young Adult Ministry |
| <input type="checkbox"/> Chaplaincy | <input type="checkbox"/> Children's Ministry | <input checked="" 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 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 | | |

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.	
Yes	Be active in visitation of members and non-members.	
	Be effective in working with children.	Yes
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.	Yes
	Encourage support of the Church's wider mission.	
	Work regularly in the development of stewardship growth.	



	Be active in ecumenical relationships.	
Yes	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 ELCA.	
	Understand and interpret the mission of the Church from a global perspective.	
	Deal effectively with conflict.	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.	
	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. **Getting to know the congregation. It is important to the congregation that the pastor engages with the members, is happy to see them and enjoys an activity with them whether it is fellowship after church or a game of cards or a check-in to hear about a high schooler's weekend. Some ideas that might help the pastor get to know the congregation are:**
 - * attend a meet and greet event at the church,
 - * attend fellowship events, volunteer opportunities, and community outreach activities to connect with members,
 - * take time to learn about the church's history, traditions, past leadership and community impact,
 - * share their faith journey with the congregation,
 - * learn the members names, interest and challenges,
 - * make an effort to followup on conversations, and
 - * encourage open conversation to learn about the congregation's interest, concerns and hopes.

- B. **Visiting the homebound. It is very important to our congregation to stay in touch with the homebound. For many of them, they spent their whole lives attending Wayne Zion and have given much of their time, talent and treasure to the church and we do not want them to feel forgotten. Some ways the pastor can build relationships with the homebound include:**
 - * celebrating milestones such as sending a birthday card, visiting on their birthday, anniversary or holiday,
 - * learn how the family is doing and offer pastoral care to them as well,
 - * share church or community resources with family members for caregiving and spiritual support,
 - * ensure the homebound members is comfortable with a visit, respecting their schedule and preferences,
 - * listen attentively to their stories, concerns and joys,
 - * offer a prayer, including their specific needs and blessings,
 - * bring communion, and
 - * stay in touch through phone calls or video between home visits.



- C. **Expanding and growing the youth program:** Wayne Zion has been a church since 1872. A significant part of the longevity of Wayne has been to engage our youth and help them develop a relationship with Christ and they stay in the church their entire lives. We would like to keep a focus on the youth program. Our Sunday School teaches Pre-k to 5th grade bringing the children to church and supporting their early Christian education. Our young members enjoy playing a part in the service and are ready to jump up during the offering to collect the "Noisy Coin Offering" which teaches them to be generous and do their part in the collection.
- Some ways a new pastor can support our youth programs:
- * lead the confirmation program,
 - * include a children's sermon during worship,
 - * support the Council in their efforts to grow the youth program,
 - * be approachable for youth seeking guidance,
 - * pray for and with the youth, and
 - * lead or participate in service projects with the youth.
- D. **Growing the congregation:** As a growing church, we wish to fuel our growth momentum. A pastor who is welcoming and attentive to visitors and new members is key to continuing the growth. The addition of a new pastor can be an exciting opportunity for renewal and reinvigoration. Some ways a new pastor can stimulate growth are:
- * emphasize the shared mission of the church and rally around common goals,
 - * promote collaboration between the pastor, staff and volunteers to create a cohesive leadership team,
 - * use online platforms to introduce the new pastor, share sermons and promote church activities such as Facebook, website and video sermons,
 - * support programs that cater to children, teens and young adults,
 - * offer tools like devotions, classes or online content to help members grow individually,
 - * make prayer for growth and unity a regular practice for members, and
 - * offer ministries that engage older members and value their contributions.
- E. **Participate in the local Ministerial Association:** Wayne Zion has a history of strong participation in the local ministerial association and we would like to continue to support the community. Our impact has been wide and deep including our time, talents and treasure. A new pastor can continue the strong participation by:
- * joining the ministerial association,
 - * regularly attending meetings,
 - * advocating for the needy in our community,
 - * participate in ecumenical events, such as the service during the Great Jones Co Fair,
 - * involve the congregation in association-sponsored events, such as working at the food pantry,
 - * share ideas, facilities or programs that could benefit the association's goals,
 - * share your expertise with the association, and
 - * pray for and with fellow ministers.

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. **Attend Church:** Attendance at church is a sign of support for a new pastor. Our attendance increased over the past few months as a gift to Pastor Wade before he left. And, we are seeing that the attendance is being sustained. When our members are asked to step up and attend church, they do. Per our survey, this was the number one way our members felt they could support the new pastor.
- * attend services and programs to demonstrate our commitment to the church and its missions,
 - * engage actively in sermons and bible studies, showing our willingness to grow and learn,
 - * make attending church a priority,
 - * be a welcoming and growing congregation,
 - * welcome and encourage friends, family and community members to attend services, and
 - * support the pastor beyond Sunday services by showing up for other ministry led events they lead.
- B. **Continue to support with giving:** When our members are asked to contribute to support new projects or the general operating fund, they do. For example, the parking lot was paid off in 5 years with support coming from our members and an endowment fund. This past summer when giving was lagging, an appeal to the members for the operating fund brought in gifts totalling 6.67% of our total budget. Wayne Zion members have a long and consistent history of giving when asked.
- In addition, the congregation will:
- * ensure the parsonage is well maintained,
 - * allocate funds for conferences and training to support the pastor's growth,
 - * ensure the pastor's office is welcoming, functional and well-maintained,
 - * encourage the congregation to give regularly to the church's general fund, ensuring ongoing financial stability, and
 - * promote long-term giving options, such as estate planning or endowment funds, to secure the church's future and support its leadership.
- C. **Listen and be receptive:** We are steeped in tradition, but are also willing to listen and be receptive to change as we build a healthy relationship between the pastor and the church community. As a congregation we will:
- * pray as individuals and as a church for wisdom, patience and a spirit of unity as we transition, setting a tone of humility and dependence on God,
 - * greet the new pastor warmly during their first services and events,
 - * host a welcome event as a meet-and-greet to help the pastor and their family feel at home and give the congregation a chance to interact,
 - * host fellowship gatherings after Sunday service as a weekly opportunity for the pastor and family to interact with the congregation,
 - * be mindful of their family's needs, as the pastor's spouse and children are also adjusting,
 - * avoid comparing the new pastor to their predecessor,
 - * be patient as they learn about the church's culture, traditions and needs, and
 - * show appreciation with words of encouragement



- D. Being open to new ideas will foster growth and strengthen our community with the Pastor. As a congregation we will:**
- * approach new ideas with curiosity rather than judgement,
 - * reflect on how the ideas align with our faith and the mission of the church,
 - * give our full attention when our pastor shares new ideas, listening to understand, not just to respond.
 - * ask thoughtful questions to clarify and deepen our understanding of the pastor's new ideas,
 - * evaluate new ideas in light of traditional biblical teachings,
 - * share thoughts respectfully and constructively,
 - * pray for our pastor, our church and our community to receive God's wisdom and direction as we explore new opportunities,
 - * volunteer to support or pilot the new idea as hands-on involvement can give us a better perspective, and
 - * recognize that implementing new ideas can take time and adjustment.
- E. Extending grace is a meaningful and impactful way to nurture relationships and encourage their ministry. As a congregation we will:**
- * pray for their spiritual, emotional and physical well-being,
 - * remember that pastors are human, with struggles and limitations like anyone else,
 - * avoid holding them to impossible standards. If they make mistakes, offer forgiveness and understanding,
 - * share specific ways their sermons, actions, or leadership have blessed us,
 - * understand they will have a demanding schedule,
 - * be mindful of their need for personal time and family time,
 - * serve alongside them, volunteering to help lighten their load,
 - * avoid gossip or divisive behavior that undermines their leadership,
 - * acknowledge the unique challenges they face, such as stress, spiritual warfare and the weight of leadership,
 - * show kindness and grace to their spouse and children, recognizing the sacrifices they make for the ministry, and
 - * be a source of joy, not stress.

Compensation

Yes	Yes
PARSONAGE	SOCIAL SECURITY TAX OFFSET
\$40,000 - \$60,000	
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
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 compensation package is within synod recommendations, and includes a parsonage.

The parsonage is next to the church and is in a beautiful rural setting off a paved road. It is an American Foursquare style brick 2 story home. It boasts 4 large bedrooms that open off a large upstairs hallway. There is even an extra room that could be used for an upstairs living space or sitting room. The main floor has a large kitchen with island opening to a living dining room combination. All rooms have hardwood floors that are in excellent condition. There is also a home office and laundry room. The home has two bathrooms, one is handicapped accessible. The home has a 3-car garage with outdoor patio built on top of the garage. There is also a full basement and 2 covered porches. The back entrance is equipped with a wheelchair lift.

Newer windows and roof are also part of this beautiful home.

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.

Answer the Call to Serve in a Thriving Ministry

Step into a ministerial role at our growing, multi-generational church, where faith and tradition meet innovation and impact. With traditional worship, a thriving music program, and a dedicated team of volunteers leading diverse programs, our church is a vibrant hub for spiritual growth and community outreach. Supported by financial stability, strategic planning, and a parsonage, you'll join a mission-focused congregation giving \$40-50K annually to community projects. Help us deepen spiritual engagement, expand youth involvement, and build a sustainable future while strengthening our presence in the community. Together, let's inspire hearts, grow faith, and make a lasting impact for generations to come.

The following was written by one of our Council members as a description of our worship life and practices:

January at Wayne Zion is a time of transition from the Christmas season to the Lenten season. We are putting away the many decorations that adorn our church through the Christmas season and preparing for the next season. It is a blessing to have so many people helping to take care of Wayne



Zions needs in the winter season, inside and outside. One example of things that get taken care of automatically is snow removal. Another way that we share our ministry is by the radio broadcast that is sponsored by our church members, which is broadcast weekly all year long, and is a great blessing that we take advantage of when the weather is bad.

February and March brings us to our Lenten journey. Our Wayne Zion family gladly gets together for Ash Wednesday, and the following Wednesday Lenten services offer a time of extra fellowship as we gather for soup suppers along with our Wednesday services. Our youth have often offered a February fundraiser of take and bake pizzas for Super Bowl Sunday as well, and it is well supported by our church family and others outside of our church, and is a great service and fun time for our youth.

April brings our Lenten journey to Easter. We are blessed with the most wonderful sunrise service on Easter with a church breakfast and then another later service. We are so blessed to have the bell choir and men's and women's choirs to offer musical worship to God. There is nothing more beautiful than the sun shining through the east facing stain glass at the top of our sanctuary and creating the most stunning worship space.

April has also been the time our confirmands affirm their baptism with confirmation. We are blessed with a strong confirmation program because of the continued commitment from so many of our church family. A particular highlight is our faith formation nights, where we invite members from our church family to share their story of why faith is important to them.

May is a time of honoring our graduating seniors and Sunday School finishing before summer break. It is also a beautiful time in our Wayne Zion cemetery as flags are placed around our cemetery in honor of Memorial Day.

June and July services are a fun time in our church as we share hymn song requests from our church family and relax with the summer pace. We are blessed with a beautifully cared-for facility to enjoy worship in the cool sanctuary, continuing to enjoy fellowship after church each Sunday, provided by our church family, before going out into the warm summer weather. For the 4th of July, again, we place American flags around our cemetery.

August brings vacation bible school, our tradition of an outdoor service, our youth led ice cream social and the beginning of school. Wayne Zion is a strong participant of our community wide vacation bible school held in town at our community youth center. Again our church family steps up to provide volunteers, food, and supplies to make vacation bible school an amazing opportunity for our youth to learn about our faith. Wayne Zion has also held an outdoor service in August, enjoying worshipping God with our beautiful country atmosphere as our sanctuary. We bless our students' backpacks and pray for their safe and successful school year as we prepare for the start of school. We are always excited to end summer with our youth led ice cream social, it is a highlight for our young and old alike as a tradition that continues to bring all together.

September brings the start of Sunday School and our choirs also begin to gather again and prepare to share their musical gifts. Our confirmands are also back to class and participate in faith formation.

October brings our Harvest Festival Supper and Reformation Sunday. The Harvest Festival has a long tradition of our church family coming together to serve supper to our community, offering a traditional meal and wonderful opportunity for our multiple generations of our church family to serve side by side, enjoying the fellowship of service. It is also a significant fundraiser for our church, providing our church with the means to continue to give to our many causes. Our church family then looks forward to the traditions that remind us of our strong Lutheran heritage. Our bell choir playing 'A Mighty Fortress Is Our God' as our congregation sings is a particular highlight!

November is a time of remembering the saints in our church family on All Saints Sunday. The Sunday



before Veteran's Day, we recognize our veterans during service and distribute homemade quilts our members have made called Quilts of Valor, to any veteran member who has not already received one. We are also preparing for our special Thanksgiving service, preparing special musical gifts to share.

December brings our Wayne Zion family to the Advent season. We are blessed with many who decorate our church, coordinate giving opportunities for local families, prepare our children for a wonderful children's program and those who share musical gifts in our services. Our church embraces the opportunity to be great givers during this season with our time, talents, and treasures. Throughout the months, our Wayne Zion church family enjoys the change of the seasons, looking forward, embracing what comes next in our services with the different liturgical settings, and with the traditions we continue to carry on and pass from generation to generation.

PART V: COMPLETION OF PROFILE

Discernment Process and Adoption

Please describe the process used to gather information, formulate responses, and officially adopt this Ministry Site Profile. (Approximately 100 words maximum).

We engaged the congregation through three different town hall meetings where we allowed members to answer questions related to a strategic plan and this site profile. Once we tabulated the results from the town hall meetings, we developed a survey that was sent via email and was printed and made available at the church for any and all members to complete. We had approximately 15% of the members respond.

Those responses as well as a Strategic Planning Session we held after the surveys were returned was used to complete this Ministry Site Profile.

Some or all of the Council was present for the Strategic Planning Session and completion of the Site Profile at different stages throughout the process.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's board: **11/30/2024**

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.

Dan Kuckuck

NAME

(319) 338-1273

OFFICE PHONE

Assistant to the Bishop

TITLE

transitions@seiasynod.org

E-MAIL

Reference's Recommendation

Pastor Phil Jorgensen

NAME

DAY PHONE

CELL

E-MAIL

EVENING PHONE

FAX