

CONGREGATIONAL PROFILE



Enter information directly into this document.
**SAVE the document on your computer with your congregation's name,
city and date completed as part of the file name.**

**EMAIL COMPLETED PROFILE TO dwendel@thenalc.org.
Keep a copy for your records.**

Congregation Name and Location

Name Zion Lutheran Church

Mailing address 101 E. Van Buren St. Philo, IL 61864

City Philo State/Province IL Zip/Postal Code 61864

Telephone 217-684-2814 Fax None

Email address zionlutheranphilo@yahoo.com

Congregation website <https://www.zionphilo.com/>

Seeking Full-time pastor Part-time pastor Either full-time or part-time

Call will be for Solo pastor Senior pastor Associate pastor

Congregational President or Vice President

Name Lisa Fink Title Vestry President

Mailing address 806 S Harrison St

City Philo State/Province IL Zip/Postal Code 61864

Home phone 217-684-2142 Cell phone 217-898-9678

Email address LFink@ncte.org

Call Committee Chair

Name Jan Causey

Mailing address 1649 CR 750 N

City Philo State/Province IL Zip/Postal Code 61864

Home phone 217-684-2421 Cell phone 217-840-9884

Email address kjjj79@gmail.com

Congregational Demographics

Number of **paid** staff (full- or part-time): Clergy 1 Lay professionals _____ Secretarial hourly

Average worship attendance 40

Average Sunday school attendance 10

Indicate the type of community in which your congregation is located (is it small town, small city, suburban, large city, farming, industrial, etc.).

Philo is a small town or rural community that is mainly a farming area.

Describe the congregation's ethnic composition and age distribution.

The congregation is primarily Caucasian. Our congregation, as a whole, is older – most in the congregation are folks who are retired. There are pockets of middle-aged members, but very few younger adults. Past patterns have seen teens not continue to attend once they are confirmed. Therefore, there aren't many members in their late teens or twenties. We've had a growing number of Sunday School aged students. Several of them attend with their grandparents.

Does the congregation have a clear vision for mission — a clear and shared understanding of where God is leading you? If so, state it as succinctly as possible.

Zion has an active Mission and Stewardship commitment. We contribute quilts and kits to LWR. We send in a large number considering how small our congregation is. There are times when we join with other churches in the area for services and community projects. Zion Women also provide food for purchase, to the public during Philo Community Events.

What are the primary goals of your congregation?

As members of Zion Lutheran Church, we are all children belonging to God. We will share the important message that we are all sinners who are forgiven by God's grace through Jesus Christ. We will be living examples of love, peace, and joy to all of God's children in need, in our community, our country, and our world.

Describe your congregation's worship practice (liturgy, hymns, vestments, music, hymnals, and frequency of Holy Communion).

We use both the *Lutheran Book of Worship* as well as the *With One Voice* hymnal. We sing an additional 3-5 hymns per service. We commune every week – alternating between traditional Communion and intinction. Zion has one worship service at 10 am. We worship at 9 am in the summer. The area NALC churches participate in a round robin for midweek Lenten services and have for several years. We have special services for Thanksgiving, Christmas, Lent, Maundy Thursday and Good Friday.

Describe your congregation's Christian education ministry.

Adult Bible study and confirmation classes meet at 9 am during the school year. Sunday school for younger children is during the service with children returning for communion. Some school age children read lessons and play music on special occasions.

Describe the congregation's current activities for mission and outreach.

Zion has an active Mission and Stewardship commitment. We contribute quilts and kits to LWR. We send in a large number considering how small our congregation is. There are times when we join with other churches in the area for services and community projects. Zion Women also provide food for purchase, to the public during Philo Community Events. We donate annually to the local food bank, LSSI, and other Christian missions.

The NALC is committed to moving away from an institutional understanding of the Church, to the biblical commission to be a community of followers of Jesus who focus on being disciples and making disciples. Which best describes your congregation's understanding of this movement? [Type an X by the appropriate response]

- Totally unaware
- Have heard about it
- Have been involved personally
- Some in the congregation are involved, some aren't
- Congregation understands, is on-board and involved

List the *Top Five Things* your congregations hopes for in its next Pastor

1. Evangelism – getting more members
2. Working to increase giving to support Zion and our missions
3. Help our church to become more well-known in the community through community involvement. This could be accomplished through, but not limited to, attending school functions, youth programs, as well as other local community events.
4. Recruit younger members and families to the church
5. Care of members – hospitalized, homebound, or estranged

What were the three most significant events in your congregation's history? Provide the years in which these events happened and why they are important to your congregation.

1. During 1987, a contract was signed to refurbish Zion's pipe organ. This was funded by a memorial bequest as well as pledges from members. It was completed in 1989 and dedicated with an organ recital. This event brought out people from Philo as well as surrounding communities to Zion to see the refurbished organ.
2. Our church building is old, build in 1911. At this point, it requires quite a bit of maintenance. One area we kept encountering issues was our bell tower. A member, new to our church by marriage, had offered to fix some drywall issues that kept popping up earlier in 2020. Instead of just fixing the one issue, he worked until he got to the bottom of the problem. He found that our furnace was not venting correctly which was putting moisture up through the church, into the bell tower and the surrounding brick. While that discovery led to all sorts of maintenance costs, we believe that we have finally solved our issues and will be good going forward.
3. In 2016 when we called a new pastor, we needed to clean and prep our parsonage. While we have a small congregation, we were quickly able to get enough people to clean and tidy the parsonage, get bids for painting and flooring, and also get donations of furniture for the parsonage. Our congregation was also very generous in both monetary and with items to make our new pastor feel welcome.

Has your congregation participated in the Congregational Workshop Preparatory to the Call Process? [Type an X by the appropriate response]

Yes No

What were the three most significant results of the workshop?

N/A

Describe the nature and extent of any significant current or recent conflict in the congregation. Is this conflict resolved, or ongoing? If resolved, how was it resolved?

We would like to grow our congregation. We would like to find and gain new members as well as invite back members who have been absent or left for other reasons. By having more people in church, we hope that giving increases so we can pay our bills without having to tap into investments or savings. We are looking at this as a time to try new things as well as adjust some current and past practices.

How does your congregation handle conflict/tension? Which of the following do you think best describes your congregation? [Type an X by the appropriate response]

- As a church, we respect and listen to each other and work things through without generating divisiveness.
- As a church, we try to respect and listen to each other, but it is not uncommon for differences of opinion to be a problem and for some people to choose sides. Some have left our church because of conflict.
- Conflict hurts our sense of unity, but we tend not to talk about it.
- Painful experience with conflict has been present, but it has been worked through, and we have learned from the experience.
- We have had some painful experiences with conflict, and they linger in the background.
- Open conflict is present, and we need a minister who can help us deal with it.
- Other (describe).....

What was the nature of the relationship between your last pastor and the congregation? Positive? Struggling? Cooperative? Tense?

We would say that we had a struggling relationship with our last pastor. When he interviewed and first came, he was full of great ideas for growing our congregation and getting out into the community. However, there was no follow through with this vision. The lack of follow through led to tension between the pastor and church leadership when continuous requests for task promised by the pastor were not completed on time or in a complete manner. There was also a lack of communication from the pastor as to when special events were going to take place such as baptisms and welcoming new members. This made us look unprepared and unprofessional.

How did your council/congregational leaders work together with your last pastor? [Type an X by the appropriate response]

- Leadership is shared, with shared decision-making
- Pastor makes important decisions
- Council makes decisions with pastoral input
- Council makes decisions without pastoral input

Is your pastor a member of council with: [Type an X by the appropriate response(s)]

Voice Vote

Congregational finances

Total budget for last fiscal year: \$91,493.15 _____

Benevolence to the North American Lutheran Church: \$1,600.00 _____

Other benevolence: \$800.00 _____

Total debt of the congregation: \$0 _____

Total savings, reserves, and endowments: \$ 193,496.28 _____

Compensation of Last Pastor

Salary: \$34,000 _____ Parsonage/housing allowance: \$4,820.00 _____

Social security offset: \$3,882.23 _____ Pension: \$6,250.00 _____

Health Insurance: \$20,000 _____ Vacation: 3 weeks paid _____

Continuing education (time/funding): \$500.00 _____

Travel reimbursement: \$800.00 _____

Other: _____

When the Congregational Vacancy List is updated, a short paragraph (3-4 sentences) is included announcing each congregation's ministry. If you wish, your call committee may compose that summary, realizing it may be edited/formatted as needed.

Zion is a friendly congregation with a small active membership but the active members do a lot! There is great spirit and interest in continuing the works of Zion. We are part of a community with great schools, including preschools; and park district. There are cultural activities at the University of Illinois and in Champaign-Urbana which are easily accessed in less than 30 minutes. Philo is a safe and friendly community.

Consider filming a video to be included with your Congregational Profile on the [NALC website Vacancy List](#). We invite your call committee to make a 3-5 minute video introducing prospective pastoral candidates to your context and congregation. The video can be informal, explaining what your congregation is seeking in a pastor and showing images of the members of your congregation and your worship environment. Here are some sample videos: [Example One](#), [Example Two](#). These samples were not produced by the NALC. They are both simply examples of the type of content you could include in a video.

Video Submission Instructions:

Upload your video to YouTube or Vimeo. (Here are instructions on how to upload to YouTube: www.wikihow.com/Upload-a-Video-to-YouTube.) Include a link to the video below. Make sure the link allows for public access to the video.

[video link]

Provide any other information about your congregation that may be helpful in the call process.



In the above photo, the parsonage is on the bottom left and the church is on the right.





Completed by: Lisa Fink

Date: September 4, 2020

SUBMISSION INSTRUCTIONS:

SAVE A COPY OF THIS PROFILE TO YOUR COMPUTER. Use "Save As" and specify document file name as:

Congregation name, City, Date

****Email a copy of the completed profile to the Assistant to the Bishop for Ministry, dwendel@thenalc.org.**

Alternative submission method ONLY if you do not have email: Print and mail the complete profile to:

North American Lutheran Church
Attn: Pr. David Wendel
2299 Palmer Dr., Suite 220
New Brighton, MN 55112-2202

In addition, mail or email a copy of the completed profile to your mission district dean (can be found at thenalc.org/mission-districts/).

Should you have questions, call Pr. David Wendel, assistant to the bishop for ministry, at 719-650-8171 (cell).