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| 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 Immanuel Lutheran Church of Lebanon

Mailing address N554 County Road R

City Watertown State/Province WI Zip/Postal Code 53098

Telephone 920-988-9139 Fax 

Email address Office@Ilcol.org

Congregation website www.Ilcol.og 

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 Mike Coughlin Title President

Mailing address 119 N Maple St 

City Watertown State/Province WI Zip/Postal Code 53094

Home phone Cell phone 920-390-0306

Email address mfac@sbcglobal.net

**Call Committee Chair**

Name Sue Rhodes

Mailing address 1404 Country Club Lane

City Watertown State/Province WI Zip/Postal Code 53098

Home phone none Cell phone 920-988-9139

Email address suemrhodes9139@gmail.com

**Congregational Demographics**

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



Average worship attendance 176\* before COVID Average Sunday school attendance 

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

Immanuel Lutheran Church of Lebanon is in a rural country setting between Watertown and Lebanon, Wisconsin. Our beautiful church is located about 4 miles east of Watertown, a city with a population of 26,000, and Lebanon which is unincorporated with about 1,500 people. Having the best of both worlds, Lebanon is 50 miles west of Milwaukee, and about 50 miles east of Madison, WI. The area is primarily a farming community, with beautiful green fields in the spring, the smell of freshly mown hay in the summer, and golden wheat fields during harvest time in the backyard of the church and parsonage. The majority of the members at Immanuel reside in Watertown, Hustisford and Lebanon. Outside of farming, many residents commute to surrounding cities for their professions. The median household income and home values are consistent with Wisconsin averages. The Lebanon township has 3 popular parks: Harnischfeger Park on the Rock River, Lebanon Fireman's Park, which is a popular site for community picnics, ball games and band concerts, as well as Treckle Park which was developed by the Lebanon Historical Society, with a museum displaying the proud Lebanon-German heritage of the area. There are also a number of recreational lakes and hiking and biking trails surrounding the area.

If you’re looking for larger cultural or sporting event opportunities, Milwaukee is about an hour drive away. Located on the shores of Lake Michigan, you can find the Milwaukee Art Museum, The Harley Davidson Museum, as well as American Family Field which is home to the Milwaukee Brewers, or Fiserv Forum which serves as home to the Milwaukee Bucks. Madison is home to beautiful Lake Mendota and is home to the well-known University of Wisconsin and all the events associated with a large university.

**Describe the congregation’s ethnic composition and age distribution.**

One of the strengths identified in our recent congregational survey is that we are a welcoming, friendly and caring family of members. The majority of our congregation is of German descent. The ages range from infant to 101. Distribution of ages is: 0-10: 61, 11-20: 68, 21-30: 39, 31-40: 61, 41-50: 55, 51-60: 46, 61-70: 79, 71+ 84

We are a multi-generational congregation of dedicated members, including some families whose family members have remained active over our 175 years. There is a feeling of sincere love and caring for one another that can be felt among the members. Living In a rural, smaller community, many members serve as volunteers in a variety of ways, not only in church related events and projects, but also in the community.

**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.**

Our present Mission Statement says

“As God's family, we are called to witness to our faith in Christ, to hear, live and proclaim His Word daily, through worship, service, and education, including Lebanon Lutheran School. In this way we proclaim the meaning of our name Immanuel; “God is with us.".

Most important is to continue to pray for the Holy Spirit's guidance and listen to His will. We desire to be the same person we are when we are worshiping in church, and outside of church leading our daily lives.

As the Lord asked Peter, we pray that we are willing to "feed my sheep". And we seek to take the Lord’s command seriously to "Follow Me!"

**What are the primary goals of your congregation?**

To find a shepherd to lead and help us grow in our Faith journey. We want to stay focused on the NALC core values, and foster an environment where people can grow as disciples. We also desire to promote healing to the many so affected by the COVID pandemic.

With the Holy Spirit's guidance and listening to the will of God, we long to find the missing shepherd of our flock to embolden us to profess and openly live our faith in Jesus Christ. We humbly long to identify our strengths and weaknesses while working together with love and patience during this exciting time!

 *- Mission Statement and Goal of Call Committee*

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

 We have traditional worship services, based on the Church Calendar Lectionary. Holy Communion is celebrated at weekly worship services, and at special services. One Sunday a month is led by God's Plan, a small group of musicians. providing music ranging from traditional to gospel. This Sunday also includes youth as the lay readers. Multiple special services are held during the year. For example, we have an All-Saints Service remembering those who became Saints during the previous year. Liturgy, hymns, and music are selected by the pastor, along with the Music and Worship Committee. We use hymns from the traditional Lutheran hymnals. Appropriate vestments are used and maintained by the Altar Guild.

We have a strong and active music ministry with various singing groups, including: Voices of Praise, God's Plan, Men's Group and many gifted soloists and musicians who share their talents on a regular basis. We are also blessed with three organists/pianists who are members of our congregation and provide music for our worship services. Our Voices of Praise present a Christmas Cantata each year, accompanied by 10-12 instrumentalists from the community to glorify God at Christmas. This has become a true Outreach to the community.

The church is blessed to have a 10-rank pipe organ, which the congregation is considering a repair and restoration project. Also, a clavinova and an electronic grand piano.

Several quotes from our congregational survey include, "I am enlightened when I sit in church with music, sermons, and fellowship." "We continue to hear strong scripturally-based sermons." "I am always inspired by the Worship Service, and the Sacrament of Holy Communion is offered every Sunday."

**Describe your congregation’s Christian education ministry.**

A vital and important element of our church's mission is Lebanon Lutheran School (LLS) and Early Childhood Center (ECC). LLS provides a 4K through 8th grade school where children are taught in a Christian environment, along with daily bible lessons, music and catechism instruction. Chapel is held every Wednesday morning for the children. On Sundays, Children’s Church is held for children ages 3 to 6 years old. Confirmation classes for youth attending LLS and public schools are taught each week by the Pastor, preparing the children for their Confirmation.

We offer a Women's Bible Study, Women of the Church Bible Study, Men's Breakfast Group Bible Study, Thursday Morning Bible Study and Leadership Bible Study for Council Members. In our recent survey, members requested additional regular opportunities for Bible study, particularly for working members.

**Describe the congregation’s current activities for mission and outreach.**

Immanuel has a commitment to mission and outreach, seeking opportunities for ways to assist those in need in our local communities. We attempt to lead by example by contributing to the local Food Pantry and Mary's Room. We also participate in Bread and Roses Dinners, fund transportation for those in need, and assist with funds, food and relief when needed. We host a Blood Drive several times a year. We also contribute to the NALC Disaster Fund, and the Malawi Orphan Project, as well as Samaritan's Purse. Committees regularly identify opportunities to work together to spread good cheer and joy, such as caroling at Christmas time. This year we recorded a CD with the Christmas message and carols for our shut-ins.

A very vital part of our Mission is LLS. Our congregation has supported our Christian Day School for 176 years. About one-half of the students are not members of our church which brings families who otherwise do not have a church home to worship and hear the Word of God.

**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 

 X Congregation understands, is on-board and involved

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

1. As God’s people of Immanuel, we pray to find a Pastor who will foster an environment where our flock will grow as disciples, teaching us the power of our faith. One who believes, teaches and preaches with passion, the Word of God as found In the Bible, so that we can clearly understand the Law and Gospel so graciously given to us.
2. Our hope is to love our new Pastor, as we hope they would love us, their flock, with respect and dignity. We feel it is important to find someone who is outgoing and approachable by all, with a sense of humor. Someone who demonstrates a sense of confidence and trustworthiness.
3. We pray for a pastor who embraces and supports our Christian Day School, has the ability to connect with the youth, and is willing to assist in developing a vision to better meet their needs.
4. Our new pastor should enjoy evangelism, want to become active in the community and its events, and be comfortable being a visible ambassador of our faith community.
5. Our hope is that our pastor is comfortable relating to all of the multi-generational members of our congregation. We pray they would love the children, but also find ministering to the elderly, sick, and shut-ins as important and fulfilling.
6. Our prayer Is: “Dear Lord, please send us the Pastor you select for us!”

**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.**

Two years ago, our Church and Christian Day School celebrated our 175 Years of Ministry here at Immanuel. The yearlong tribute recognized our forefathers, many of whom still have direct descendants as members. We had special services, events and fellowship commemorating our faithful ministry over the years! An Anniversary Worship was led by NALC Assistant Bishop, Rev. David Wendel. We give thanks for 175 Years of Worship as the church of Immanuel!

In 2011, the significant event(s) was a yearlong discernment process involving the entire congregation as to who we were as a community of faith. Following this congregational-wide process, a motion was passed to leave the ELCA, and apply for membership to join the NALC. Immanuel was one of the Charter Congregations of the NALC, and continues to embrace Its CORE VALUES. Immanuel has had the wonderful opportunities to have Bishop Dan Salbo, and then, Bishop John Bradowsky lead us at a Sunday Worship during these past years.

Immanuel Lutheran Church forefathers, who immigrated from Germany for religious freedom, established a German Christian Day School one year before the church was chartered because their belief in teaching their children in a Christian environment was so strong. Today, that school still exists as Lebanon Lutheran School. It is a significant mission of our congregation, as it not only teaches our children, but also children from the community. Some of these children have never had a Bible in their home prior to coming to LLS. Significant to its continuance, in 1986, a partnership was formed with St Peter's Evangelical Lutheran Church. This enabled the financial support of the school feasible for both congregations. St. Peter's is a member of the Missouri Synod of the Lutheran Church. Both churches are blessed to be a part of this union working together for a common goal - the faith our children.

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

 **Yes, x No the Exercise was done with the Mission District Dean, Pastor Nehring**

**What were the three most significant results of the workshop?**

1. The exercise taught us that patience, and asking for and listening to the guidance of the Holy
Spirit is essential. Because there was a feeling of loss when our Pastor resigned from his call with us, we learned that it is important to appreciate that a new pastor will bring renewed leadership and ideas in different ways.
2. We recognized that the CORE values of the NALC were a significant guide for our congregation.

3. From the input received from the exercises and surveys, we found that we are a strong, kind, and faithful congregation. We are eager to welcome and care for others. There were also areas of improvement identified and will provide opportunities for discussion and actions in the future.

**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?**

At Immanuel, we too have felt the tension and conflict caused by the COVID Pandemic. We must remember to hold onto the Word of God and His promises as our anchor in these challenging times. We continually remind ourselves to respect one another and each other’s personal comfort and safety during these times. Our Worship and Music Committee, along with Pastor, have added more opportunities and types of worship to accommodate social distancing and other safety concerns. All are trying to maintain a calming place for members to live, hear His Word, and cling onto our Mission of proclaiming His Word daily.

**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]**

 X 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.

 X Other (describe)…...The present COVID experience tends to separate us as to how to follow the health community guidelines.

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

Definitely positive. Pastor had developed many relationships, as friends, not only as their pastor. This was with young and old alike. Immanuel is blessed with quality and committed lay leadership, who take on tasks, whatever they may be. Although always consulted, pastor was not looked at as the main and only do-er of the congregation’s ministry. We work as a whole team, with a healthy pastor-congregation relationship.

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

 X Leadership is shared, with shared decision-making

 Pastor makes important decisions

 X 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)]**

 XVoice Vote 

**Congregational finances**

Total budget for last fiscal year: $ 389,996

Benevolence to the North American Lutheran Church: $ 1600

Other benevolence: $ 181,491/yr. support for LLS

Total debt of the congregation: $  212,500

Total savings, reserves, and endowments: $ 264,600.40

**Compensation of Last Pastor**

Salary: $ 46,149 +Scrip $3600/yr. Parsonage/housing allowance: $ Parsonage provided,

 Including Utilities

Social security offset: $ - Pension: $ 10% of Salary

Health Insurance: $ 100% of premium/$22,000 last yr. Vacation:  3 weeks

Continuing education (time/funding): $450/yr. NALC Convocation/ every other year

Travel reimbursement: As needed. Monthly mileage reimbursed.

Other: Phone allowance/ $50/mo.

**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.**

As God’s [people of Immanuel pray to find a Pastor who will foster an environment where our flock will grow as disciples, teaching us the power of our faith. One who believes, teaches and preaches with passion, the Word of God as found In the Bible, so that we can clearly understand the Law and Gospel so graciously given to us. Immanuel Lutheran Church of Lebanon is in a rural country setting between Watertown and Lebanon, in southeastern Wisconsin. Our beautiful church is located about 4 miles east of Watertown, a city with a population of 26,000, and Lebanon which is unincorporated with about 1,500 people. Having the best of both worlds, Lebanon is 50 miles west of Milwaukee, and about 50 miles east of Madison, WI, with all of the urban cultural and other amenities you may enjoy. The area is primarily a farming community, with beautiful green fields in the spring, the smell of freshly mown hay in the summer, and golden wheat fields during harvest time in the backyard of the church and parsonage. A very vital part of our Mission is Lebanon Lutheran School. Our congregation has supported our Christian Day School for 176 years. About one-half of the students are not members of our church which brings families who otherwise do not have a church home to worship and hear the Word of God. LLS provides a 4K through 8th grade school where children are taught in a Christian environment, along with daily bible lessons, music and catechism instruction. Our hope is to love our new Pastor, as we hope they would love us, their flock, with respect and dignity. One who is intrigued with the opportunity to provide guidance to teaching of the children in the school. Who, together with a committed and dedicated lay leadership, will take the Lord’s command seriously to "feed my sheep". And are willing to abide by the Lord's command to "Follow Me!"

**Consider filming a video to be included with your Congregational Profile on the** [**NALC website Vacancy List**](http://thenalc.org/call-process)**. 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**](https://www.youtube.com/watch?v=rcXBhDNftvg&feature=youtu.be)**,** [**Example Two**](https://vimeo.com/242282875)**. 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: [wikihow.com/Upload-a-Video-to-YouTube](https://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.

[enter text]

Completed by: Sue Rhodes, Call Committee Coordinator Date: 1/28/21

**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

 2655 Innsbruck Drive, Suite A

 New Brighton, MN 55112-9304

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

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

**PLEASE KEEP A COPY OF THIS DOCUMENT FOR YOUR RECORDS.**