

# CONGREGATION AL PROFILE

Enter information directly into this document.  
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city and date completed as part of the file name.**

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**Keep a copy for your records.**

## Congregation Name and Location

Name St. Matthew Evangelical Lutheran Church  
Mailing address 3620 Red Rose Farm Road  
City Baltimore (Middle River) State/Province MD Zip/Postal Code 21220  
Telephone (410) 335-4210 Fax (410) 335-5388  
Email address [stmatoffice@aol.com](mailto:stmatoffice@aol.com)  
Congregation website [www.stmatthewbq.org](http://www.stmatthewbq.org)  
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 Jeff Markley Title Council President  
Mailing address 7216 Oliver Beach Road  
City Baltimore State/Province MD Zip/Postal Code 21220  
Home phone Cell phone (443) 465-9085  
Email address [jeffdieman@comcast.net](mailto:jeffdieman@comcast.net)

## Call Committee Chair

Name Pastor John Kulczycki, Senior and only Pastor of St. Matthew Lutheran Church  
Mailing address 3726 Holly Grove Road  
City Baltimore State/Province MD Zip/Postal Code 21220  
Home phone Cell phone (410) 746-0249  
Email address [john.kulczycki@verizon.net](mailto:john.kulczycki@verizon.net)

## **Saint Matthew Lutheran Church**

3620 Red Rose Farm Road  
Middle River, Maryland 21220

Phone: 410-335-4210 E-mail: stmatoffice@aol.com

Greetings in Christ,

St Matthew is very aware of the cultural changes that surround our ministry and our need to adapt. Our current model of church requires change to survive in the present-day culture. We have functioned well over the years as a church that tends to its own. We have simply nurtured the current members of the congregation through direct pastoral ministry. In this day and time, we have been made aware and understand the importance of each member embracing their own mission as making and nurturing disciples of Christ.

Our pastor celebrated 32 years of ministry at St. Matthew and realizes the importance of making a transition to new pastoral leadership. We acknowledge the difficulties in changing a church ministry model from a very stable single-element pastoral ministry to include a strong focus upon a congregational discipleship ministry.

The vision we propose is meant to address those challenges with a respectful eye on both the present ministry model and the future of the ministry to a new congregation in the years to come. We want to balance the two for the sake of the Kingdom. We believe God is directing us to call a new pastor who will concentrate upon and embrace the growth of disciple making with those new to the congregation. Our current pastor would continue to serve in a senior status with an eye on the present members while retaining the vision of disciple making for the future. Both pastors, as a team, would build a solid disciple-making plan to address the challenges of the future.

Clear boundaries and specific expectations would be mandatory. Detailed job descriptions written with an understanding of where authority begins and ends. Both pastors, council members, and leaders in the congregation would be made aware of how decisions are made as described in the constitution.

The new pastor would have a 2-year contract. At the end of such time, a decision would be needed to either continue at St. Matthew or to move on. Responsibilities in addition to a focus on discipleship would include shared preaching on Sundays along with normal pastoral functions including presiding at communion, teaching, leading in bible study, baptisms, weddings and visitation as needed.

We are aware that this is not the conventional approach to change and transition within congregations. Because of the strong currents in our culture and the challenges before us are unique, we are willing to proceed in a collective way; using the strengths of the past and the present for the benefit of the future. If you are a pastor who is willing to work under a senior pastor's direction and interested in learning and applying principles of making disciples, we are interested in talking with you. Our desire is to serve the Lord. Pray about it and if God is leading you, contact us and let us seek His will together.

Philippians 4:6-8: *“do not be anxious about anything, but in everything by prayer and supplication with thanksgiving let your requests be made known to God. And the peace of God, which surpasses*



## What are the primary goals of your congregation?

Take our internal discipleship to outside the church walls by serving, teaching & equipping.

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

We endorse the four core values of the NALC:

**CHRIST CENTERED:** Jesus Christ, revealed in Scripture, is the Lord of the Church and the only Savior of the World. The Holy Scriptures are the norm for all matters of our life and faith and the Lutheran Confessions, a faithful witness to the Scripture.

**MISSION DRIVEN:** The Great Commission is our only mission. We go taking the Gospel to the ends of the earth, making Disciples committed to Christ, baptizing in the name of the Father, Son and Holy Spirit, teaching people all that Jesus commands, trusting in His constant presence and power.

**TRADITIONALLY GROUNDED:** We are a part of the faithful witness of the one, holy, catholic and apostolic Church across time and space. We endorse the creeds, forums, practices, Word and Sacrament ministry and worship that are consistent with the Scripture.

**CONGREGATIONALLY FOCUSED:** The congregation is the front line for mission and ministry. As interdependent partners we strengthen every local congregation to make it the most effective instrument possible for accomplishing Christ's purposes.

Pre-pandemic: We had communion every Sunday with traditional liturgy and hymns. Our vestments on the Altar are basic but traditional. Our service times were all on Sunday mornings at 8:30am and 11am. Our bulletins are produced completely on the computer, so we have moved away from the ELW and have gone back to traditions of the LBW, and 2010-2012 three year liturgy of Sundays and Seasons. We subscribe to the Sola lectionary series of SOWeR and use this weekly lectionary as our main source of scripture and guide for our bulletin liturgy. Our average weekly worship attendance was 110 people.

During pandemic: At the start of the pandemic, we stopped communion all together and for the sake of our congregation, we stopped singing the liturgical portions of the service, but recite them together. We also reduced the number of hymns we sing during the service. We collect offering outside of the service with an offering box set up in our Narthex. Once the pandemic closed our doors, we established a Conference Call Worship Service for those who were not tech-literate. That service is formatted to an evening Vespers service and is open for listening on Saturday evenings at 6pm. We also record a service for virtual viewing on YouTube and Facebook weekly. During the summer of 2020, we had one Sunday service inside at 8am, and one outside at 10am. We started doing communion once a month both

inside and outside. The capacity of our Sanctuary with 6 ft distancing is approximately 35. During the fall of 2020, we brought all worship services inside and established service times at 8am, 9:30am and 11am. We started doing communion inside twice a month on the first and third Sundays of the month. Currently our in-person service times are 8:30am and 10:30am on Sunday mornings, and our recorded service posts to YouTube and Facebook on Sunday mornings at 8am, and we are still doing our Conference Call Worship Service on Saturday evenings at 6pm. From the start of the pandemic, Pastor John has been doing a daily spiritual message posted on Facebook. We copy the link to our website for people who do not have Facebook but are tech-savvy. Our weekly attendance has varied widely throughout the pandemic. Some weeks we have up to 70 people, others as low as 20, pending on what our state's numbers have been doing, weather, and what is going on at church. Our Social Concerns committee has a "call team" that keeps in touch with our members on a regular basis.

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

Pre-pandemic: Sunday school for preschoolers thru 5<sup>th</sup> grade, 6<sup>th</sup> grade pre-confirmation, two-year confirmation course for 7<sup>th</sup> & 8<sup>th</sup> grades, post confirmation thru high school, adult bible studies on Sunday mornings, Monday evenings, Tuesday mornings, Thursday and Friday evenings. Post confirmation bible study on Friday evenings during the summer (most in this study are in college or working). We encourage anyone who wants to start a bible study to do so.

During pandemic: Our Sunday school is done virtually on Facebook. Also, we have our Pre-school teacher leading a daily devotional targeted for the students grade 6 and under. Our 2020 VBS was done virtually over a 2-month period in June and July with weekly themes. Videos were recorded for each night of the week with story-time, games, crafts, and snack-time. Fridays were used to recap the week. In September, our confirmation class is meeting on zoom on a weekly basis. We are preparing to come back to church for a summer series Sunday school as a united class outdoor with activities and group story-time. Prayerfully, we will resume in-classroom classes in September 2021.

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

We support local, national and international missions and outreach.

**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  
XX 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**

- A strong preacher of the Gospel.
- A pastor who is able to teach discipleship.
- A pastor who is relational and has strong leadership skills.
- A pastor who has new ideas but retains traditional values.
- A pastor who is a good listener and communicator.

**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.**

- Building the Education building in 1997 to expand ministries.
- Dawn Kulczycki's car accident in 2002. This unified our congregation and community.
- Hurricane Isabel 2003. This event centered the church and congregation in serving and community outreach.
- Leaving the ELCA in 2009 planted us solid in our beliefs!
- Pandemic of 2020/2021 has made us look at technology in a different way and has been challenging us all to keep the in-person church services going.

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

XX      Yes      No

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

- Made us recognize our strengths.
- Made us recognize our weaknesses.
- Made us recognize our needs.

**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 have no current conflicts.
- We effectively communicate to resolve and unify. To move forward with a plan of recovery and change. As a church we generally respect and listen to each other and work things through without generating divisiveness. Sometimes there is no resolution but seek and agreement to disagree.

**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.

Other (describe).....

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

Pastor John has been here for 33 years so the relationship with our last Pastor is somewhat moot, although he is loved by many and they remain in contact with him. as does he. As for the congregation's relationship with Pastor John, it is one of endearment and trust.

**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 Pastor John attends every council meeting and leads the council spiritually in their decision making of business matters.

**Congregational finances**

Total budget for last fiscal year: \$ 213,231.00

Benevolence to the North American Lutheran Church: \$ 9,600.00

Other benevolence: \$ 600.00 - AMR

Total debt of the congregation: \$ 74,500.00

Total savings, reserves, and endowments: \$ 77,846.74

**Compensation of Last Pastor**

Salary: \$ 36,750.00 annually Parsonage/housing allowance: \$ 34,000.00 annually

Social security offset: \$ -0- Pension: \$ -0-

Health Insurance: \$ -0- Vacation: 4 weeks paid vacation

Continuing education (time/funding): -0-  
Travel reimbursement: \$5,400.00 annually  
Other: convocation and conference expenses

**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.**

The ministry of St. Matthew has been one of Word and Sacrament sustaining the functions of worship and community for believers in Christ. The ministry of St. Matthew has been for many years one of caring and nurturing for all those who participate and are involved in the church. It has been a ministry of outreach to the community around it. The love and care amongst the members are welcoming to community members when they are looking for a church. We have for years been a congregation where folks who have experienced division and conflict in other churches come and find a home where they can be supported and encouraged in their faith.

**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: [wikihow.com/Upload-a-Video-to-YouTube](http://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.

We have a unique opportunity here in that we do not have a vacancy, but the opportunity to have our existing pastor mentor an associate pastor to become our next senior pastor.

Completed by: Kathy Duvall

Date: 3/2/2021

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**Congregation name, City, Date**

**\*\*Email** a copy of the completed profile to the Assistant to the Bishop for Ministry, [dwendel@thenalc.org](mailto: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).

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