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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 Emmanuel Lutheran Church

Mailing address P O Box 396

City Export State/Province PA Zip/Postal Code 15632

Telephone 724-327-2190 Fax 724-327-0306

Email address elcnalc@gmail.com

Congregation website [www.ourlutheranchurch.org](http://www.ourlutheranchurch.org)

Seeking [x]  Full-time pastor [ ]  Part-time pastor [ ]  Either full-time or part-time
Call will be for [x]  Solo pastor [ ]  Senior pastor [ ]  Associate pastor

**Congregational President or Vice President**

Name Lou Hiener Title President

Mailing address 110 Carriage Drive

City Pittsburgh State/Province PA Zip/Postal Code 15239

Home phone 412-793-5639 Cell phone 412-337-0507

Email address hiener.lw@gmail.com

**Call Committee Chair**

Name Ron Smith

Mailing address 2202 Woodmont Drive

City Export State/Province PA Zip/Postal Code 15632

Home phone 724-327-6179 Cell phone 724-454-4124

Email address ronksmith724@gmail.com

**Congregational Demographics**

Number of **paid** staff (full- or part-time): Clergy 1 FT Lay professionals 2 PT Secretarial 1 PT

(Lay Professionals: Organist PT and Youth Leader PT)

Average worship attendance 75 Average Sunday school attendance 3

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

Suburb of Pittsburgh, PA (20 miles east). The church is located on the borderline between Murrysville & Export, PA. (Approximate populations are: Murrysville: 19,000; Export: 900), so Murrysville is our primary member address. It is a largely professional community with roughly 30% holding Bachelor degrees and 25% holding Advanced degrees. We also have members in the surrounding communities of Jeannette, Monroeville, Delmont, Plum, Irwin, Apollo, Harrison City, & East Pittsburgh, and we try to include those areas in our outreach.

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

Murrysville is approximately 95% white, 4% Asian, and 1% black, and our church mirrors this pattern with roughly 98% white and 1.6% Asian.

Age distribution: (Based on those who have attended worship within the last year)

 65 & over: 66%

Age 30-64: 27%

Age 16-29: 4%

Age: 0-15: 3%

**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 mission statement is: “Welcoming all in Christ’s name, growing together in faith, sharing God’s love in the world.” We strive to grow and work together to share God’s Good News, be the light in the community, be good stewards, and be a scripturally-sound congregation as we share God’s gifts locally and globally.

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

Increase discipleship in all members

Expand our presence to surrounding communities as the next NALC church is approximately 20 miles away

Expand our outreach locally, regionally, and globally

Increase member participation in all of our Bible Studies and opportunities to serve within the church

Continually work to attract younger families to our church

Provide concern and support for the aging and those experiencing illness or death in the family

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

The worship practice at Emmanuel could be described as liturgically appropriate for mainline Lutherans. We have 2 service books: ELW (Evangelical Lutheran Worship) and WOV (With One Voice), available in pew-back racks -along with Bibles (English Standard Version). Occasionally the contemporary music group is asked to lead music for a given Sunday using guitars. Pastors typically wear an alb & stole and may wish to use chausibles for festivals.

Assisting ministers wear their own choice of attire, and they read the lessons, prayers, and assist the pastor with Communion distribution. We currently have one authorized lay worship leader in the congregation who is available to substitute if needed, but the service then does not include communion.

Currently we have one service on Sunday mornings at 10:15. (During the pandemic, many Sundays our worship has been virtual only using Free Conference Call.) At various times Saturday night services have been offered one Saturday a month or sometimes every Saturday. When held, they are typically very casual as we gather in one area of the sanctuary (sometimes in a circle), and they have featured various formats including Vespers, Evening Prayer, or video messages. The contemporary music group at times led the music one Saturday a month.

We celebrate communion every Sunday when able to hold in-person worship. In the summer our service is at 9:30 AM, and we usually do 1 or 2 of those as outdoor services at our pavilion adjacent to the church building.

Traditionally, we have held Lenten mid-week services coupled with Lenten lite meals, a Palm Sunday procession with palms, stripping of the altar on Maundy Thursday, and a Good Friday Tenebrae service.

A wonderful addition to our worship schedule has been adding a Taizé meditative worship service which we hold once a month on Wednesday nights. We are extremely blessed to have hired a church secretary who is a very talented, semi-professional singer who also has a minor in Theology and extensive liturgical experience. She has done all the planning and execution of these services. She has organized a group of musicians, some of whom are from other congregations and are paid a small stipend for their service, and she has put together all the music, readings, and prayers.

We have an excellent Bell Choir which beautifies our worship approximately once a month. Our organist/choir director also occasionally schedules a brass group or a woodwind quintet. Pre-pandemic, our chancel choir had been singing approximately once a month; however, that was becoming increasingly challenging as many in that group travel frequently.

And finally, we are excited that we are in the midst of celebrating our 200-year anniversary! The major event is to include a festival service in the morning followed by a catered luncheon and a concert featuring a woodwind quintet in the afternoon. Also, the title of Pastor Emeritus will be conferred upon our pastor who served this congregation for 28 years (December of 1988-August of 2016.) A number of other celebratory events are also planned. The pandemic has unfortunately caused the postponement of all of these events, so they will be re-scheduled as soon as we can safely congregate.

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

We have a wonderful group of willing teachers for our youth and a great rotation Sunday School program; however, sadly, we have very few children. There are a number of factors including the decline in general of younger families attending church, the draw of mega-churches in our area, and our lack of effective pastoral interaction with our youth. We are open to any ideas a new pastor might bring to help us attract youth.

For adults, we have a Thursday night Bible Study which meets online when the pandemic dictates and a Wednesday afternoon class studying Genesis—both currently led by lay leaders. The Wednesday class utilizes a video, so the pandemic has caused a postponement of sessions. We also have a prayer group which meets twice a month (during pandemic, virtually) to cover in prayer all things Emmanuel as well as matters in our community and our world.

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

Some of our mission and outreach activities include:

+ Regular financial support for a Haiti mission which provides medical clinics in an area of Haiti with no medical care

+ Support for a shelter for women & children through donations of clothing

+ Providing food and paper products for a local food pantry and a county one

+ Providing monthly, ecumenical, mid-week Taizé Meditative services inviting all of the community

+ Providing opportunity worship through Free Conference Call and advertised throughout the community so those without internet can still experience Sunday services just using their phone—we plan to continue after the pandemic

+ Participated in establishing the local church-sponsored Friends Thrift Shop and continue to assist there

+ Serve at the “Friends’ Kitchen meals”– an outreach of the thrift shop

+ Sponsoring a child through the Compassion Child program

+ Making quilts for Lutheran Relief

+ Prayer Shawl ministry – comfort for the ill or those suffering loss

+ Providing School kits for Lutheran World Relief

+ Providing polar fleece blankets for Lutheran Immigration and Refugee Service

+ Providing emergency supply bags for Meals on Wheels

+ Fish Hooks-weekly topic on Christian faith, Bible, & Lutheranism “Fish Hooks” written by a member for bulletin (placed on a website—over 1200 visitors this year—website: [www.teamfishhooks.com](http://www.teamfishhooks.com) )

+ Regular articles sent to the local paper inviting all to our services and showing our activities

+ College and young adult ministry – periodic mailing

+ Homebound visitation group

+ Providing Christmas baskets for congregation homebound

**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

 X Some in the congregation are involved, some aren’t

 Congregation understands, is on-board and involved

Several years ago extensive information was presented at our church, and members were encouraged to examine their personal discipleship, and emphasis on the discipleship principles continues.

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

1. Centered on Christ & traditionally grounded
2. Loving, compassionate, & trustworthy
3. Inspirational sermons utilizing practical illustrations/stories that relate to everyday life
4. Participate in developing a vision for the future including interest in recruiting young families
5. Tending to the needs of all of the congregation

**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.**

\*  In 1965, the church was relocated from a white clapboard building in a rather obscure area to a lovely hillside on the border between Murrysville and Export, PA, where a brick structure was constructed.  This gave us much better visibility and a much larger and more inviting facility for our outreach into the community.

\*  In 1997, a beautiful new sanctuary was added to the existing structure.  This gave us increased worship space and allowed the previous sanctuary to be remodeled to be used as meeting space and gave us a greatly-enlarged narthex and increased parking. Other revisions completed in the next few years largely by members were:  a new nursery, new pastor and secretary offices, a choir room, and a large Fellowship Hall with moveable walls on the lower level of the new sanctuary enabling us to expand our programs and be of service to our community.   In 2018 the mortgage was paid off.

\*  In 2011, after much study and many discussion sessions, the church voted to leave the ELCA and join the NALC.  This resulted in a lot of hard feelings and a number of members leaving the church.  Yet this also resulted in an influx of some very dedicated Lutherans who shared the same values and rapidly became very active.

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

 **X Yes, in 2016 No**

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

1. Gave participants the opportunity to be heard, especially with regard to the discussion and resolution of conflicts
2. Gave participants a clear understanding of the Call Process
3. Generated excitement as we look forward to the future (“the best is yet to come”)

Because the pandemic prevented us from congregating this year, we requested the opinions of our members through the means of a survey.

**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?**

Because there were varying degrees of dissatisfaction with the pastor who served here August, 2017-October, 2019, there was a fair amount of conflict. However, in the end, all but a couple families agreed that it simply was not a good fit, and once the split was made, the climate at the church changed, and in time and with a strong interim pastor, we have been able to heal.

**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.

 X 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 had an overall very positive relationship with the pastor who served here for 28 years retiring in 2016; however, when our last pastor started here in August of 2017, it became apparent rather early on that it was not a good fit. Many felt that a lot of efforts he had promised were not happening, that confidences were being violated, and that suggestions for cooperation were ignored. Many had conversations with him to try to improve the situation, but did not feel listened to. We then followed all the steps set up in our constitution for conflict resolution having communication with both the Dean and the ABME (Assistant to the Bishop for Ministry and Ecumenism). The Dean and an assistant came to our church, and people signed up to have private sessions with them expressing their concerns. When this did not result in a solution, the next step was to have individuals schedule reconciliation sessions with the pastor, and those were then followed by having a Council person with the individuals schedule sessions with the pastor. When it became apparent that we were going to lose a number of members if we continued down the current path, it was the recommendation of the Bishop’s office along with the agreement of the congregation that we achieve an amicable separation. The pastor departed in October of 2019 and was given a recommended severance package.

**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

 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)]**

 X Voice X Vote

**Congregational finances**

Total budget for last fiscal year: $199,341

Benevolence to the North American Lutheran Church: $500.00

Other benevolence: $ 5% of giving to be dispersed quarterly\_ \_Roughly: $8,555 /last year

Total debt of the congregation: $ 0 -- Mortgage paid off in 2018

Total savings, reserves, and endowments: $ 92,700 -- $67,500 of that designated (Thrivent Choice,

 matching funds, capital maintenance, memorial fund, Sunday School donations)

**Compensation of Last Pastor**

Salary: $ 35,000 Parsonage/housing allowance: $ 20,000

Social security offset: $ 4,207 Pension: $ 5,500

Health Insurance: $ 12,460 Vacation: 4 weeks

Continuing education (time/funding): $300 budget; Books & publications: $300 budget

Travel reimbursement: $2,000 budget

Other: Budget included: $300 Professional Expense, $1500 for meetings $350 for ministry & outreach

**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.**

**Murrysville, PA Emmanuel:** av. Att. 75; suburb of Pittsburgh (20 miles east). Pittsburgh has morphed from a steel town to a beautiful, high-tech city nestled in the triangle where the Monongahela and Allegheny Rivers merge to become the Ohio. Offering great cultural opportunities, a world-class health system, professional football, hockey, and baseball teams, and festivals & events of all kinds, the Pittsburgh area is known for affordable housing and a wide variety of job opportunities should a spouse desire employment. Murrysville’s school system is highly sought after, and the community, along with adjoining community Monroeville, boasts of numerous restaurants, a large mall, and a couple major hospitals and numerous physician offices of all specialties. We also have an abundance of parks and hiking/biking trails. We have a modern, attractive, mortgage-free facility and a core of faithful and faith-filled members. We are eager to welcome a pastor who radiates the love of Christ, leads us in effective discipleship, and helps us to expand our outreach.

**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.

<https://www.youtube.com/watch?v=SJ34MsFaupM&feature=youtu.be>

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

Completed by: Call Committee of Emmanuel Lutheran Church Date: February, 2021

Ron Smith, Chairman

Julie Schamber, Secretary

Ed Datemasch

 Barb Greenleaf

 Karla Gustafson