



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 4301 Brownsville Road

City Pittsburgh State/Province PA

Zip/Postal Code 15236

Telephone 412-881-5512

Fax

Email address office@zlc Brentwood.com

Congregation website zlc Brentwood.org

Seeking **Full-time associate pastor**

Congregational President or Vice President

Name Dan Fisher

Title Council President

Mailing address 1127 Oakridge Dr

City Pittsburgh State/Province PA

Zip/Postal Code 15227

Cell phone 412-443-1287

Email address danfish169@gmail.com

Call Committee Chair

Name Karen Stoddart

Mailing address 1056 Varner Rd

City Pittsburgh State/Province PA Zip/Postal Code 15227

Cell phone 412-580-5814

Email address kastoddart@gmail.com

Congregational Demographics

Number of **paid** staff (full-or part-time): Clergy 2 Lay professionals 3 Secretarial 2

Our congregation has 1 full time pastor and one part-time pastor working 10 hours per week. We have one full-time music director and 2 part time lay people for Family Ministry and janitorial needs. We also have 2 part-time admin assistants for secretarial responsibilities.

Average worship attendance 209

Average Sunday school attendance 46 youth, 34 adults

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

We are in the South Hills of Pittsburgh, approximately a 20-minute drive from downtown. Pittsburgh is a large city composed of many small boroughs. Zion draws most of her members from the five to six nearest boroughs. Our immediate community has a mix of both blue-collar and white-collar workers, along with several families with school-aged children.

Describe the congregation's ethnic composition and age distribution.

Zion is a predominantly Caucasian/white congregation, which is largely reflective of the surrounding community. There is (slowly) growing diversity surrounding the church, but that is not currently reflected in our congregation's membership. Regarding age distribution, we are a multi-generational church, with many young families worshiping next to elderly members who were baptized at Zion 70+ years ago.

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's Council of Elders approved the mission and vision statements born out of work by the COE and the strategic planning team in collaboration with a strategic planning consultant, Unstuck Group Inc.

ZLC Vision - The Next Five Years (2020-2025)

Meaning

At Zion, we search for meaning, hope, and purpose by coming to know Jesus. We come together each weekend to learn about him and give thanks to God for what He has done for us.

Goals: Our worship experience, from beginning to end will be "in the language of the people". That is, it will be intelligible and relevant to our targeted mission field (next generation and new to church). People will leave on Sunday with a greater confidence in Christ, a growing love for God, and a desire to return the following week to learn, worship, and grow. Our worshiping community will be externally focused, will reflect the community around us and will grow to 400/week by 2025 (currently 209/week). In our effort to reach our targeted mission field, we will plant a new church in a growing area of our region by 2025 (e.g., Cranberry, Jefferson Hills).

Relationships

At Zion, we seek to nurture two primary connections in life: connection with God by knowing Jesus and connection with each other. Fostering relationships helps us discover the relationship God wants to have with us so that we can be the people He created us to be. Our small groups give us the opportunity to encourage one another, find answers and support, as well as develop strong core friendships.

Goals: There are 500,000 people within 20 minutes of Zion who are not affiliated with a church home. We will cultivate relationships grounded in the Good News of Jesus Christ and marked by openness, authenticity, and love. By 2025, at least 50% of our overall confirmed membership will be participating in a Life Group (currently at 16% participation). Moreover, at least 75% of families will be connected to a Life Group that meets at least monthly. The groups will have a primary goal of equipping God's people for personal growth and impact through Christian friendships.

Service

Zion seeks to help others and bring light and hope to the dark and hopeless places of the world. Because God has given so much to us, we respond by serving and giving generously to others.

Goals: We will pour ourselves into impacting the communities in which we live in the name of Jesus Christ. We will consolidate and focus our benevolence on renewing the greater Pittsburgh area. By 2025, we will give \$500,000 to making a noticeable impact in our community. Moreover, 75% of our congregation will be engaged in serving - whether each other or community - at least once monthly. We will identify, train, and deploy a minimum of 15 leaders to not only serve the congregation, but to spearhead the congregation's service of the community. Our members will be aware of, and intentional about, the call to "invest and invite" - that is, they will invest in the lives of people who do not know Christ and invite them to the "on-ramps" identified in our discipleship path.

What are the primary goals of your congregation?

1. To become an open and outward focused family of Christ Worshipers, engaged in aiding Christ's followers on their faith Journey, with an emphasis on reaching all families in our immediate community.
2. Continue to expand the discipleship emphasis started by Pastor Eric Riesen, then Pastor Garrett Siemsen and now our current Pastor, Mathew Magera, including the ongoing implementation of the spiritual disciplines.
3. Related to the above, provide catechetical training for leaders of small-groups and classes, thereby ensuring their faithfulness to right doctrine and strengthening their impact on participants.
4. Develop a more comprehensive and thought-out way to fully assimilate new members into the life of the church.
5. Engage the growing number of young adults and families who have become members in the last few years.

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

Full Communion Liturgy from the Lutheran Book of Worship (LBW) every week; clerical shirt/attire worn at the Saturday service, vestments (alb and stole) at the Sunday services.

Describe your congregation's Christian education ministry.

The on-site Sunday School Ministry occurs every week (except during summer) at 9:15am, between the 8am, and 10:30am services. Children's education (Preschool-5th grade) is led by the Pastor and volunteers along with a cadre of age-specific teachers, and averages approximately 39 children weekly; youth education (6-12th grade) is currently led by volunteers and averages approximately 22 youth weekly; adult education has at least two classes available weekly and online taught by Pastor Mathew and volunteers. Children's ministry continues during the week via emails and zoom meetings held by Donna Evans, our director of family ministry.

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

Perhaps the largest community outreach is our yearly Vacation Bible School, which draws many children from the surrounding community who do not have a church home. Quite a few of our current members have joined through a child attending VBS. Also, we have conducted Alpha courses periodically, to which we invite members of our surrounding community. More recently, we have begun implementing various internet offerings via YouTube, the Zion Lutheran Church Facebook page, and via email. Our newly structured Benevolent Memorial Fund is having an impact on our community. People are starting to know who Zion Lutheran Church Brentwood is, and that we are fully committed to helping those in need.

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 are not

Congregation understands, is on-board and involved.

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

1. We need a pastor who believes the Bible is the true word of God and demonstrates a gift for faithfully interpreting, preaching, and teaching that Word.
2. We need a pastor who leads and interprets with genuine faith and enthusiasm.
3. We need a pastor who relates well to all ages in the congregation.
4. The right candidate will be dedicated to continual learning and improvement in preaching, worship, and leadership within the ministries.
5. The right candidate will have the qualities of a confident leader, exhibiting exemplary skills in encouragement, goal setting, and creating an environment of fruitfulness.

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. The founding of the congregation in 1800. This is important because it demonstrates that the site of our church has a long tradition of being blessed as a special place of Lutheran worship.
2. The affiliation with the NALC in 2011. This is important because it demonstrates that our congregation is strongly based on the 2000-year tradition of following Scripture. Both congregational votes to leave the ELCA in 2010 exceeded 90%.
3. The recent development of a five-year strategic plan in 2019/2020, resulting from a prayerful desire to spread Gods' word to those in our community, provide discipleship on-ramps and paths that help disciples of Jesus Christ at any age and at any stage of the faith journey, to grow in Christ, and to provide Christian service to our community.

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

X Yes, Limited due to COVID

What were the three most significant results of the workshop?

1. The acknowledgment that there is significant opportunity for ministry – that is, some ministries are currently being under served and need additional pastoral leadership to blossom.
2. That we are at the beginning of our Strategic 5-year plan, and that the implementation has started with many goals ahead.
3. The desire that no segment of the congregation be neglected/overlooked in the development of ministries.

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?

No significant conflicts.

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.

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

Our last associate pastor had a positive working relationship with the congregation and Council.

How did your council/congregational leaders work together with your last associate 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: \$ 448,082.24

Benevolence to the North American Lutheran Church: \$ 17,400

Other benevolence: \$ 29,100

Total debt of the congregation: \$ 0

Total savings, reserves, and endowments: 3,833,271

Compensation of Last Associate Pastor

Salary: \$ 37,100 Parsonage/housing allowance: \$ 20,000

Social security offset: \$ 4,500 Pension: \$ 5,800

Health Insurance: \$ 13,300 Vacation: 4 weeks (4 Sundays)

Continuing education (time/funding): 2 weeks; \$1000

Travel reimbursement: Mileage at IRS rate

Other: additional financial support available for Doctor of Ministry studies

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 multi-generational church that is prayerfully seeking an Associate Pastor. We are looking for someone who is passionate about preaching and teaching, as well as comfortable conversing with and ministering to people of every age and background.

Provide any other information about your congregation that may be helpful in the call process. We have significant goals and a vision to be a disciple-making congregation. We feel the Holy Spirit call, to find an associate pastor that can help these goals be realized.

Completed by Karen Stoddart (chair) and the ZLC Call Committee Date: 3/15/2021

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
Assistant to the Bishop for Ministry
3500 Mill Run Drive
Hilliard, OH 43026-777

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

Should you have questions, call Pr. David Wendel, Assistant to the Bishop for Ministry, at 614-777-5709 (Office), or 719-650-8171 (Cell).

PLEASE KEEP A COPY OF THIS DOCUMENT FOR YOUR RECORDS.