

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 Concordia Lutheran Church

Mailing address 1800 Sierra Street

City Kingsburg State/Province CA Zip/Postal Code 93631

Telephone (559) 897-2165 Fax N/A

Email address info@concordiakingsburg.com

Congregation website www.concordiakingsburg.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 Lynne Sites Title Congregational President

Mailing address 3914 Avenue 400

City Kingsburg State/Province CA Zip/Postal Code 93631

Home phone N/A Cell phone (559) 790-8525

Email address lynnesites@gmail.com

Call Committee Chair

Name Lennis Scheline

Mailing address 2300 14th Avenue

City Kingsburg State/Province CA Zip/Postal Code 93631

Home phone (559) 897-3054 Cell phone (559) 356-4769

Email address scheline@comcast.net

Congregational Demographics

Number of paid staff (full- or part-time): Clergy 1 Lay professionals 4 Secretarial 1

Average worship attendance 90 total 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.).

Kingsburg is an agricultural community of approximately 12,000 in the Central Valley of California located 20 miles south of Fresno. The city retains its small-town charm yet provides the amenities associated with metropolitan areas. The Sierra Nevada mountain range with its magnificent natural beauty is just a two-hour drive east of Kingsburg and the central coast is only two-and-a-half hours away to the west. San Francisco and the Bay Area are an easy drive to the north and Los Angeles and the SoCal region are equally close to the south.

Describe the congregation's ethnic composition and age distribution.

The congregation is predominantly white non-Hispanic (~90%) and skewed toward the 50+ age bracket.

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.

The church's mission statement is: "To know Christ and make Him known to others."

Concordia has a wide range of congregational vision exhibited by its members: From complacent and distracted to motivated and secure.

What are the primary goals of your congregation?

To present the Gospel to the church and unchurched, support the outreach of the church into the world, grow in discipleship, and to sustain the ministry of Concordia to its members and the community.

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

Concordia provides two services each Sunday. A contemporary service is presented with Holy Communion each week and features a praise band, contemporary music, and a more-informal setting while retaining its Lutheran roots. A traditional service with full liturgy, choir and organ, hymns (LBW and WOV), Holy Communion, and vestments is held each week. Lay assistants, readers, and ushers complement the service. Mid-week services are held during Lent. Concordia also participates in community worship events (Good Friday service), public park services, and the Ministerial Union's Pulpit Exchange Sunday each year.

Describe your congregation's Christian education ministry.

Concordia provides Sunday school instruction for ages 5 through high school. Adult Bible studies and liturgical reviews are offered as well as women's and men's Bible studies. Confirmation classes are provided for junior-high students. The Concordia Youth Team (CYT) is an educational outreach of the congregation to high-school students (both church members and non-members) led by lay personnel. Prayer and prayer groups, WNALC study groups, and liturgy studies are offered.

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

Concordia is involved in and committed to a wide variety of mission and outreach programs ranging from providing funds to disadvantaged local families, supporting the Kingsburg Community Assistance Program (KCAPS), mission support of new congregations in the area (e.g. Tulare), support of missionary work in Tanzania through the New Life Band, Spirit Horse Ranch for developmentally disabled, Second Harvest/Gleanings, and other activities as opportunities arise on an as-needed basis. Concordia is also supportive of Stephen Ministry, WNALC, and the Gideon Society outreach ministries.

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. A vibrant sharer of Jesus Christ through Word and Sacrament (spiritual leader)
2. Strong worship leader, counselor, and preacher of the Gospel
3. Christian educator focusing on all segments of the congregation
4. Unifier and encourager of disparate groups through excellent communication skills
5. Provide a Christian paradigm through personal life, demeanor, and involvement

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. In 1887, Concordia was founded by Swedish settlers to maintain their Lutheran roots;
2. In 1917, Concordia built its current church edifice; and
3. In 2010, Concordia exited the ELCA and joined the NALC and LCMC.

Each of these events underscores a significant journey of faith and strong commitment by the people of Concordia to boldly move forward even when the way was not totally clear at the time.

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; Concordia is currently under a California-mandated COVID-19 meeting restriction.

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?

Some acrimony existed between the previous pastor and congregational leadership regarding boundaries of leadership, decision-making, and responsibilities. The issues were never fully resolved and the pastor left to take another call. The church council has committed to establish improved lines of communication and to provide clear guidelines regarding responsibilities and duties of everyone in leadership roles.

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?

The relationship became increasingly more tense as time went on and, at the conclusion of the pastor's tenure, it could be described as struggling.

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: \$ 226,600.00

Benevolence to the North American Lutheran Church: \$ 4,000.00

Other benevolence: \$ 23,100.00

Total debt of the congregation: \$ -0-

Total savings, reserves, and endowments: \$ 193,910.63

Compensation of Last Pastor

Salary: \$ 43,000.00	Parsonage/housing allowance: \$ 36,000.00
Social security offset: \$ 4,848.00	Pension: \$ 9,480.00
Health Insurance: \$ 19,000.00	Vacation: 4 weeks (4 Sundays + 20 office days)
Continuing education (time/funding): \$1,050.00	
Travel reimbursement: \$2,400.00	
Other: \$1,870.00	

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.

Concordia Lutheran Church in Kingsburg, California is seeking a full-time lead pastor to be the spiritual leader of a stable and vibrant congregation. Established in 1887, Concordia has faithfully presented the Gospel through Word and Sacrament in the community with two services each Sunday (contemporary and traditional) with Holy Communion at each service. Potential growth for the church is projected as the community increases in size while maintaining a modest cost of living and an excellent quality of life. Strong congregational support, financial stability, beautiful and functional facilities, faithful core membership, and, most importantly, a long-standing commitment to worshiping and sharing Jesus Christ as Lord and Savior are hallmarks of Concordia.

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 to follow upon its completion.

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

Concordia contains the potential for growth and revitalization for both the congregation and the proper candidate. The ideal candidate will possess a shared vision of the congregation's hopes and dreams while providing direction, support, and spiritual leadership. Both challenges and opportunities abound but the candidate can be assured of unwavering support from the congregation in this exciting partnership. To Christ alone be the glory!

Completed by: Lennis Scheline, Call Committee Chairman

Date: April 9, 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
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/).

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

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