

# 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](mailto:dwendel@thenalc.org).**  
**Keep a copy for your records.**

## Congregation Name and Location

Name Organ Evangelical Lutheran Church  
Mailing address 1515 Organ Church Road  
City Salisbury State/Province NC Zip/Postal Code 28146  
Telephone 704-279-3096 Fax \_\_\_\_\_  
Email address organchurch@charlotte.twcbc.com  
Congregation website www.organlutheran.church  
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 Kaye Hirst Title Pres Congregational Council  
Mailing address 123 Lancelot Road  
City Salisbury State/Province NC Zip/Postal Code 28147  
Home phone 704-636-5445 Cell phone 704-647-1013  
Email address kbhirst52@outlook.com

## Call Committee Chair

Name Alvin Park  
Mailing address 2710 Daugherty Road  
City China Grove State/Province NC Zip/Postal Code 28023  
Home phone 704-857-3392 Cell phone 704-798-4167  
Email address arpark@carolina.rr.com

## Congregational Demographics

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

Average worship attendance  177 (2019 avg)  Average Sunday school attendance  72 (2019 avg) 

Average worship attendance  85 (2021 avg January through May) 

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

Organ Lutheran is in the midst of a rural, farming community, 5 miles from several small towns, near local schools & shopping and easy access to medical care.

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

White 99%

Other 1%

K-19 years   88   19%

20-45 years   128   28%

46 – 65 years   109   24%

66 + years    137   29%

Total        462 \*includes both active/inactive members for 2019

**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.**

**Mission Statement for Organ Lutheran Church: *Proclaiming God's Grace through Service and Word***

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

**To put God first** in our lives

**To pray** daily

**To Worship** weekly

**To Read** the Bible – a plan on how to read the Bible in one year has been provided by our intentional interim pastor

**To Serve God** by using the gifts that we have received

**To Build** a Christ centered **relationship** with God and to encourage spiritual growth in others as Christian Mentors

**To Give** of our time and resources

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

We use the liturgy from the cranberry hymnal (ELW); however, we are open to new methods of worship.

We also sing hymns from that hymnal, from the book "With One Voice", and we have introduced some praise music.

The Pastor wears his/her robe and vestments during services when appropriate.

We have an active choir of 15 to 20 members

We usually have communion the first and third Sundays and on special occasions. An active Altar Guild keeps our paraments and church banners displayed.

Our youth share their talents through song and piano playing during the prelude and offertory.

We have a weekly children's sermon followed by Children's Church.

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

We have Sunday School each Sunday. When there is a 5<sup>th</sup> Sunday, we have an optional combined adult class in our Fellowship Hall taught by the Pastor.

During COVID, our Youth Director provided online Bible Activities and Zoom lessons.

We have Vacation Bible School each summer (inviting the community)

In 2021, we are joining with four other Lutheran congregations for a week of Day Camp for K-5 and Middle & High School Students.

We have two youth groups (K-5 OKFC (Organ Kids for Christ) and 6-12 (Luther League)

Normally we have a church camp each summer, provided by Agape Camp Counselors from Kure Beach

We have confirmation class each year for 7<sup>th</sup> and 8<sup>th</sup> grade students. It is a two year program using "Free to Be" book

We have a Christmas program each year with all ages participating which is followed by a birthday party for Jesus

We have an Easter Egg Hunt each year which is open to the community.

We have Trunk or Treat in October which is a very big event bringing in folks from all around the community. We average 300 or more depending on the weather.

We have services in our historic church at 8:30 am in the summer months June to August (except for Homecoming, the second Sunday in August). Some folks come to this from around the community that are not members. It is a little more informal and abbreviated service but such a special time of worship.

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

Organ Church Congregation wants to serve our neighbors. We feel as disciples of Christ it is our duty to support those in need in our community. Our Outreach Ministries, which are financially supported by the Organ Church general fund, OWINGS (Organ Women in God's Service) and two local churches (Immanuel Lutheran and Lower Stone Church), try our best to meet the needs of people in our neighboring communities first. In 2010, a Community Outreach Shelter was built to house monthly food and clothing for those in need at no cost to the consumer. We currently have between 30-50 families that we provide food to monthly. We have partnered with the Food for Thought Program where we provided 25 children at our neighboring school with weekly food bags to sustain them through the weekend. In August, we gave 31 book bags filled with school supplies and uniforms needed for the upcoming school year. We also provide Thanksgiving, Christmas and Easter meals for our school families and congregation members in need. Our Organ Men's Group (OMG) provides helping hands to others that might need a handicap ramp built, wood cut for the winter and other odd jobs that occur throughout the year.

During the summer, our gardening committee maintains our church garden to provide fresh vegetables for our Outreach families and church members who do not garden. Food is also canned to sell at our Church Bazaar. Last year we sold over 1700 jars of canned vegetables. This money is used to support the shelter and other needs in our church. With the money raised at the bazaar, we are able to support a low income nursing home where many homeless people reside, supply our local Battered Women's Shelter with necessities and provide Rowan Vocational Opportunities with snacks, clothing and toiletries.

Our Youth Group hosts a large Halloween and Easter event where the community is invited. The Trunk or Treat broke our attendance record with nearly 500 people in attendance in 2019.

We also give monetary donations to our local Community Care Clinic, Habitat for Humanity, Hospice of Rowan County, Meals on Wheels, Rowan Helping Ministries and Lutheridge. To continue our benevolence efforts in the world, we contribute to Lutheran World Relief and Donnie Hill's Missionary Mission in Nicaragua.

Lay members assist the Pastor in administering communion and visiting shut-ins monthly.

Organ Church members love to serve others. We are open to new ideas to continue to show our love for the Lord.

**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. Deliver Biblical, Christ centered sermons
2. Provide support and encouragement for our youth programs.
3. Encourage involvement and participation in church activities.
4. Visit our members who are "shut-in".
5. Care for the spiritual and emotional needs of members

**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 - Founding of the church in 1745 which lead to the building of the historic church in 1794 and new church in 1960.

2 - Establishment of clothing closet and food pantry

3 - Community Outreach Events (Fall Bazaar, Halloween Trunk or Treat and Easter Egg Hunt)

**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?**

1. Difference between being a member vs a disciple.
2. Difference between hiring an employee and a person accepting a call from God to be our Pastor.
3. Clarification of the 4 Core Values of the NALC

**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?**

While not a current or recent conflict, our most controversial conflict involved the decision to stay or leave the ELCA. After much consideration, we here at Organ voted to leave the ELCA and join the NALC. Many churches in our area chose to do the same thing. During this process, we gleaned information from several of them and compiled all of the information that we could get. Through our church newsletter and open forums the information was shared with all members. Using our church constitution as a guide we then we voted to leave the ELCA.

Even though the majority of our members embraced the NALC, some did not, and chose to leave Organ Lutheran Church as a result.

Therefore, the conflict of whether to stay or leave was resolved by congregational vote. However, some of our members would have preferred that we stay with the ELCA and the hurt and divisiveness is still a reality for some members.

**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?

All of the above depending on the situation.

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: \$ 265,000

Benevolence to the North American Lutheran Church: \$ 6000.00

Other benevolence: \$ 10,000.00

Total debt of the congregation: \$ 0.00

Total savings, reserves, and endowments: \$ 248,320.00 (general fund and other accounts)

### Estimated funds available for Pastoral Compensation

The Total Compensation package for this position is negotiable, but is expected to be in the range of \$80,000 to \$85,000 to include Salary, Housing costs or housing allowance, Pension, Health Insurance, continuing education and travel

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.

Our pastoral vacancy and the onset of the COVID 19 pandemic occurred at approximately the same time. This has presented significant challenges for us in the pastoral call process over the past 18 months. However, we have persevered, and feel that this congregational profile and the accompanying short video tells the story of our ministry and communicates what we, as a congregation, hope for in our next Pastor. We look forward to an end of the pandemic and for God to work in the hearts and minds of potential candidates to call someone to help us do His will.

Update:

This congregational profile was originally submitted in December of 2020, prior to the advent of COVID vaccines and at a time when movement of pastors from one call to another was significantly impacted by this pandemic. The pastoral call committee thought it appropriate to revisit the profile and to make revisions to clarify some of the content and also to update the pastoral compensation section to reflect changes submitted by our financial committee and approved by our congregational council. I encourage all pastors that feel that their current call is coming to an end to consider this updated profile and view the accompanying video.

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](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.

Please view our short video below:

> [https://youtu.be/\\_smlo-j\\_OBg](https://youtu.be/_smlo-j_OBg)

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

[enter text]

Completed by: Pastoral Call Committee  
Alvin Park, Committee Chair

Date: 12/7/2020  
Updated 6/29/2021

## 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](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  
2299 Palmer Dr., Suite 220  
New Brighton, MN 55112-2202

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.**