

# CONGREGATIONAL PROFILE



## Congregation Name and Location

Name Holy Ghost Lutheran Church

Mailing address 115 E. San Antonio Street

City Fredericksburg State/Province TX Zip/Postal Code 78624

Telephone 830-997-2288 Fax \_\_\_\_\_

Email address holyghost@austin.twcbc.com

Congregation website https://holyghostfbg.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 Greg Henricksen Title Church Council President

Mailing address 2239 Cave Creek Rd.

City Fredericksburg State/Province TX Zip/Postal Code 78624

Home phone \_\_\_\_\_ Cell phone 830-644-8081

Email address mightyoak58@yahoo.com

## Call Committee Chair

Name Karen Nevins

Mailing address P.O. Box 14

City Stonewall State/Province TX Zip/Postal Code 78671

Home phone 830-992-9424 Cell phone 830-992-9424

Email address kbnevins@yahoo.com

### **Congregational Demographics**

**Number of paid staff (full-or parttime):** Clergy 3-FT; 3-PT Lay pros 1-FT; 3-PT Secretarial: 1-FT; 2-PT  
**Average worship attendance:** 450 \*(B.C) **Average Sunday school attendance:** 115 \*(B.C.)

**Indicate the type of community in which your congregation is located (is it small town, small city, suburban, large city, farming, industrial, etc.).** Fredericksburg is a flourishing town of 11,500 with an additional 16,000 in the surrounding Gillespie County. Tourism based Industry brings many additional visitors on weekends. Situated in the beautiful hill country of Texas, Fredericksburg is a destination place for tourists, retirement setting for some, and perfect family atmosphere for others. Some highlights include: Excellent schools, historical German culture, peaches, pecans, wine country, indoor and outdoor activities galore, hunting, a nationally rated hospital w/dozens of top-quality specialists, 200 businesses/shops on Main Street, and 120 restaurants. It's an active place!

**Describe the congregation's ethnic composition and age distribution.** HGLC is primarily white with a small Hispanic presence. In a congregation of about 1450, age distribution Includes: 27% Gen Z, 17% Millennials, 16% Gen X, 24% Baby Boomers, and 16% The Great Generation. We are family-oriented, offering programs to a wide spectrum of ages, and highly intergenerational in our activities and ministries.

**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.** HGLC has the mentality of being a 175-year-old mission congregation whose purpose is to "Be and Make Disciples" according to the Great Commission.

**What are the primary goals of your congregation?** HGLC friends and family seek to live out our mission of "Being and Making Disciples" via the acronym: GRACED: G: Go to God in Prayer Daily! R: Read God's Word Daily! A: Attend Worship Regularly! C: Connect in a Study or Small Group! E: Engage in Service at Church & In the Community! D: Devote Self to the Tithe and Beyond!

**Describe your congregation's worship practice (liturgy, hymns, vestments, music, hymnals, and frequency of Holy Communion):** HGLC offers 3 worship services per weekend with one on Saturday evening (liturgy light), Sunday 8:00 am (more traditional worship format), and 10:30 am (informal, varied format: praise, cowboy, polka, guitar, youth, etc.). Communion is offered twice a month as well as most festival days.

**Describe your congregation's Christian education ministry:** Disciples are all the learners in the congregation, from cradle to grave as "Sunday school is *not* just for children." Emphasis has been placed on children and youth programs with staff investment in a Children & Young Family Minister, as well as a Youth Pastor who lead various traditional and non-traditional programs. Typically, there are 2-4 Sunday adult classes and 2-4 mid-week Bible studies. A part-time small group minister (begun in 2020) oversees about 20 groups. There are other learning opportunities for men, women and specific interest groups.

**Describe the congregation's current activities for mission and outreach.** Much energy, time, and resources are invested in reaching out to the community and beyond. Deep financial commitments are made to mission churches. HGLC's long history in the community and its continued impact on seeking to be a "city set on a hill" provide continued motivation to be outreach-leaders. Leading the Global Leadership Summit is a huge community service event that HGLC initiates annually. VBS, Wednesday Night Youth Worship & Praise for high school, in-roads into the schools, businesses, city and county are ways relationships continue to be grown for ministry outside our walls. An extension of our mission & ministry is the Kinderneest Preschool which has 11 teachers & 70 students. The examples are almost too numerous.

\*(B.C.= Before COVID!)

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. Connects and communicates with a multi-generational congregation
2. Rooted in the Word of God and in prayer
3. Strong biblical preacher
4. Serves with humility
5. Team player

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.

Our identity: We celebrate our history, but we don't worship it...willing to experiment for the sake of the gospel.

1- Joining the NALC, 2010- affirmed our theological commitment. This act of faith has now opened ministry opportunities to sister churches who are also making this decision.

2- Hosting the Global Leadership Summit simulcast, 2016-present- this is part of being mission-minded in order to impact our community and reach the next generation.

3- Calling a female pastor in the 1970's. We are theologically conservative, but also progressive.

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. Celebrating the many strengths of our ministry, especially youth ministries, our current pastors, our online presence during the pandemic, finances, and the welcoming friendliness of the congregation!
2. Identifying areas for growth such as music (music minister position is currently vacant), young adult ministry, and studying our Lutheran roots in scripture.
3. Revisiting our identity with members was therapeutic during a time when we were emerging from pandemic restrictions.

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? When HGLC has to navigate difficult decisions, we employ prayer, Bible study, communication through multiple forums, education, etc. A significant example was when Holy Ghost made the decision to leave the ELCA in 2010. Although this was a weighty decision, it was made with very little conflict. The church spent over a decade becoming informed on the issues, considering options, and listening to and discussing concerns from members. Open communication over many years included multiple forums, bringing in advisers, and much prayer and study of Scripture. When the time came to make a decision, the vote was 92% in favor of leaving. While some families chose to find other church

homes, many more families began worshipping at HGLC as a result of the partnership with the NALC.

**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?**

Positive and Warm

**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

#### Holy Ghost Accountability/Communication & Coordination/Decision Making Processes

1. The leadership model that HGLC uses is built on the "Body of Christ."
  - a. 1 Corinthians 12:12-27- "For just as the body is one and has many members, and all the members of the body, though many, are one body, so it is with Christ."
  - b. Romans 12:4-5- For as in one body we have many members, and not all the members have the same function, so we, who are many, are one body in Christ, and individually we are members one of another."
  - c. Colossians 1:18- "He is also head of the body, the church; and He is the beginning, the firstborn from the dead, so that He Himself will come to have first place in everything."
2. With Christ and God's Word as the ultimate authority, the Holy Ghost Lutheran Church body of Christ works together in a TEAM fashion with the interplay and dynamics that follow:
  - a. The church, its leaders and members are accountable first to God. then to each other.
  - b. 12 leaders (council) are elected to lead (not just represent) the congregation in vision & decision making, and leaders are accountable to the congregation.
  - c. Pastors work with the church council to lead in carrying out the mission and are accountable to the council and congregation.
  - d. For the efficiency and effectiveness of functioning, since the pastors are daily on the front lines, the council empowers the pastors to make decisions that are consistent with the mission and direction of the church.

- e. Most times, the two primary pastors (lead and shepherd) consult one another as a collegial co-team, who then at times teams with the other program leaders, and also at times with staff persons in day-to-day pastoral and operational decisions.
  - f. In some situations, the lead pastor makes the call after hearing input from the above team members when someone needs to make a decision.
  - g. Program staff and other staff pastors are responsible for the day-to-day direction and decisions related to their individual programs/work and are directly accountable to the respective lead or shepherd pastor.
  - h. With respect to larger day-to-day decisions, the council executive team and/or the council may be called upon to provide input for a decision.
3. This model fits the context of HGLC with the Holy Spirit as the guiding force leading us to “Be and Make Disciples.”

Is your pastor a member of council with: [Type an X by the appropriate response(s)]

Yes- Voice                      No-Vote

**Congregational finances**

Total budget for last fiscal year: \$924,595

Benevolence to the North American Lutheran Church: \$49,022 (6%)

Other benevolence: \$49022++ (6%++)

Total debt of the congregation: \$300,000 (Property & buildings purchased for future learning space)

Total savings, reserves, and endowments: \$1M+

**Compensation of Last Pastor**

Salary: Will vary depending on experience                      Parsonage/housing allowance: Parsonage preferred

Social security offset: Yes: 1/2 provided                      Pension: Yes, 10% of Salary

Health Insurance: Quality of Life allowance provided                      Vacation: 4 weeks

Continuing education (time/funding): 2 weeks & \$500, funded sabbatical every 10 years

Travel reimbursement: IRS rate

Other: \_\_\_\_\_

**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.**

Holy Ghost Lutheran Church seeks to call to an already vibrant staff an energetic, passionate pastor who will join a team culture in creatively leading the Great Commission in a growing community and intergenerational church body. HGLC is progressive and traditional in worship style, programs, planning, strategy, activities, service, fellowship, and education for the purpose of effectively reaching in and reaching out to all. There is ample opportunity for leadership in a healthy context where the harvest is plentiful and disciples are eager to grow and serve!

**Video Submission Instructions:**

Holy Ghost You Tube:

<https://www.youtube.com/channel/UCy0tu16Em7nhflcpSa6v55g>

Completed by: Karen Nevins

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