

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 Trinity Lutheran Church
Mailing address P.O. Box 497 (street address is 108 East King Street)
City East Flat Rock State/Province NC Zip/Postal Code 28732
Telephone 828-595-9922 Fax _____
Email address trinitylcnc@gmail.com Facebook: Trinity Lutheran Church NC
Congregation website trinitylutherannc.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 Kelly Behm Title President
Mailing address 10 Miami Drive
City Arden State/Province NC Zip/Postal Code 28704
Home phone _____ Cell phone 828-230-2729
Email address kbehm18@charter.net

Call Committee Chair

Name Jim Kresge
Mailing address 20 Morning Mist Road
City Fletcher State/Province NC Zip/Postal Code 28732
Home phone _____ Cell phone 904-613-4173
Email address jkre940@aol.com

Congregational Demographics

Number of paid staff (full- or part-time): Clergy 1 Interim Lay professionals 1 Organist 1 Secretarial 0

Average worship attendance 23

Average Sunday school attendance 12

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

East Flat Rock is a small town of 5,800 residents located in western North Carolina, just south of Hendersonville and 20 miles south of Asheville. It is surrounded by farming, industry, higher education, and health care. The area work force is a blend of retirees and hourly/salaried workers.

Describe the congregation's ethnic composition and age distribution.

Our congregation currently is 100% Caucasian with approximately 75% retired and 25% still working.

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.

We know and understand the Great Commission. We remain a mission church, and we are hopeful that our next pastor will help us distill a clear vision and mission to grow Christ's church.

What are the primary goals of your congregation?

To worship together in word and sacrament and to bring more people to Christ.

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

Coming out of COVID-19 and its changes to our worship practices, we continue to worship each Sunday at 9:30 with communion. Each service is followed by a time for fellowship and adult study (usually 12 in attendance). We will soon resume our mid-week afternoon bible study. We also hold mid-week services in Lent and Advent. We use the liturgy from the LBW, printed in a weekly bulletin with appropriate music from the LBW, Christian Life Hymnal, WOV or other sources. Services feature occasional special music by soloists, instrumentalists, or our small choir. Vestments are used and bulletins are available each Sunday.

Describe your congregation's Christian education ministry.

Composed of our worshippers, our Christian Education is oriented to adults. Our discussions following worship frequently focus on lessons from the service or pertinent topics suggested by the pastor or lay persons in attendance. Our mid-week bible study focuses on a particular book of the Bible or a theme using SOLA materials for adult study.

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

Our 24 members are Involved In a host of ministries: Habitat for Humanity, Tore's Home bible study, Blessing Box ministry (providing free personal care Items to our neighbors), Hearts for Preemies (to assist premature Infants and parents), Fidget Quilts (for those with Alzheimer's or dementia), Cut-Ups sewing group (blankets for homeless and needy children), Food Pantry volunteering at Calvary Episcopal Church, Fletcher, Meals for homebound members, prayer chain ministry, T.W.I.G.S (Trinity Women In God's Service) who gather monthly to share food, fellowship and devotions, M.U.G.S (Men Under God's Sovereignty) monthly breakfast to share mission opportunities, prayer and devotions.

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 Pastor who will lead our community in word and sacrament
2. A Pastor who effectively communicates God's word in the sermon
3. A Pastor who will visit homebound and hospitalized members
4. A Pastor who can guide us to discern our specific mission and vision for future growth of the church
5. A Pastor with good listening and communication skills

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. Founded In 2011 in response to the ELCA's adopted policies, the congregation rented space In a small shopping center In Fletcher, led by a retired LCMC Pastor who served faithfully for 2 years. In 2013, the congregation called Pastor Michael Greenauer, an experienced pastor, to lead us. He helped our congregation to grow substantially through his preaching and study of the Word.

2. In 2015, due to Increased rental costs, a church was purchased by the members of Trinity in East Flat Rock, 15 miles south, as our new church home. This was an exciting and unifying time as our congregation took ownership and planned for new avenues of ministry In our community. While saving approximately \$2,000 a month In rent versus ownership, some members took exception to the relocation, and a small group of members created dissent. With the assistance of Pastor Wendel, a conflict resolution meeting was held for all members. The dissenters realized they were In a minority and decided to leave the congregation. Pastor Greenauer faithfully served 4 more years as the church grew under his leadership. He elected to retire In November 2019.

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 (continued):

3. 2019-2021: New ministries created: under the leadership of our first interim female pastor, Rev. Janice Kelly, we started a nursing home ministry in 10/2019 for our neighbors across the street that included weekly prayer, a homily, and hymn singing along with a brief social visit. Two separate Bible studies were held midweek and attendance was strong until 3/2020 due to Covid 19. We also initiated an ongoing Blessing Box ministry on our property which provides free toiletries and paper goods to our neighbors in the community with limited resources. This ministry continued throughout the pandemic to the present. Our congregation richly supports this ministry. We have a thriving card ministry, led by a charter member who thoughtfully ministers by comforting and celebrating our church family. The sense of ministering to one another and to our community is alive and strong at Trinity. We are in a "waiting period" now, and our pastoral search is supported by the faithful prayers of our congregation

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. It gave the 22 members present a greater understanding of how the call process is designed to bring members into discussions about wants and needs for a new pastor.
2. Members came to understand the importance of seeking God's will in our call process and to trust Him to provide the right person to lead us.
3. Members came to understand that the call process is not a rushed process, but a deliberative one for both the congregation and for pastors who seek a call.

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?

There are no current or ongoing conflicts in the congregation. The pain of leaving the ELCA and the departure of members who left years ago are behind us and we eagerly look to our future.

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?

Pastor Greenauer is loved and respected by the congregation, and our relationship remains positive. An excellent preacher of the word, he made the day's scripture lessons relevant for all. Grounded in scripture, he led interesting discussions on both meaning and application of the word to our daily lives in our adult study each Sunday morning. He was a caring and effective counselor to our members experiencing illness, job loss, retirement, surgeries, and loss of family members.

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: \$ Current 2021 fiscal year \$72,000

Benevolence to the North American Lutheran Church: \$ -0-

Other benevolence: \$3,000 to various local community ministries

Total debt of the congregation: \$131,000 as of 6/30/21

Total savings, reserves, and endowments: \$101,000 as of 6/30/21

Compensation of Last Pastor WE OFFER THE FOLLOWING:

Salary: \$ 36,000 Parsonage/housing allowance: \$ Pastor allocation of salary

Social security offset: \$ -0- Pension: \$ Pastor Allocation of Salary

Health Insurance: \$ Pastor allocation of salary Vacation: 4 weeks

Continuing education (time/funding): As agreed by Council

Travel reimbursement: \$.57/mile as documented and approved by congregational president

Other: **We also offer \$5,000 for a relocation incentive and up to \$7,000 in documented moving 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.

The mountains are calling, and you **must** come! According to "Travel and Leisure" magazine, Asheville, NC is one of the "Top 5 Choice Places to Retire". We are located just 20 miles south of Asheville. Trinity is a financially secure, dynamic, and growing congregation with an average attendance of 23. We are seeking a **part-time** called pastor to lead us in our worship and service, acting as the hands of Christ in our community. This is an ideal opportunity for a **semi-retired** pastor who is not yet ready to put down the collar. Are you looking to live in a beautiful location with a temperate climate? We offer a **moving allowance** as well as a **relocation bonus**. A **site visit reimbursement stipend** is available if you choose to visit, meet us, and experience a warm welcome from our church family. We would love to meet you. Please view our website, and our face book page. Our short video will be available shortly.

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](http://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 link]

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

[enter text]

Completed by: Jim Kresge

Date: 7/12/2021

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).

PLEASE KEEP A COPY OF THIS DOCUMENT FOR YOUR RECORDS.