

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 Salem Lutheran Church
Mailing address 1500 Salem Rd
City Brenham State/Province TX Zip/Postal Code 77833
Telephone 979-836-9320 Fax 979-836-2799
Email address salem@salembrenham.org
Congregation website www.salembrenham.org
Seeking Full-time pastor Part-time pastor Either full-time or part-time
Call will be for XX Solo pastor Senior pastor Associate pastor

Congregational President or Vice President

Name Diane Pieper Title Chairperson
Mailing address 805 Atlow Dr
City Brenham State/Province TX Zip/Postal Code 77833
Home phone 979-836-6514 Cell phone 979-451-9337
Email address dmpieper47@gmail.com

Call Committee Chair

Name Terry Boeker
Mailing address 425 Tequila Ln
City Brenham State/Province TX Zip/Postal Code 77833
Home phone _____ Cell phone 979-277-4555
Email address TABoeker@gmail.com

Congregational Demographics

Number of paid staff (full- or part-time): Clergy 1 Lay professionals 2 Secretarial 1

Average worship attendance 95 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.). Brenham is a small rural town with several booming industries. It is where Texas became Texas! Brenham's population is 34,000 while Washington County is at 70,000. The beautiful rolling hills are located halfway between Houston & Austin.

Describe the congregation's ethnic composition and age distribution.

Salem's ethnic composition is deeply rooted in German heritage. There are multiple generations of families in a full range of ages.

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.

Salem is a family of faith. As Christ's disciples, we strive to love and serve all people, sharing the good news of God's grace.

What are the primary goals of your congregation?

Salem's goals include growing and participating in a loving - serving church; to spread the gospel and transform lives.

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

Worship is of utmost importance. Our traditional liturgy is currently coming from the ELCA hymnal. We commune at every worship service.

Describe your congregation's Christian education ministry.

Salem's Christian Education Ministry encourages an understanding of a relationship with God that needs to be intentionally cultivated by actively loving God with all our heart, soul, mind, and strength.

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

Salem encourages members to accept the challenge of being useful to God & Christ and of service to others, even when such activity is uncomfortable or unpopular in society.

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. Biblically based preacher/teacher/storyteller
2. passionate about children & youth, good leader/mentor to those leaders
3. passionate about music and ministry, being able to sing would be great!
4. have good public speaking ability to reinvigorate our congregation
5. interested in outreach

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) 1856 - Congregation formed, 2) 2020 - surviving & sustaining during Covid, 3) 2021 - leaving the ELCA

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. We learned about ourselves as we came together with desires to move forward
2. Acknowledged our strengths
3. Recognized our weaknesses

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?

an Interim pastor & leaving the ELCA. We lost a few members who wanted to stay with the ELCA - BUT many members have returned to Salem because we left the ELCA & no longer have the interim Pastor

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?

struggling and tense

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: \$ 313,912.00

Benevolence to the North American Lutheran Church: \$ 1,000+ a month

Other benevolence: \$ 1200

Total debt of the congregation: \$ 0

Total savings, reserves, and endowments: \$ 1 million + \$20,000

Compensation of Last Pastor

Salary: \$ 48,000 Parsonage/housing allowance: \$ 24,000

Social security offset: \$ 5,977 Pension: \$ _____

Health Insurance: \$ 24,629 (inclds pension) Vacation: 4 weeks, negotiable

Continuing education (time/funding): \$ 1,000

Travel reimbursement: \$ 5,500

Other: sabbatical after 7 years paid by congregation

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.

We are a family of faith journeying through life's joys & sorrows together for over 160 years. We support each other in our discipleship of Jesus Christ, & serving others in His name. We welcome every person as a beloved child of God. We offer God our thanks & praise and are fed by Word and meal. We are growing in our discipleship of Jesus Christ at every age & stage. And our mission comes via "whatever you have done to the least of these, you have done to me."

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.

Please go to www.salembrenham.org to check out our ministry & life at Salem Lutheran Church in Brenham, TX.

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

[enter text]

Completed by: Terry Boeker

Date: July 20, 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.