

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 of Avoca
Mailing address PO Box 456
City Avoca State/Province IA Zip/Postal Code 51521
Telephone 712-343-2518 Fax _____
Email address tlcspaulsen@gmail.com
Congregation website www.tlcavoca.com
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 Kathy Soetmelk Title President
Mailing address 139 Maple Rd.
City Avoca State/Province IA Zip/Postal Code 51521
Home phone 712-343-2429 Cell phone 712-249-9027
Email address mama_soets@hotmail.colm

Call Committee Chair

Name Chelsie Madden
Mailing address PO Box 474
City Avoca State/Province IA Zip/Postal Code 51521
Home phone N/A Cell phone 402-990-1863
Email address chelsie.madden@outlook.com

Congregational Demographics

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

Average worship attendance 174 Average Sunday school attendance 60

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

Trinity Lutheran of Avoca is located in Avoca, IA. Avoca has an average population of 1,500. The town is located in Southwest Iowa directly off of Interstate 80 between Omaha, NE and Des Moines, IA and is a farming community. The town is home to AHSTW Community School District, which is comprised of 5 small towns, but the elementary, middle school and high school are all in a central location in Avoca. There is a quaint main street district with retail stores, financial institutions, restaurants, cookie shops, insurance offices, hair salons, and more. Avoca has an aquatic center, a public golf course, and a public library. There are several restaurants throughout town, as well as a grocery store and Dollar General. Avoca has a well-kept park with several sets of playground equipment, soccer and baseball fields, basketball courts, sand volleyball courts and a dog park. There is also a trail system that connects all throughout Avoca suitable for walking, biking, etc... Avoca has a doctor's office, dentist office, and chiropractor all located in town. Avoca is also a short commute to Harlan, Atlantic, and Council Bluffs, IA.

We would encourage our future Pastor to visit our town's website at cityofavoca.com or visit our church Facebook page under Trinity Lutheran Church of Avoca to learn and see more.

Describe the congregation's ethnic composition and age distribution.

Our congregation is predominately Caucasian with members of all 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.

Focus on the Cross.

At the end of each service the congregation recites together,

"I will strive to...

PRAY daily

WORSHIP weekly

READ the Bible

SERVE at and beyond Trinity

Be In RELATIONSHIP to encourage spiritual growth In others

GIVE of my time, talents, & resources"

What are the primary goals of your congregation?

1. To focus on the cross
2. Pass faith on to the next generations
3. Support the youth, not only those of Trinity congregation
4. Engage young families

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

Our congregation currently has both a traditional Lutheran service as well as a contemporary service each Sunday. This changes throughout the summer months with one combined service. There is a musical group, Alive In Christ, that leads songs for the contemporary service. Additionally, we also have a Saturday evening worship every other week. Communion is currently being served on a weekly basis.

The congregation's worship practice is currently open for discussion to change. Members have expressed interest in condensing to only one or two services per week. This is a conversation to have with our new Pastor and determine the best fit for them and our congregation.

Describe your congregation's Christian education ministry.

We have a variety of offerings for our youth groups. Sunday school occurs each Sunday during the contemporary service. We have confirmation classes for our 7th and 8th graders, a youth group featuring volunteer opportunities for high school students, as well as adult Bible studies throughout the year.

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

Our congregation also offers several opportunities for mission and outreach throughout the year. We have an activity called "Operation Christmas Child," which sends Christmas gifts to children, a Food Pantry which helps to feed the hungry in our local communities, the Youth Group helps to pack backpacks for children during back-to-school season, we host an "Abelskiever Supper" each year to help support and fund church activities, we host a VBS program every summer for young children, we have a community choir, a Women's Group and a Men's circle, Mission trip offerings as well as community Lenten services

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. Be willing to visit the sick and home bound in our congregation.
2. Preach the Word of God focusing on the Cross.
3. Be Involved in our youth group, First Communion, and Confirmation classes.
4. Be outgoing and caring.
5. Willing to counsel those who need it.

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. Joining of German and Danish Lutheran churches to form Trinity Lutheran Church of Avoca in 1964
2. Left ELCA and joined NALC in 2009
3. Hiring Pastor Eric In 2012 and subsequent retirement In 2021

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. The agreement that Avoca, IA has a lot to offer our new Pastor and his/her family.
2. It allowed the congregation to discuss what we appreciated about our previous Pastor and what similar traits we would like to see in a new Pastor.
3. Many differences in opinions/desires for service frequency (Saturday evening, traditional service on Sunday and contemporary service on Sunday), as well as how often Communion is offered.

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?

Pastor Eric served Trinity Lutheran from 2012-2021. Before Pastor Eric, Trinity struggled to find a Pastor that fit the church and community needs. This was resolved when Pastor Eric was hired. Trinity is seeking a Pastor that fits as well into the church as he did.

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 between our congregation and the previous Pastor was extremely positive. He was able to appeal to all age groups, increase attendance in the church and develop unity and cooperation amongst church 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: \$ 232,500

Benevolence to the North American Lutheran Church: \$ ~\$2,000/yr

Other benevolence: \$ \$10,000 - \$20,000

Total debt of the congregation: \$ \$0 - (~\$20,000/mo in expenses but no actual debt owed)

Total savings, reserves, and endowments: \$ \$90,000

Compensation of Last Pastor

Salary: \$ <u>69,602</u>	Parsonage/housing allowance: \$ <u>6,334</u>
Social security offset: \$ <u>6,922</u>	Pension: \$ <u>10,800</u>
Health Insurance: \$ <u>9,500</u>	Vacation: <u>NA</u>
Continuing education (time/funding): <u>budget \$3,000/year</u>	
Travel reimbursement: <u>\$4,000</u>	
Other: <u>utilities \$4,000</u>	

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 small, rural community, located just south of Interstate 80, within a short drive to Omaha and Des Moines, featuring updated amenities (aquatic center, golf course, school district) a burgeoning main street with new business, as well as several new housing developments throughout our town. Our congregation prides itself on our vibrant mission work, strong Lutheran values and a love for God and the cross

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: _____ Date: _____

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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