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### Congregation Name and Location

Name St. Paul Evangelical Lutheran Church  
Mailing address 108 Dutch Hill Road  
City Latrobe State/Province PA Zip/Postal Code 15650  
Telephone 724-423-2590 Fax 724-423-7009  
Email address splchurch@wpa.net  
Congregation website \_\_\_\_\_  
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 Joan Smeltzer Title Council President  
Mailing address 430 Lemmon Road  
City Latrobe State/Province PA Zip/Postal Code 15650  
Home phone 724-331-3098 Cell phone \_\_\_\_\_  
Email address djsmeltzer4@comcast.net

### Call Committee Chair

Name Keith George  
Mailing address 325 Patriot Lane  
City Latrobe State/Province PA Zip/Postal Code 15650  
Cell phone 724-689-9691  
Email address [rkg60pappy@gmail.com](mailto:rkg60pappy@gmail.com)

### Congregational Demographics

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

Average worship attendance 47  
7/1/20 through 6/30/21

Average Sunday school attendance -0-  
7/1/20 through 6/30/21

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

Rural, community. We are near larger cities like Greensburg and Latrobe and approximately 50 miles from downtown Pittsburgh

Describe the congregation's ethnic composition and age distribution.

We are a congregation of middle age and beyond.

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 are Christ Centered, Mission-Driven, Traditionally Grounded and Congregationally Focused.

**Our Mission:** WorSHIP, DiscipleSHIP, FellowSHIP; Come on Board!

**Our full Mission Network Description:**

We worship one God in three persons.

We are disciples, or followers, of our Lord Jesus Christ.

Through the Holy Spirit we are united with fellow believers.

Last, is a simple invitation that serves as a statement of welcome. Our future here at St. Paul is bright, because we follow the "Light of the World" in whom we place our hope and trust.

What are the primary goals of your congregation?

Be Disciples

Be thankful In all things and for all things

Maintain God as our common denominator

To reach out to our community more

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

We practice all of these. Prior to Covid 19, we had communion every week. During the pandemic we have offered communion every other week.

When the Cranberry Hymnal was Introduced, we purchased enough for our congregation; however, we soon realized we were not happy with that hymnal. We sold them to another church and went back to using the green hymnal which we still use today. We also Incorporate "With One Voice" Into our worship services.

During the summer months we worship at one service in our outdoor pavilion. People have the option of sitting outside or listening to the service in their cars on an FM radio station.

At one time we had an active bell choir.

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

Much of our education ministry is focused on adults. At one point we had four adult Sunday School Classes. As in a lot of churches, we find a lapse of Sunday School and church attendance between confirmation and young married couples. Once confirmed, it seems that the parents lack the necessity of bringing their teenagers to Sunday School and Church. Many outside activities take priority over worship.

**\*\* Notation** This congregation has cultivated a bishop, 2 full time ministers and President of the North American Lutheran Seminary.

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

Our faith is strong. Our efforts are strong. Financially, problems that occurred over the past 4 to 5 years have limited our mission and outreach. At the present time we support Fresh Express, Flood Buckets, Water Missions, A community New Year's Day Dinner, local and foreign missions.

We suffered a temporary hardship due to having had money embezzled from our weekly Income.

**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 Biblical, not Political
2. Teacher of scripture and witness
3. Enthusiastic about the Gospel
4. Gifted In leadership
5. In a world that steals Christians, we need a pastor who can bring people back to the Good News of Jesus

**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.**

Separating from the ELCA In 2011. People wanted to get back to a Biblically based church. It also gave us more control over our finances.

Pastor Werner's Sabbatical In 2017. It was a controversial financial and emotional Issue. Some did not understand the reason for a sabbatical and left the church because of It.

Embezzlement of funds over a period of several years. It hampered our effort to support missions, caused us to sell the parsonage, and ruined our credit. In spite of this, our congregation held together, proof that our faith Is strong In the Lord.

**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. Very helpful, relieved confusion
2. Showed common thoughts. We are all on the same page.
3. Questions remain about compensation, hours.

**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?**

Our financial problem is being resolved because the congregant who misappropriated money from St. Paul has agreed to repay the amount in full. The discovery was made in 2020. Many hours were spent in investigating the full extent of the misappropriation. An accountant was hired to give us support and direction and finally the crime was turned over to the police. In March 2021 the congregant was arrested and the case has been settled as of August 18, 2021. We have offered forgiveness to the congregant and invited him to return to St. Paul If he so desires.

**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 called pastor and the congregation? Positive? Struggling? Cooperative? Tense?

Tense/Struggling

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: \$99,175 \_\_\_\_\_

Benevolence to the North American Lutheran Church: \$ 1,000 \_\_\_\_\_

Other benevolence: \$1,000 \_\_\_\_\_

Total debt of the congregation: \$ -0- \_\_\_\_\_

Total savings, reserves, and endowments: \$ 367,948 \_\_\_\_\_

### Compensation of Last Pastor

Salary: \$ N/A \_\_\_\_\_ Parsonage/housing allowance: \$ \_\_\_\_\_

Social security offset: \$ \_\_\_\_\_ Pension: \$ \_\_\_\_\_

Health Insurance: \$ \_\_\_\_\_ Vacation: \_\_\_\_\_

Continuing education (time/funding): \_\_\_\_\_

Travel reimbursement: \_\_\_\_\_

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