

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 108 West Rice Street
City Landis State/Province NC Zip/Postal Code 28088
Telephone 704-857-2441 Fax _____
Email address trinitylandis@gmail.com
Congregation website www.tlclandis.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 Steve Talbert Title Council Chair
Mailing address 108 West Rice Street
City Landis State/Province NC Zip/Postal Code 28088
Home phone _____ Cell phone 704-467-7447
Email address srtalbert@carolina.rr.com

Call Committee Chair

Name Adrian Parker
Mailing address 1824 Triplett Road
City Mount Ulla State/Province NC Zip/Postal Code 28125
Home phone NA Cell phone 704-202-3758
Email address adrian@fuelsmg.com

Congregational Demographics

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

Avg. worship attendance 125 (pre C19) / 85 (post) Avg. Sunday school att. 50 (pre C19) / 40 (post)

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

Small town (population 3,009 in the 2019 census) in the Piedmont of N.C., about 30 miles north of Charlotte. Landis was incorporated in 1901, and served as a small mill town (Linn Mill) for much of the 20th century, until the textile industry, by-in-large, left the U.S. Landis is now a small and quiet town nestled in the growing suburban sprawl of the greater Charlotte area. There are approximately 14 churches in Landis area: two Lutheran.

Describe the congregation's ethnic composition and age distribution.

Nearly all Caucasian. Age range is from infants to nonagenarians. Mean congregation age is approximately 46 years old.

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.

Our mission is to live by a Godly example, in both what we say and in what we do. God leads us to build relationships with Him and other followers, while also empowering us with the ability to help lead others to Christ. We seek to serve the Lord, the community, and the world faithfully, with the hopes of leaving impacts that radiate God's love.

What are the primary goals of your congregation?

1. To heal — The past few years have taken a toll on our congregation, many desire for those wounds to heal, and for our church community to get back to a more harmonized prosperity that we experienced previously.
2. To grow — The pandemic not only stifled many of our ministries, it whittled away the number of members and regular worship attendees. We have been ebbing for the past two years, and for the energized core of the congregation that remains, we greatly desire to get back into a growth cycle for our church, and as a whole, our congregation is not afraid to put in the work.

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

We follow the Lutheran liturgy with the opening hymn, confession of sins and absolution, scripture readings, sermon, sermon hymn, special music, prayers and closing hymn. A children's sermon is held before the scripture readings. We break children K-5 into a children's church service after the children's sermon. We use the Celebration Hymnal and communion is held on the first Sunday of the month.

We usually process on Communion Sunday. We usually wear choir robes but haven't since COVID. We will return to this practice when things get back to normal.

Describe your congregation's Christian education ministry.

Trinity Lutheran's christian education program has a congregation-led focus that builds faith development for all members of our church. Prior to the onset of the pandemic, Sunday school classes for all age groups met weekly with church members leading adult classes as well as the youth classes. Sunday school classes followed a traditional format with eight classes meeting by various age groups and adult clusters.

Curriculum was selected by members of the christian education team in coordination with the pastor. In 2018 members of the congregation identified the need for youth programming during the regular service time and subsequently worked to establish a children's church program. In addition to Sunday School and Children's Church, two of our strongest christian education programs were our CHAOS youth program and Vacation Bible School. Trinity's VBS brought in over 100 youth from all over the community and the CHAOS program collaborated with 3 other local churches to feature an outstanding middle to high school youth program.

As we continue to emerge from the COVID 19 pandemic, Trinity still works to provide meaningful christian education programming to its members. In the summer of 2020, the youth leader of our four-church youth program left, and the four-church program was dissolved. At the end of that year, we added a middle to high school youth leader to our employee profile and several church volunteers have collaborated with the pastor in recent months to re-establish Sunday school classes and children's church programming. We were able to host a vacation bible school retreat in the summer of 2020 and hope to reinstate all aspects of our christian education ministry in the coming months. The opportunity to call a new pastor extends the chance to broaden and strengthen our educational ministry.

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

We currently donate a portion of our tithes to four local missions/charities. We also make our shut-ins and home bound members a top priority, by visiting them and taking necessary items to them (food, cards, recordings of worship services, etc.).

Our youth Sunday School class partners with World Vision to sponsor another youth on an impoverished country.

Overall, Trinity is a very community oriented congregation. Being at the heart of the town, we're always willing and ready to accept the call to help others

Other ministries include cancer companions, prison ministry, Vacation Bible School, and women's circle. We annually select church benevolences, which currently are: Rowan Helping Ministries; Water Mission; Main Street Mission; and Nazareth Children's Home/Church of God Children's Home. We donate to the NALC at the national and state level.

For extra curricular and fellowship times, we have family nights sporadically during the week, and enjoy producing special music performances, and hosting community events such as Trunk or Treat.

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. Must be **committed to prioritizing our children and youth programs**, and to build a good relationship with our children and youth. The future of the church needs to have a solid relationship with a pastor that will be involved in their lives/activities.
2. A biblical scholar, who seeks to further his/her understanding of scripture, who is motivated to facilitate and **re-energize our Christian education opportunities** beyond the worship service.
3. Must **develop and nurture quality relationships** with all members of the church. Support members in celebrations and time of need for both church related and other life events, including a proper bedside manner for our elderly. Someone who through those relationships will promote opportunities for fellowship with our church family.
4. Someone of **high moral character who is enthusiastic about their call** to serve this congregation. Well organized; reliable; accountable; trustworthy; empathetic and a good listener. We need someone who is enthusiastic and optimistic about growing our church.
5. Someone with a **heart and mind for community ministries**, that can motivate church member participation.

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 needs have always been met. In 2004, we installed a new pipe organ that was paid for before it was installed. In 2007, we finished renovations and dedicated the new Fisher Hall/Lipe Family Center. This was a \$1.5 million project. The debt was retired in 10 years. This speaks to the dedication of our congregation to see innovations and repairs are kept up to date. This building is used for church activities and community gatherings as well. This congregation doesn't want for items.

We shared in the creation of an outstanding youth program (CHAOS) that brought in kids from other three other congregations as well as our own. This was a tremendous community outreach. This program is currently in a state of transition as we move from a four-church conglomerate, to starting our own middle-to-high school youth program, with a staff employee as youth leader.

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 brought people to the workshop who truly care for the future of our congregation.
2. Being able have the conversation about what we want in a new pastor (putting ideas into words).
3. Honest reflection on where our church actually stands / being true with ourselves (a mission statement, how conflict is resolved, etc).

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?

The last few years have had their share of turbulence for our church. Most of the issues have stemmed from the arrival of the pandemic and how to navigate the church through that. Additionally, and for various reasons, in the past three years, we've had to replace two secretaries, one youth leader, and now a pastor that had been with us for 18 years.

Specific conflict resolution is layered within our church governance. The first layer, and usually all that is needed, is handled by our church council, that is an elected cross section of 12 from our congregation. If the conflict is with an employee of the church, then we have a Mutual Ministry Team which consists of four appointees, that annually review the employees, and work with the council on any actionable items, including conflict resolutions that may crop up.

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?

Overall, our congregation's relationship with our last pastor was both positive and cooperative. While at our church, he helped to unite and bring our church through a variety of challenges during the 18 years that he served. The congregation and previous pastor worked collaboratively to make decisions that would help to progress our church in a Godly way. While no relationship is without struggles and tensions, the congregation had an adoration for our previous pastor and were generally saddened when he announced his call would take him elsewhere. The friendships and connections he built over the years with this congregation have lasting impacts that we will cherish as we move towards the future.

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 (2021)

Total budget for last fiscal year: \$ 261,657.04

Benevolence to the North American Lutheran Church: \$ 13,003.00

Other benevolence: \$ 10,908.00

Total debt of the congregation: \$ 0.00

Total savings, reserves, and endowments: \$ 166,446.30 + \$215,476.43 in primary checking and restricted accounts

Compensation of Last Pastor (2020)

Salary: \$ <u>36,672.83</u>	Housing allowance: \$ <u>32,500.00</u>
Social security offset: \$ <u>5,608.87</u>	Pension: \$ <u>6,480.00</u>
Health Insurance: \$ <u>12,142.72</u>	Vacation: <u>Four weeks per year</u>

Continuing education (time/funding): Two weeks per year, can accumulate up to 3 years for sabbatical

Travel reimbursement: 5,181.33 (travel + professional expenses)

Other: 668.90 (clothing)

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 ministry of Trinity Lutheran Church in Landis, NC is to worship Jesus Christ as our Savior through consistent service to God and his people. We strive to always grow together as a Christian community. The numerous multi-generational families that continue to share their faith within our walls are surrounded by additional families that find the same welcome that began in 1909.

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 HERE — https://youtu.be/FpGCIYi3aTI](https://youtu.be/FpGCIYi3aTI)

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

We are a small but strong church family. Trinity Lutheran Church is located in the small town of Landis, and parishioners gather from around the county. Our pastors typically stay for a long time. Since 1974, Trinity has had only four full-time called pastors, and one supply pastor as an interim. There are families here who are fifth and even sixth generation to have worshiped in this church. This congregation always steps up to the plate, never more ever-present than by our large community center that was built in 2007 and paid in full 10 years later. We're ready to fill that center, as well as our pews, once again.

Completed by: _____



Date: March 21, 2022

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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