

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 (2 point parish with Joy Lutheran, Escanaba, Michigan)

Mailing address 4304 D Rd

City Bark River State/Province MI Zip/Postal Code 49807

Telephone 906-466-9907 Fax N/A

Email address salemlcbr@yahoo.com

Congregation website N/A

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 Randy Gorecki Title President

Mailing address 4369 D Road

City Bark River State/Province MI Zip/Postal Code 49807

Home phone _____ Cell phone 906-399-4001

Email address imokrubr549@yahoo.com

Call Committee Chair

Name Tyler Hanson

Mailing address 5000 E Ln

City Bark River State/Province MI Zip/Postal Code 49807

Home phone (906) 280-7643 Cell phone 906-280-7643

Email address tahanson13@gmail.com

Congregational Demographics

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

Average worship attendance 40 Average Sunday school attendance 5

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

Salem Lutheran Church is in Bark River, MI. Bark River is a small town with roughly 1700 people. Bark River is a farming community that sits 10 miles west of Escanaba, MI.

Describe the congregation's ethnic composition and age distribution.

Salem's congregation is mostly white with an age distribution from young children to elderly adults. Most of Salem's weekly attendance is 50+ in age.

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 have a congregational vision of being Christ's presence in the community of Bark River. Through our worship, bible studies, quilting, outreach activities, and Sunday School our community encounters Christ.

What are the primary goals of your congregation?

Salem Lutheran Church primary goals of our congregation is to impact the Bark River community for the better, provide a welcoming place of fellowship, and develop a foundation for long term success.

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

We have one Sunday service at 9:00 AM. We use the first setting of the LBW hymnal (green book). Vestments are expected. An organ, piano, and a Hymnal Plus support congregation singing. Communion is celebrated at each service. Our worship would not be considered a "high church" experience.

Describe your congregation's Christian education ministry.

Sunday school, First Communion, Confirmation, and Adult Bible studies are part of our weekly congregation offering.

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

Monthly benevolence to support area organizations, Church food pantry, weeklong vacation bible school and active evangelism committee. Salem has weekly fellowship after each service.

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. Pastor displays a sense of call in their heart.
2. Pastor who embraces being a "shepherd" for our congregation: Guiding, teaching, supporting and fully engaging congregation members.
3. Pastor has prayer and daily devotion as part of their life.
4. Pastor enjoys preaching and teaching.
5. Pastor has a love for people. Able to relate well with the varied mix of personalities within a congregation.

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.

May 16th, 1883 was the formation of Salem Lutheran Church in Bark River.

Leaving the ELCA and joining the NALC in 2011.

Milestone events include our 100th and 125th anniversary recognition.

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 need to be patient and be prayerful.
2. Defined what characteristics we are looking for in a pastor.
3. Sharing each other's strengths.

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?

For Salem, there is no existing conflict. Moving forward with a shared pastor there be will times that we will have to find common ground for what is best for Joy Lutheran and Salem Lutheran.

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?

Our relationship with our previous pastor was one of struggle. The pastor's style, which was that of "high church", did not blend with the congregation's less formal style of worship.

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: \$ 109,752

Benevolence to the North American Lutheran Church: \$ 3000

Other benevolence: \$ 2700 Local and \$ 1380 WIUM mission district

Total debt of the congregation: \$ 0

Total savings, reserves, and endowments: \$ 60,000

Compensation of Last Pastor

Salary: \$ 45,000 (Salem/Joy) Parsonage/housing allowance: \$ Parsonage available

Social security offset: \$ Yes Pension: \$ Yes

Health Insurance: \$ Yes Vacation: Yes

Continuing education (time/funding): Yes

Travel reimbursement: Federal Allowance

Other: _____

(Future compensation package will be based upon a full-time solo pastor providing pastoral leadership/services for our 2-point parish consisting of Salem Lutheran Church (Bark River, MI) and JOY Lutheran Church (Escanaba, MI)

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.

Our two-point parish is looking for a pastor to shepherd both congregations which are located in South-Central Upper Peninsula Michigan. We ask that you prayerfully consider our ministry and explore the possibility of becoming our spiritual shepherd. Our two-point parish is an interesting combination of Salem Lutheran Church, established in 1883 in Bark River, MI and JOY Lutheran Church newly established in December 2020 in Escanaba, MI. We know that our Lord is guiding us through this call process, bringing together our congregations and pastor so that we all grow in our love of Christ. As our ministry grows, others in our community will also know and share His love in fellowship at Salem and JOY Lutheran.

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](https://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.

<https://youtu.be/mEPuNVKIFAk>

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

[enter text]

Completed by: Tyler Hanson, Call Committee Chair, Salem and Joy Lutheran Date: 4/21/2022

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).

PLEASE KEEP A COPY OF THIS DOCUMENT FOR YOUR RECORDS.