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Congregational Demographics

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

Average worship attendance 85
In Person

Average Sunday school attendance 35-40
Adult Sunday School 8-12

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

The City of Erskine overlooks Cameron Lake and is in the northwest corner of Minnesota with two major highways crossing. This allows for easy access to healthcare, education, retail, industries and travel. The City of Erskine has a population that consists of 500+ residents with many of those residents, along with residents from nearby towns, being members of Grace Lutheran Church. The surrounding rural communities all work together. Many lakes surround the area that are used for fishing and recreational water sports. There is also state land for hunting, Rydell Refuge for hiking adventures and beautiful area 9-hole golf courses.

Describe the congregation's ethnic composition and age distribution.

The congregation is primarily Scandinavian families with a cross section of nationalities. Within this group you will find economic backgrounds that consist of farmers, small business owners, professionals, summer visitors from area lakes and retirees. There are pockets of middle-aged members, but fewer younger adults. Like many churches our teens are not attending once they are confirmed. They are likely to be attending with their families only during special occasions. With this trend there aren't many members in their late teens or twenties. There has been recently a growing number of Sunday School aged students within the middle-aged members.

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 Statement is “Serving All People by Sharing God’s Word and Gift of Grace”

- Worshiping and learning about our Lord through fellowship and Bible Studies.
- Teaching our youth through Sunday School and trips to support those in need.
- Feeding people through our food shelf that our church houses and supports.
- Giving of our resources to the missions we support.
- Visitations and offering communion to those who are in assisted living or can't make it to church.

What are the primary goals of your congregation?

To worship the Lord and continue to:

- Grow spiritually as a bible-based church
- To show God's love to those around us by our actions and faith
- Go into the communities and proclaim the gospel

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

We gather each Sunday at a single service. We worship midweek throughout Advent and Lent. Other worship services occur at weddings and funerals. Our liturgy is from the Lutheran Book of Worship and With One Voice. Congregation follows the liturgical service from the worship book and from a large video screen. Our service is also broadcast live on Facebook, YouTube and on the local Garden Valley Community Channel. The service is then televised a few times throughout the week on the Garden Valley Community Channel. Our vestments are traditional and recently purchased. The hymns are a mix of traditional and contemporary. A pipe organ, great organist, grand piano and a CD system are all used for musical accompaniment. A children's choir delights us with their contagious enthusiasm. We are blessed to receive the sacrament of Holy Communion twice a month and on church festivals. We have an open table to baptized and believing Christians.

Describe your congregation's Christian education ministry.

We share in learning and rejoicing over the inspired word of God in various groups. Throughout the month we have multiple active Bible Study groups. We have an active and well attended Sunday School program. During the school year we have Wednesday release time approved and supported by the local school system with from 80-100 children in attendance from the local communities. We offer a summer VBS program and welcome all children to attend from our surrounding communities. Confirmation classes, first communion classes, marriage instruction and new member classes are all available as the needs arise. All our worship services are infused with teaching the word of God through liturgy, sacraments, readings and biblically based sermons.

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

Our Mission is to reach out to others according to our calling and help those in need. We provide support monetarily and are actively working with:

- Ukrainian church and ministry
- Fund, house, and support a local food shelf
- Compassion International to help youth in the world
- Sunday School children participate in Operation Christmas Child (shoebbox Program)
- Bible sticks for the military
- Feed My Starving Children (our teens are active here)
- Release time. 80-100 local school students attend each Wednesday
- Lutheran World Relief
- NALC missionary funds are given on an annual basis
- Making quilts for local organizations

- See You At The Pole at our local school grounds
- Financial support to our local nursing home
- Ladies Aide supports local and global ministries
- Church members participate in jail ministry
- Local cemetery
- Minkota Mission District
- Youth group is active in the community and going on local mission trips. Ex: The youth group was recently in Grand Forks packing meals for the Feed My Starving Children program. Also, some 5th and 6th grade Sunday School kids were just volunteering last weekend at the TRF Humane Society
- As needs arise, we have special offerings in church
- Deer Hunters Supper. Last year our church gave out 204 meals and raising \$3,000.
- Ladies Aide Fall Auction which raised \$7,000 in 2021.
- Deacons do monthly visitations to those in assisted living or who are shut in.
- Men's non-denominational bible study
- Women's BSF non-denominational bible study
- AA weekly meetings
- Young Woman's Bible Study

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. A Pastor that loves to boldly preach the word of God. Challenging each member to put forth the effort to grow in their faith through the leading of the Holy Spirit.
2. An individual who has a great attitude in showing love, approachability, transparency and enthusiasm in their duties as a Pastor.
3. Being effective in teaching and can communicate with all ages, especially our youth.
4. Shows love of the congregation and community by action in church ministries and the needs of the greater community. He or she has the vision to suggest changes and start new ministries that will show our love by making a difference in people's lives.
5. A Pastor with strong leadership skills who has the ability to recognize members' Spiritual Gifts, teach them through discipleship on how to apply those gifts and guide them as they grow in the Body of Christ.

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. Long Term Pastor Leaving: Pastor Tim leaving after being here 13 years. He was loved by those in the congregation and the entire community. This was typical of our long-term healthy relationships with our Pastors.
2. COVID: During Covid years our members have stepped up and continued to do the work our Lord has called us to do. The Church is adding new members, is financially strong and is looking forward to a new full-time Pastor to teach, guide and lead us.
3. ELCA to NALC: Our church was unified with an almost unanimous vote. We were the first church in Minnesota to move to NALC.

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 need to pray fully in seeking a Spirit filled Pastor (Shepard) to teach the truth of the Gospel and reflect the love of Jesus within our congregation and the community.
2. To call a Pastor that has an open heart for teaching the word that would develop our youth and adults into a deeper relationship with our Lord.
3. The congregation has a hunger to learn and to grow spiritually so we can be effective doing the will of the Lord.

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?

There has been very little if any conflict within our church. This comes from the members faith, love for each other, fellowship and the desire to do the will of our Lord. There are many examples of our members helping each other in their time of need. Numerous times, help has come to the members of our congregation and community without anybody knowing the source of the gift received.

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).....

When the Congregational Vacancy List is updated, a short paragraph (3-4 sentences) is included announcing each congregation's ministry. This paragraph is the first contact with pastors being introduced to your congregation and community. Since you are most familiar with your congregation and your community, you will want to present the highlights and attractions plus the needs of your congregation and community in this paragraph.

The City of Erskine is a rural community with access to shopping in town and in larger cities half an hour to an hour away. Erskine is supported by local healthcare and industries like Garden Valley Technologies, Digi-Key Electronics, and Erskine Manufacturing. Many opportunities exist for outdoor recreation including golfing, abundant hunting, fishing, hiking and snowmobiling. We are blessed with a great school system which we partner with for Wednesday Release Time. Those students come to our church and learn about the Lord. Many of those students are learning about Jesus Christ for the first time.

We are a congregation committed to serving God, his people, and our community. We are seeking a pastor called by the Holy Spirit to; teach us the truth of Holy Scripture, equip us with the Full Armor of God for evangelism and discipleship to do the Will of God through the Holy Spirit. We pray for a pastor that can encourage all people, while joyfully embracing our community of hard working, family valued people. Our desire is for a pastor that is good at teaching and delegating, so that the responsibility of leading our church isn't resting solely on his/her shoulders. Our goal is to partner with and assist the pastor in the work that needs to be done.

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: John Carlson

Date: 5/2/2022

SUBMISSION INSTRUCTIONS:

SAVE A COPY OF THIS PROFILE TO YOUR COMPUTER. Use "Save As" and specify document file name as:

State, City, Congregation name, Date

****Email a copy of the completed profile to the NALC Call Process Coordinator, callprocess@thenalc.org**

Alternative submission method ONLY if you do not have email: Print and mail the complete profile to:

North American Lutheran Church
Attn: Pastor Shelly Schultz
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 Pastor Shelly Schultz, NALC Call Process Coordinator, at 888-551-7254.

PLEASE KEEP A COPY OF THIS DOCUMENT FOR YOUR RECORDS.