

# CONGREGATIONAL PROFILE



Enter information directly into this document.  
**SAVE the document on your computer with your congregation's name,  
city, state and date completed as part of the file name.**

**EMAIL COMPLETED PROFILE TO [callprocess@thenalc.org](mailto:callprocess@thenalc.org)  
Keep a copy for your records.**

## Congregation Name and Location

Name Zion Lutheran Church

Mailing address 101 E. Van Buren St.

City Philo State/Province IL Zip/Postal Code 61864

Telephone 217-684-2814 Fax \_\_\_\_\_

Email address zionlutheranphilo@yahoo.com

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

Current denominational affiliation:

NALC  LCMC  Other \_\_\_\_\_

Current NALC Mission District \_\_\_\_\_

The Great Rivers Mission District \_\_\_\_\_

## Congregational President or Vice President

Name Lisa Fink Title Vestry President

Mailing address 806 S. Harrison St

City Philo State/Province IL Zip/Postal Code 61864

Home phone 217-684-2142 Cell phone 217-898-9678

Email address lfink@ncte.org

## Call Committee Chair

Name Jan Causey

Mailing address 1649 CR 750 N

City Philo State/Province IL Zip/Postal Code 61864  
Home phone 217-684-2421 Cell phone 217-840-9884  
Email address kjjj79@gmail.com

### **Congregational Demographics**

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

Average worship attendance 40 Average Sunday school attendance 10

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

Philo has a population of approximately 1800 with a small town, family feel. While formerly a farm town it now serves as a desirable living area for the nearby twin cities of Urbana/Champaign. In these cities with a combined population of 100,000 there are goods and services most anyone could desire. The cities are also home to the flagship University of Illinois, with its attendant educational and cultural offerings. The area is also served by Carle Clinic, a major regional medical center. All of this is just a short drive over non-congested roads. Philo is served by the excellent Unit 7 school system.

**Describe the congregation's ethnic composition and age distribution.**

The congregation is primarily Caucasian. Not surprisingly, as a smaller mid-western town, our membership tends toward the middle and later ages, although lately more young families with children have affiliated. We have a growing number of Sunday School aged children.

**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.**

Zion's mission is the same as that for all faithful Lutheran congregations – to be devoted to a ministry of Word and Sacrament. We believe that above all the Lord wants us to keep telling the old, old story of Jesus and his love. We are in a town in which many seem to have fallen away from any regular religious affiliation. In this respect Zion's situation mirrors that of the church in many other areas. We are committed to remain faithful to ministry centered in the historical biblical tradition and are confident of the eternal efficacy of the word and sacraments. We are expanding our music ministry and have plans to engage more children though that means.

**What are the primary goals of your congregation?**

As members of Zion Lutheran Church, we are all children belonging to God. We will share the important message that we are all sinners who are forgiven by God's grace through Jesus Christ. We will be living examples of love, peace, and joy to all of God's children in need, in our community, our country, and our world. We want to make Zion a welcoming community of believers, willing to

share our faith with others. Our bell choir has added another opportunity for choir members to offer praise to God by participating and other members by enjoying the music. It has added a joyful noise to Zion.

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

We enjoy celebrating the traditional liturgy and singing hymns from the LBW and other hymnals accompanied by our pipe organ played by one of our three skilled organists. We have recently added a bell choir which has been a huge hit.

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

Our Sunday School classes are held during worship service. Students worship with parents until the sermon and are dismissed to Sunday school. They may return for communion with their families. We are using the Sola "Sunday Schoolhouse" Curriculum for our class which has children age 4 to grade 4.

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

Zion has an active Mission and Stewardship commitment. We contribute quilts and kits to LWR. We send in a large number considering how small our congregation is. There are times when we join with other churches in the area for services and community projects. Zion Women also provide food for purchase, to the public during Philo Community Events. We donate annually to the local food bank, LSSI, and other Christian missions.

**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. Competent preacher
2. Biblical preacher
3. Inspiring liturgist/worship leader
4. Relaxed, comfortable with others, willing to make visits
5. Good sense of humor

**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. Complete renovation of the sanctuary in the in the 1990s giving us one of the loveliest sacred spaces in the area.
2. Refurbishment of our Wick pipe organ. As mentioned we have three skilled organists to accompany our liturgies and hymns. We also have added handbells to our music program and are fortunate to have an excellent and experienced bell leader.
3. The decision to leave the ELCA and join the NALC was a significant event for our church because we felt that those beliefs better matched with what we hold true.

**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?**

N/A

**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?**

Nothing has risen to the level of conflict. Differences are aired and resolutions arrived at. For example, at the last annual meeting the congregation calmly debated and then decided to sell the parsonage, never an easy decision for a congregation.

**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 last pastor was, it seemed, trying find himself as a solo pastor living alone in a large parsonage. Zion is a supportive and forgiving congregation and we worked hard to make the 'marriage 'work, but both parties finally realized that the fit was not good. It was a very unusual situation and the record shows that at Zion, in its over 100-year history, has had excellent relations with its pastors.

**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: \$ 91,493.15  
Benevolence to the North American Lutheran Church: \$1600.00  
Other benevolence: \$800.00  
Total debt of the congregation: \$0  
Total savings, reserves, and endowments: \$193,496.28

**Compensation of Last Pastor**

Salary: <u>\$34,000</u>	Parsonage/housing allowance: <u>\$4820.00</u>
Social security offset: <u>\$3882.23</u>	Pension: <u>\$6250.00</u>
Health Insurance: <u>\$20,000</u>	Vacation: <u>3 weeks</u>
Continuing education (time/funding): <u>\$500.00</u>	
Travel reimbursement: <u>\$800.00</u>	
Other: _____	

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.

Zion is a friendly congregation with a small active membership but the active members do a lot! There is great spirit and interest in continuing the works of Zion. We are privileged to worship in what we believe to be a beautiful sacred space. We particularly treasure the two large stained glass windows. We are part of a community with great schools, including preschools; and park district. There are cultural activities at the University of Illinois and in Champaign-Urbana which are easily accessed in less than 30 minutes. Philo is a safe and friendly community.

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: [www.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: \_\_\_\_\_

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## 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](mailto: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/](https://thenalc.org/mission-districts/)).

Should you have questions, call Pastor Shelly Schultz, NALC Call Process Coordinator, at 888-551-7254.

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