

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
Keep a copy for your records.**

Congregation Name and Location

Name _____

Mailing address _____

City _____ State/Province _____ Zip/Postal Code _____

Telephone _____ Fax _____

Email address _____

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 _____

Congregational President or Vice President

Name _____ Title _____

Mailing address _____

City _____ State/Province _____ Zip/Postal Code _____

Home phone _____ Cell phone _____

Email address _____

Call Committee Chair

Name _____

Mailing address _____

City _____ State/Province _____ Zip/Postal Code _____

Home phone _____ Cell phone _____

Email address _____

Congregational Demographics

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

Average worship attendance _____ Average Sunday school attendance _____

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

[enter text]

Describe the congregation’s ethnic composition and age distribution.

[enter text]

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.

[enter text]

What are the primary goals of your congregation?

[enter text]

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

[enter text]

Describe your congregation’s Christian education ministry.

[enter text]

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

[enter text]

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. [enter text]
2. [enter text]
3. [enter text]
4. [enter text]
5. [enter text]

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.

[enter text]

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. [enter text]
2. [enter text]
3. [enter text]

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?

[enter text]

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?

[enter text]

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: \$ _____

Benevolence to the North American Lutheran Church: \$ _____

Other benevolence: \$ _____

Total debt of the congregation: \$ _____

Total savings, reserves, and endowments: \$ _____

Compensation of Last Pastor

Salary: \$ _____ Parsonage/housing allowance: \$ _____

Social security offset: \$ _____ Pension: \$ _____

Health Insurance: \$ _____ Vacation: _____

Continuing education (time/funding): _____

Travel reimbursement: _____

Other: _____

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.

[enter text]

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: _____

Date: _____

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 715-418-1761 (cell).

PLEASE KEEP A COPY OF THIS DOCUMENT FOR YOUR RECORDS.