

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 CALLPROCESS@THENALC.ORG.
Keep a copy for your records.

Congregation Name and Location

Name Trinity Lutheran Church



Mailing address 508 Center St

City Ashland State/Province Ohio Zip/Postal Code 44805

Telephone 419.289.2126 Fax 419.289.1381

Email address trinity@trinityashland.org

Congregation website www.trinityashland.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 Pastor Kevin McClain Title Senior Pastor - President

Mailing address 508 Center St

City Ashland State/Province OH Zip/Postal Code 44805

Office phone 419.289.2126 Cell phone _____

Email address pastormcclain@trinityashland.org

Call Committee Chairperson

Name Adam Kime

Mailing address 508 Center St

City Ashland State/Province OH Zip/Postal Code 44805

Home phone _____ Cell phone 419.606.4278

Email address adamkime777@gmail.com

Congregational Demographics

Number of **paid** staff (full- or part-time): Clergy 1 Lay professionals 23 Secretarial 4
Average weekly worship attendance- 400 Average weekly Sunday school attendance- 130
Average 300 streaming accounts. Weekly average Congregational Volunteers: 200

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 and rural.

Population – 21,000

Ashland Ohio city website link - www.ashland-ohio.com/

Describe the congregation's ethnic composition and age distribution.

Composition-

1. Mainly Caucasian.

Age Distribution-

1. Age groups – 0-9 years old 12% 200, 10-20 years old 21% 361, 21-29 years old 9% 152, 30-49 years old 16% 271, 50-64 years old 18% 300, 65+ years old 23% 396
2. Member years - Less than 5 years 18% 289, 6-10 years 16% 255, 11-20 years 29% 453, 21+ years 35% 538.

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.

Serving God is our Congregational Mission using the Ministry activities listed below-

1. Community evangelism.
2. Discipleship Ministry.
3. ALPHA course - evangelism
4. Annual Outreach Fund dollar grants distribution.
5. Youth Ministry.
6. Missions Ministry and trips – USA and World.
7. Music Ministry.
8. Weekly Worship Service Radio Broadcasts.
9. Weekly Worship Services Video Broadcasts.
10. Christian Education Ministry.
11. Women and Children Ministry.
12. Bible Study Fellowship participation and hosting.
13. Senior Ministry.
14. Weekday Montessori Good Shepherd Pre-School.
15. Stephen Ministries.
16. Ashland Fostering Families.
17. Ashland Special Needs hosting.
18. Ashland Pregnancy Care Center.
19. Ashland Christian Health center
20. Annual Choir Camp.
21. Ashland University Outreach.
22. Summer Reading Enrichment.
23. Weekday Beacon After School Program.
24. Annual Vacation Bible School.

What are the primary goals of your congregation?

Goals –

1. Be a Discipling Church.
 - We want to be a church that participates in the calling, baptizing, raising up, feeding, and sending of Christian disciples. This happens at every level and in every relationship.
2. Be a Community Church.
 - We want to be a church that has room for everyone in our community. God has planted us here to bless the whole community and welcome them into fellowship with Him.
3. Be a Family Church.
 - We want to be a church that has room for people of all ages, and that reaches out to, and makes space for people of all ages.
4. In all things we are a Church.
 - We cannot fulfill our mission without living out our individual callings to follow Christ. Christ is the center of all things, He is the Gospel we preach, the God of our salvation, and our eternal hope. He is both the source and the goal of all we are here to do.

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

Hymnal in use for Sanctuary services –

ELW = Evangelical Lutheran Worship (for Sunday mornings 8:30 and 10:45) "New red book".

Worship Service practices, times, locations -

1. Sanctuary (Saturday 5:30pm) – A Lutheran order of worship, but informal in nature. Folk and Gospel music by a band. Music and Liturgy projection on a large screen.
2. Sanctuary (Sunday 8:30am) - The most traditional of our services, following Lutheran Worship liturgies. Broadcasted live on video over the internet and recorded for viewing anytime.
3. Sanctuary (Sunday 10:45am) - The most "blended" of our services, following Lutheran Worship liturgies and other resources. Broadcasted live on radio and sermon audio recorded for listening anytime.
4. Jack's Place Praise Worship Center (Sunday 10:45am) - A Lutheran flow of worship, but informal in nature. Upbeat more contemporary Christian music. Music and Liturgy projection on two large screens. Broadcasted live on video over the internet and recorded for viewing anytime.

Holy Communion –

1. 5:30pm Sanctuary Service 3rd Saturday of the month,
2. 10:45am Praise Service 1st Sunday of the month,
3. 8:30am Sanctuary Service 1st Sunday of the month,
4. 10:45am Sanctuary Service 3rd Sunday of the month.

Describe your congregation's Christian education ministry.

Sunday School for Trinity members began in 1849 (168 years). We offer many wonderful Sunday School opportunities. All classes welcome new members. Sunday School is 9:35 – 10:30 a.m. with classes for all ages. We have 8 Children Sunday School classes and 7 Adult Sunday School classes, with weekly attendance average of 130. During the Virus period we functioned with reduced number of classes. The elementary classes are lectionary based. The adult classes are small group-based and are Biblically based on needs of the group. These classes offer a very wide variety of levels and age groups from birth to our senior citizen classes.

Sunday School continues during the summer months in a reduced and reformatted approach.

Plus, we have both a bi-weekly Men's Bible Study, a weekly Women's Bible Study, and we are the hosts for Bible Study Fellowship. The share groups (bible study, topical studies, fellowship) meet at various times, such as our Lenten study groups and our Wednesday night suppers. We also provide weekly online family Catechism led by Pastor McClain.

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

1. The annual Trinity Youth mission work trips, to help needy areas throughout the USA.
2. Trinity youth provide community volunteering, which includes helping the elderly or home bound with their chores.
3. Missions outreach with congregation members into the world.
4. Annual Outreach dollar grants using our Endowment Funds, throughout the USA and the World.
5. Family clothing and food donations to Ashland Associated Charities all year long.
6. Ashland Pregnancy Care Center donations and support.
7. Sponsor the local "Out of the Darkness" Walk of the American Foundation for Suicide Prevention.
8. Provide financial assistance to the Ashland Christian Health Center.
9. Support Fostering Families.
10. Beacon After School.

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 congregation hopes for in its next Associate Pastor?

1. **Fidelity** – We are looking for a pastor who lives out faith in Jesus Christ, who is doctrinally sound, and who shows with their life the value of that sound doctrine. We desire a pastor who holds to the scriptures as the inerrant Word of God and Confessions of the Lutheran Church because they are faithful witnesses to the truth of scripture.
2. **Promise** – We are looking for a pastor who wants the freedom, opportunity, and responsibility to minister faithfully, but also someone whose best days are ahead of them, and who desires to find new and successful ways to engage our community with the Gospel. Someone forward thinking and opportunistic in disposition. Someone who will at every turn work with us to make disciples.
3. **Participation** – We are looking for a pastor who participates in the life of the congregation and the community. Our pastor will lead through action. They will not ask the congregation or community to do something they themselves do not do but will show the way in word and deed. Our pastor will desire to raise up and develop lay leaders within the congregation and provide opportunities for their spiritual growth and participation in the life and worship of the congregation.
4. **Capability** – We are looking for a pastor who is hard working and self-motivated, someone who does not resent the hours necessary to do this job well. Our pastor will have certain areas of emphasis, but their ministry will include all areas of pastoral ministry. There is no room for micromanagement, but there is freedom for a pastor to take initiative and work in a direction that may be unexplored or underserved.
5. **Community** – Trinity is an exceptional church, in an exceptional community, filled with exceptional people. We are looking for a pastor who fits this community and can thrive here. Our staff is large, and our office environment is joyful, filled with laughter and love. We want someone who will contribute to this ethos. It is an absolute gift to work in a church environment like this. The pastor must be a positive influence and a team player.

What were the four 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. Moving to existing Church building in 1963 and the building expansion in 2002. - The beautiful Sanctuary and the multipurpose worship area provided us with the opportunity to attract more people to Jesus Christ.
2. Large Endowments established in 1979, 2003, and 2021 by bequests from three long time members. - The income from these endowments allows us to increase our benevolence outreach and properly maintain the Church building.
3. Joining the NALC in 2011, after being a part of the ELCA since it was formed.
4. Senior Pastor Sanford Mitchell retirement after 37 years in 2015. - Prayerfully the congregation was able to determine what kind of a Church we wanted to be moving forward and we were then able to call Senior Pastor Eric Riesen in 2016 and then Senior Pastor Kevin McClain in 2020.

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 four most significant results of the alternate to the NALC workshop - Trinity consultant workshop?

1. Make Trinity an even more welcoming place.

2. Implement congregational discipleship focus.
3. Expanded Christian Education and Intentional Family Ministry using the Holistic Family approach.
4. Request volunteers in targeted areas, by empowerment.

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?

We do not have any conflict currently.

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?

Very positive, respectful, and loving relationship.

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: \$ 1.2 million

Annual Benevolence to the North American Lutheran Church: \$ 48,000

Other benevolence info: Benevolence distribution total over the last 40 years from the Annual Budgeted Benevolence (above), World Hunger, the Good Samaritan Fund, the Special Fund, and the Outreach Fund- \$7 million.

Total debt of the congregation: \$ 0.00

Total savings, reserves, and endowments: \$ 18 million

Compensation Package for full-time Associate Pastor

Salary: \$38,000 Parsonage/housing allowance: \$ 24,000

Social Security offset: \$ 4,743 (based on salary/Housing) Pension: \$ 6,674 (based on Salary, FICA, Housing)

Health Insurance: \$ 22,320 (based on family and age) Vacation: 4 weeks

Continuing education (time/funding): Paid out of our Staff Development Fund and Budget, as needed.

Travel reimbursement: Yes

Other: Car allowance = \$4,000

Other information about our congregation that may be helpful in the call process.

1. Serving God since 1839.
2. Trinity voted to leave the ELCA in 2011 and join the NALC.
3. Worship, classes, and programs by the numbers-- 4 weekly worship services, 7 Children Sunday School classes, 11 Adult Sunday School classes, 10 Children and Families programs/activities, 6 Youth programs/activities, summer Vacation Bible School.
4. Other Ministries include-- Prayer, Music, 10 Choirs, Mission Trips, Bible Studies, Outreaching Fund, Radio broadcast (74 years), Video broadcast, active Stephen Ministry, Leadership, Teaching, Volunteerism, Evangelism, Wood Workers, Hospitality, Serving, Pre School, Men's, Women's, Young Adult, Community groups meetings, Beacon after school program, Home School Group, Toddler Time, Summer Reading Enrichment, and Fellowship.
5. City and County Ministries involvement-- Associated Charities- food and family support, Domestic Violence Shelter, Fostering Families, Ashland Pregnancy Care Center, Ashland Christian Health Center, and Suicide Prevention Alliance.
6. Facility changes over the years-- Nursery and office expansions, Church Home exterior renovation, Jack's Place addition (Fellowship Hall and lower-level Youth area), Parking lot relocation and expansion, Gathering Space addition, Montessori classroom, Organ Refurbish, Jack's Place Upgrade. Past fund raising highly effective and retirement of debts successful.
7. Trinity owns 13 residential rental units.
8. Numerous business owners, community leaders, and elected officials are in our Congregation.
9. Ashland Community Information overview:
 - A. New city school buildings- Middle School and Elementary School, School administration, Athletic Field House, and Community auditorium.
 - B. Ashland City School system is comprised of Senior High, Middle School, three Elementary Schools, administration office and bus garage, field house, athletic fields, stadium, and auditorium.
 - C. Local Christian Schools and Home-Schooling support.
 - D. Downtown Ashland embarking on revitalization effort.
 - E. Ashland University and Ashland Seminary are an important part of the community.
 - F. Samaritan Hospital founded in 1912 (now part of University Hospitals in Cleveland).
 - G. Ashland Samaritan Hospital Foundation.
 - H. Ashland County Community Foundation.
 - I. Ashland Symphony Orchestra.
 - J. Extensive recreation park systems – City, County, Mohican State Park, and trails.
 - K. Local golf courses.
 - L. City swimming pool.
 - M. Local manufacturing, research, distribution, small businesses, and service companies.
 - N. National chain hotels.
 - O. Service organizations – Lions, Eagles, VFW, American Legion, Am Vets, Elks, Rotary, Kiwanis.
 - P. Community effectiveness in raising funds for- United Way, Ashland Bicentennial, Community Foundation, Historical Society, Theater restoration, Salvation Army Kroc Center, Auditorium, new school buildings, Athletic field house, YMCA, Hospice, Ashland University, other civic projects.

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.

Trinity Lutheran Church has served the Lord since 1839. We are seeking a full time Associate Pastor. We are filled with believers in the Word who are committed to discipleship. The Congregation is attentive to the Word, prayer, worship, family, and benevolence outreach to the community and elsewhere. We have a highly active Christian Education program, music program, hundreds of volunteers, plus women's/men's/youth/children's/pre-school/after school/radio/video/missions/evangelism ministries and we focus on discipleship. We are part of an energetic and growing local 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.) Include a link to the video below. Make sure the link allows for public access to the video.

[video link]

Completed by: Trinity Call Committee

Date: June 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.