

# 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: Joy Lutheran Church

Mailing address: 302 N. Goliad St.

City/State/Province Zip/Postal Code: Rockwall, TX 75087

Telephone: 214-716-7539 Fax: N/A

Email address: jlcrockwall@gmail.com

Congregation website: <https://joylutheranchurch.org>

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 Pastor – Interim: Christinia and Stephen Seibel

## Congregational President or Vice President

Name: James W. Randolph Title: President

Mailing address: 9965 Waterfront

City Rockwall State/Province Texas Zip/Postal Code 75087

Home phone N/A Cell phone 214-673-6663

Email address jwrandolph77@gmail.com

## Call Committee Chair

Name: Paul W. Manak

Mailing address 2125 Clubview Drive

City Rockwall State/Province Texas Zip/Postal Code 75087

Home phone N/A Cell phone 469-766-0957

Email address pwmanak@msn.com

## Congregational Demographics

Number of paid staff (full or part-time): Clergy 2 Lay professionals 0 Secretarial 0

Average worship attendance 30 Average Sunday school attendance 8

**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 Rockwall, Texas is a vibrant, growing, lakeside community located on the eastern edge of the Dallas metro area. It's nestled between Lake Ray Hubbard and expansive ranch and farm land. While Rockwall would have been considered a small town in 2000, only 16,000 residents, it has grown to over 45,000 in 2020 and will continue to grow for the foreseeable future. The town has continued to retain its small-town feel through the many local businesses, but has also expanded to include major chains as well. One does not have to travel far for most of their needs. DFW Metroplex is also easy to access and has numerous festivals, sporting events, wonderful restaurants, and entertainment. Living in Rockwall gives many families the best of both worlds.

Rockwall and the surrounding area are primarily a residential community with local light-industrial, office, retail, and commercial employment. A significant number in the community commute to the Dallas-Fort Worth Metroplex for employment. The entire area is growing significantly and will continue to do so for the next 20 years plus. Rockwall has grown from 16,000 residents in 2000 to over 45,000 in 2020. The population is 70% white, 7% black, 16% Hispanic, and 7% other. Educationally, 93% are high school graduates, 42% College BS degrees, 13% are professionals, and the unemployment is at 3.6%. Median household income is above \$100,000. Rockwall is on the shores of Lake Ray Hubbard which offers boating, fishing, and related outdoor activities. The City Government of Rockwall is conservative, but provides excellent infrastructure and recreational activities.

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

Currently, the congregation is primarily Caucasian, but welcomes all ethnic groups. Ages range from 1 to 101.

We host a Hispanic Catholic Congregation each Sunday afternoon which use our sanctuary. We are also currently in discussion with the North Texas Mission District to host a NALC Hispanic congregation. In addition, within the last two years we have also hosted a start-up Anglican church, which has now moved to its own location in Rockwall.

### **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.**

Empowered by the Holy Spirit, we are the "People of Joy", Coming together to hear the good news of Christ's redeeming love, Celebrating Christ's presence in Word and Sacrament. Growing through our study of God's Word, With Emphasis on Sharing Christ's love and Inviting Others to experience the joy of knowing Christ. Our mission statement is "Joyfully sharing Jesus and ourselves with our neighbors."

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

To provide a place to come together to hear the good news of Christ's redeeming love and celebrate Christ's presence in Word and Sacrament and grow, individually and as a congregation, through our study of God's Word.

We want to share Christ's love and invite our neighbors to experience the joy of knowing Christ. We want to serve the needs of people in our community and beyond to the best of our abilities.

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

Joy uses the ELW hymnal liturgy and hymns and follows the traditional church calendar with communion each Sunday. Vestments are changed with the church seasons. Normally, we hold mid-week Lenten services, but have not been consistent with Advent services. Normally, we have an organ or piano to lead in service, but are currently without an organist or pianist. Music is provided via electronic ELW software.

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

Joy's current Christian education ministry is small. The congregation has lost many members of all ages. Thus, it has been a challenge to maintain a strong program. Scheduled youth programs have been scaled back to about one to two times per month, while adult classes are about three to four per month. In the past, weekly youth classes were available for ages 4 through high school. Also, adult education was led primarily by the pastor and supplemented by lay leaders as needed.

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

Joy is blessed with a tremendous heart for stewardship. For such a small congregation, Joy is very generous in helping to support our immediate community and beyond. To offer a few examples, for many years, Joy has monthly collected food and cash gifts to support our local food bank; responded to disaster relief efforts in Texas and beyond; provided financial support to churches locally and abroad; hosted an Angel Tree each Christmas to support children in need; provided presents and clothing for a children's home and local schools; donated eye glasses and old cell phones; donated to homeless shelters; provided food and bedding for animal shelters; and made contributions to a local veterans' group.

**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 Pastor**

1. Be inspirational – Preach and Teach a Christ-Centered Message.
2. Be an outstanding Disciple and model discipleship throughout the congregation and community.
3. Ability and desire to minister to all ages.
4. Visitation with and communing of the elderly, hospitalized, and shut-ins.
5. Committed to Joy and the Rockwall community and not a stepping stone to the future.

**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. March 31, 1996 - Formal formation of Joy Lutheran Church and signing of its charter. The mission statement is shown on the top of the charter and is very valid going forward.
2. 2003 – Joy establishes a permanent church home in Rockwall after meeting for over seven years in rented space in Rowlett.
3. 2021 – 2022 – Joy leaves the ELCA and is accepted into membership in the North American Lutheran Church.

**Has your congregation participated in the Congregational Workshop Preparatory to the Call Process? [Type an X by the appropriate response]**

**X Yes**    **No**

**What were the three most significant results of the workshop?**

1. A genuine feeling that God has a plan for Joy.
2. Consensus agreement that the Holy Spirit must guide us through the process and that we are to follow the Lord's plan and timing.
3. Open and honest discussion of all concerns about the process.

**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?**

When the last full-time pastor retired, Joy entered into the Call Process while still a member of the ELCA. A selection was made, based upon recommendations of the Synod, to have a year-to-year contract with a non-ordained person, who was working toward ordination, until he attained ordination. Joy also assisted financing his education. Ultimately, the relationship ended when the individual's personal goals did not meet Joy's stated goals. He was more committed to other goals than to Joy and would not live in the Rockwall community.

In the end, he chose not to renew his contract, and as a result, he left and so did several families who became attached to him.

The conflict is resolved, but has made the congregation hungrier to ensure an open and honest conversation about personal goals and visions with all who would consider leading the Joy 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 - As a congregation, we try to respect and listen to each other, but differences of opinion have caused problems in the past. Some have left the church because of this. We need a minister who can recognize, pray about, and resolve conflict.**

**What was the nature of the relationship between your last pastor and the congregation? Positive? Struggling? Cooperative? Tense?**

The relationship with Joy's last full-time pastor was warm and cordial, but could be stilted. He held a number of views which he would not overtly discuss even when presented with a majority disagreeing opinion. He would however go along with Council decisions he disagreed with. He preferred not to visit members or potential members in their homes or be interrupted in his office, but was very willing to minister to the sick and dying and minister to loved ones dealing with death. His primary emphasis was preaching the Word.

Currently, Joy has an Interim Pastoral husband and wife team leading our faith continuity. They have energy and bring excitement for the Lord. Their willingness to meet everyone and share Jesus is a spark Joy is needing. They hold the four Core Values of the NALC dearly and are taking steps to implement the Life-to-Life Discipleship experience at Joy. These are elements Joy needs in its next full-time pastor.

**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 Calendar 2021**

Total budget for last fiscal year: \$ 109,500

Benevolence to the North American Lutheran Church: \$ N/A

Other benevolence: \$ 6,000

Total debt of the congregation: \$ 5,900 will be zero before end of 2022

Total savings, reserves, and endowments: \$ 129,200

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## Compensation of **Last Full-time Pastor 2017**

Total Salary: \$ 104,132

Pastor, we the people of Joy want to attract the right person to help our congregation grow; and thus, we have developed a financial plan. We hope this relationship will be mutually beneficial and allow our pastor to throw themselves wholeheartedly into our church. We hope and pray the plan has been developed consistent with the guiding hand of the Holy Spirit. Joy is willing to take out a three-year loan to ensure an acceptable income for our next pastor.

Joy's total assets exceed \$1,000,000 and it is currently debt free with the exception of a small loan balance which will be paid off before the end of 2022. Joy has in place a loan arrangement with Alliance Bank in Rockwall that will supplement Joy's contributions and other income to provide the compensation package required to call a full-time pastor. This arrangement provides additional support over a three-year period, after which Joy will need to have grown to the point that it is entirely self-sufficient and able to continue repaying the loan. This support is tiered such that a minimum of one third of the total growth necessary must be achieved each year with full self-sufficiency attained by the end of three years.

Financial details and a three-year budget associated with the plan are available for review with the pastor moved by the Holy Spirit to join us in continuing as the people of Joy and members of the body of Christ. The plan is very conservative in that it covers the "worse-case" situation in every respect, including the escalation of operating expenses and an assumed 6% loan interest rate; therefore, it shows the maximum financial growth that should be necessary.

Joy is seeking to call a pastor with the desire, skill, energy, vision, and passion to undertake this opportunity and lead the people of Joy into the future.

**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.**

Joy Lutheran Church is a small residential congregation located in downtown Rockwall, a growing vibrant city in North Texas, just east of Dallas. Joy serves beyond the Rockwall city limits providing for spiritual needs of families 20 to 25 miles away. We confess Jesus Christ as our Lord and Savior. Joy is a family and committed to being part of the body of Christ. We are a very giving family and respond to the needs of the local, state, and world-wide community. We are committed to sharing Jesus and ourselves with our neighbors. Demographically, we are an older congregation hungry to add to our younger generation. All who believe in Jesus Christ and confess him as Lord and Savior are welcome.

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

We invite you to check us out on the internet at <https://joylutheranchurch.org/about/> and Facebook at <https://www.facebook.com/JoyLutheranChurchRockwallTX/>

We are “The People of Joy” and we look forward to welcoming you into our family!

Check out the City of Rockwall at “Rockwall - Best Cities to live in Texas”. Find it on YouTube at: <https://www.youtube.com/watch?v=kYqM5ED-CPA> The church is located just off the downtown square.

Completed by: Paul W. Manak Date: June 8, 2022

## **SUBMISSION INSTRUCTIONS:**

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**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/](http://thenalc.org/mission-districts/)).

Should you have questions, call Pastor Shelly Schultz, NALC Call Process Coordinator, at 715-418-1761 (cell).

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