

CONGREGATIONAL PROFILE



Congregation Name and Location

Name St. Timothy's Lutheran Church

Mailing address 5100 Camden Ave.

City San Jose State/Province CA Zip/Postal Code 95124

Telephone 408-264-3858 Fax _____

Email address info@stlcsj.org

Congregation website www.stlcsj.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 District Central Pacific

Congregational President or Vice President

Name Warren Finch Title President

Mailing address 5100 Camden Ave.

City San Jose State/Province CA Zip/Postal Code 95124

Home phone 408-264-3858 Cell phone _____

Email address helo47pilot@gmail.com

Call Committee Chair

Name Ann Weissshahn

Mailing address 5100 Camden Ave.

City San Jose State/Province CA Zip/Postal Code 95124

Home phone 408-264-3858 Cell phone _____

Email address call.team22@stlcsj.org

Congregational Demographics

Number of **paid** staff (full- or part-time): Clergy 3 Lay professionals 4 Secretarial 2

(1 full-time senior pastor,
2 part-time visitation pastors)

Average worship attendance: Current 200 Average Sunday school attendance: Current 10
pre-COVID-19 320

Average youth ministry attendance: Current 20
pre-COVID-19 50

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

San Jose is a large city at the southern end of the San Francisco Bay Metropolitan Area. It is located in the heart of Silicon Valley and is known for its technological innovations, cultural diversity and sunny climate. St. Timothy's is located in the Cambrian neighborhood of West San Jose, a suburban neighborhood of working-, middle-, and upper-middle-class families.

Describe the congregation's ethnic composition and age distribution.

St. Timothy's is a predominantly Caucasian, multi-generational congregation.

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 Identity:

St. Timothy's is a faith community, committed to worshipping God and working through the power of the Holy Spirit to transform people into disciples of Jesus Christ.

Our Mission:

Our mission is to equip and empower people to have an eternal impact in the lives of others, locally and globally, for the Lord Jesus Christ.

Our Vision:

Our Vision is to
Know the Father,
Grow as Disciples of Jesus, and
Go with the Spirit.

What are the primary goals of your congregation?

To equip our members to know the Father, grow as disciples of Christ and go with the Spirit.

Our outreach goals include engaging and retaining younger people, reaching out to our neighborhood community, reaching out to our preschool families, and re-engaging members from pre-COVID-19.

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

We follow a liturgical form in both the traditional and contemporary services, but it is varied from time to time by the pastors rather than being followed rigidly.

Traditional hymns with organ or piano are used predominantly in the traditional service. The traditional hymns come from the Lutheran Book of Worship and With One Voice. A worship team leads the contemporary service with contemporary Christian songs.

Vestments are not regularly used.

Holy Communion is typically observed on first and third Sundays, as well as at special services.

Describe your congregation's Christian education ministry.

Sunday school is offered to children ages 2 through 5th grade. In addition to Sunday School, first communion classes are offered for 5th grade children. Furthermore, there is a middle school program called Cornerstone that meets weekly on Wednesday evenings. Confirmation classes are offered to middle school students on Sunday evenings. There is a high school group that also meets Wednesdays and Sundays. We have paid staff for all of these programs.

St. Timothy's Lutheran Church operates St. Timothy's Christian Preschool to provide childcare and educational services to both our members and our neighbors. Current attendance is 67 preschoolers, with 11 paid staff members.

A supervised nursery is provided during services.

A week-long Vacation Bible School is offered to our church members and surrounding community during June of each year. Prior to COVID-19, we had attendance for the VBS at around 300 students. The 2022 VBS attendance was 90.

Grow Groups are small bible study groups for adults that are member-led. This year we began a daily Bible reading program that follows the SOAP (Scripture, Observation, Application, Prayer) format. The reading program is coordinated with the sermon topics to form a cohesive adult education program.

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

We are a congregation with mission objectives both locally and globally. Our local outreach is conducted through our FISH food pantry (which is currently serving some 50-100 families weekly), through cooperative efforts with City Team and Mercy Mobile to provide recovery services and shelter, and through participation in the Santa Clara County Jail Chaplaincy and the Convalescent Hospital Ministry. Additionally, our local outreach includes St. Timothy's Christian Preschool, the MOPS program (Mothers of Preschoolers) and MOMSnext. We recently started a Grief Share group to support our local community.

Our global mission work includes NALC Disaster Relief, Samaritan's Purse (Operation Christmas Child), Water Mission, China Service Venture, and World Mission Prayer League. We directly support three overseas missionary families as well. Pre-COVID-19, the church also completed annual trips to Mexico that involved building homes and providing Vacation Bible School to local children.

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. A deep personal commitment to Jesus Christ as Lord and Savior and a sincere belief in the fundamental importance of Christ's charge to make disciples.
2. A strong Bible background and a commitment to basing his or her work and teachings on biblical principles as opposed to cultural and societal norms.
3. A willingness to function as a team player within both the pastorate and the congregation.
4. A strong set of pastoral skills that include an affinity for preaching and teaching, pastoral care, comfort with both traditional and contemporary worship settings, and a commitment to ongoing personal growth.
5. A friendly, warm and approachable personality, with a talent for encouraging and engaging people of all ages.

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. Addition of the Carter Avenue property to our campus. (1999) – The commitment to acquire the property of a failing church on adjoining property nearly doubled our campus size and provided us with the ability to take on certain ministries that would have otherwise been difficult or impossible. Taking on this obligation also represented a stepping out in faith and helped cultivate a growth and risk-taking mentality in the congregation, as the congregation self-funded the multi-million dollar purchase through a note program.
2. In conjunction with our transition from an ELCA affiliation to an NALC affiliation in 2010, our congregation moved from a program driven model to a discipleship model. This transition reinforced our commitment to God's Word and the Great Commission.
3. Successful transition to a new senior pastor, (2019–2020) – When Pastor Dan Selbo was elevated to bishop of the NALC in 2019, we lost a pastor with twenty-five years of leadership in our congregation. Replacing him was challenging due to both his recognized talents and commitment and because he was widely regarded as a "tough act to follow." Our search team worked hard for more than a year before God provided Pastor Jim Cords as our new senior pastor.

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. We reviewed the strengths and characteristics of our current pastors:
 - a. Preaching
 - b. Teaching
 - c. One-on-one interaction
 - d. Stage presence
 - e. Excellent married pastoral team as visitation pastors
2. We listed characteristics that are desired in a new associate pastor:
 - a. See above "Top Five Hopes for our Next Pastor"
3. We discussed congregational sensitivities and potential conflicts in the areas of political issues and worship styles.

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 had a pastor in the past whose pastoral strengths did not align with the needs of St. Timothy's. The leadership council worked diligently and prayerfully over an extended amount of time to resolve differences, but ultimately the church and pastor mutually parted ways.

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 – St. Timothy's has a strong leadership council that consistently works to resolve conflicts and tensions as they arise, through prayer and consultation with the pastoral staff. As necessary, St. Timothy's has sought counsel, insights and wisdom from the larger church.

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

Our most recent associate pastor served St. Timothy's well for a period of nearly five years. This was her first pastorate, and she was ordained as she began her work here. Her work with St. Timothy's started during the period when Pastor Dan Selbo was the senior pastor and continued after his elevation to bishop. Her relationship to the congregation was overall positive and cooperative. It was hard to see her go.

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: \$1,364,983

Benevolence to the North American Lutheran Church: \$40,000

Other benevolence: \$60,000

Total debt of the congregation: \$1,760,000

Total savings, reserves, and endowments: \$2,186,414

Compensation of Last Pastor

Salary: \$68,000 (starting) - \$80,258 (final) Parsonage/housing allowance: \$1500/mos.
rental assistance

Social security offset: \$6,140 Pension: \$8,640

Health Insurance: \$7,829 Vacation: 4 weeks per year

The church pays 100% of the pastor's medical (based on Kaiser Silver), dental, vision benefits, and 50% of spouse and dependents. If the pastor chooses to upgrade plans, the pastor pays 100% of the difference. The cost of the Kaiser plan is based on age.

Continuing education (time/funding): 2 weeks per year / \$1000

Travel reimbursement: Yes, for business related travel

Other: Car Allowance - \$4000; Professional Expenses - \$2000; Relocation expenses up to \$5,000

St. Timothy's also pays for Short-Term Disability, Long-Term Disability, and Life Insurance

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 showcase or highlight the attractions of your congregation and community.

We are St. Timothy's Lutheran Church and we have been serving the San Jose, CA area for the past 60 years. We have a dual affiliation with the NALC and LCMC. We are a very impactful church with a strong community outreach led by Jesus' teachings of discipleship culture. We are looking for a full-time associate pastor to help teach and lead our church while continually seeking self-improvement; someone who empowers leaders and disciples within our church, with a friendly, warm, and approachable style. St. Timothy's congregation acknowledges the cost of living in our area and provides a competitive a salary and benefits package that enables our pastors to live reasonably within our community, allowing the pastors' focus to be on their ministry. The associate pastor will be joining our church on Jesus' mission to live out the Great Commission and, alongside our experienced senior pastor, lead our congregation in this call.

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 will be provided separately.

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

St. Timothy's has for decades faced the challenge of attracting pastors to an area that is widely recognized as having high housing costs in comparison with most parts of the United States. Consequently, we have developed programs for mitigating the challenges that pastors and their families face in dealing with those high costs. These agreements are tailored by working with the individual pastor, but typically include 1) rental assistance during an initial period as the pastor and their family become familiar with the area followed by 2) an equity-sharing arrangement that allows the pastor and the congregation to jointly invest in a residence. Equity sharing allows the pastor to explore a wider range of properties than might otherwise be possible and provides an opportunity for both the pastor and the congregation to build equity in what has historically been an upward-trending real-estate market.

Completed by: Danielle Quayle – Call Team Secretary

Date: July 3, 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.