

# CONGREGATIONAL PROFILE



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: Faith Lutheran Church

Mailing address: 8265 Winton Road

Cincinnati, Ohio 45231 513-931-6100, Fax 513-931-6101

Email address: [flc@faithcinci.org](mailto:flc@faithcinci.org)

Congregation website: [www.faithcinci.org](http://www.faithcinci.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 SW Ohio

## Congregational President or Vice President

Name Title Mailing address:

Roxanne Johnson, 10836 Invicta Ct.

Cincinnati, Ohio, 45231,

(513)851-0972, (513)633-0564

Email address [mbj123@hotmail.com](mailto:mbj123@hotmail.com)

President of Council

## Call Committee Chair

Name Karen Reiber

Mailing address:

1729 Harmon Drive

Cincinnati, Ohio 45215,

(513)235-8189

Version 7: Published 25-JAN-2022 Page | 1 of 5 Owner: Office of Ministry  
Email address: karen.reiber75@gmail.com

### **Congregational Demographics**

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

- Clergy - 1 full time,
- Lay professionals - 3 part- time,
- Secretarial - 1 part- time

Average worship attendance Average Sunday school attendance:

Average worship attendance: 61.6, Average Sunday School attendance: 6 Youth, 8 Adults

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

Suburb of large city

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

The congregation is predominantly Caucasian and on average over 65 years old.

**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.**

Worship-Study-Serve. Growing disciples for Jesus Christ; focused on our ONE thus growing the Lord's Great Commission.

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

1. Reaching the lost
2. Making disciples

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

9 AM service- Liturgy, confession, praise music, no hymnals, no vestments, weekly communion

11 AM service-Liturgy, confession, traditional hymns (printed in the bulletin), vestments, weekly communion

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

Sunday School for adults and children (weekly), Tuesday morning weekly Bible Study at church, monthly women's Bible studies, VBS, catechism classes

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

The primary goal for our church is to fulfill the Great Commission and to grow in discipleship to Jesus Christ.  
Current Activities:

- Friday Night Family Movie Night (monthly) open to the community
- Women's Bible Study/Prayer Groups
- Pericopes Bible Study (weekly)
- Youth Group – Once/month Service Project
- Social Concerns/Evangelism Committee: service local, regional and global
  - Wernle Youth and Family Treatment Center (financial support)
  - Prince of Peace Lutheran Church (Downtown Cincinnati)
  - Freestore Foodbank-grants that support North College Hill School Pantry, service projects
  - Valley Interfaith Community Resource Center–grants and service
  - Mt. Healthy Alliance Food Pantry–grants and service
  - Hands Against Hunger-global mission to fight hunger: service
  - Matthew 25 Ministries-service
  - Pull in for Prayer-weekly opportunity for community outreach
  - Holiday outreach projects
- Kairos Prison Ministry-grants/service
- Vacation Bible School–open to the community

**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

Version 7: Published 25-JAN-2022 Page | 2 of 5 Owner: Office of Ministry

**List The Top Five Things your congregation hopes for in its next Pastor**

- 1. Outreach to the One** - Infuses life and energy into the outreach program and uses that energy to engage our congregation (youth and adults) in this mission. Lifts the spirit of a room when entering. Draws people toward a common goal.
- 2. Strong Communicator** - Excellent verbal and written skills, confident public presence: engaging and authentic with solid scriptural and theological foundation. Able to effectively utilize digital (social media), print and video mediums to communicate.
- 3. Creative** - Able to imagine fresh ways to communicate, plan events, create programs, and lead to move the outreach forward.
- 4. Organized** - Able to provide clarity, direction, and organization for the outreach mission. Prepared, punctual, proactive, self-starter.
- 5. Team-Oriented** - Builds and inspires youth and adult teams within the congregation to execute the outreach vision in support of the larger church vision.

**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. 1999-2000 Contemporary Service was approved and added to our worship schedule for Sunday morning. Congregation united to move forward with alternative church service.
2. 2009 - Congregation voted and approved leaving the ELCA. Took a biblical stance in light of the 2009 ELCA churchwide assembly.
3. 2022 - Began working with Intentional Churches. To focus our congregation on the Lord's Great Commission.

**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. Better understanding of the NALC process for calling a pastor.
2. Better understanding of our options as to call a pastor or hire a lay outreach person.
3. Patience is a virtue in this process; not our time but God's.

**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?**

1. Conflict with how to deal with worship services based on declining attendance while desiring to reach the One. Not resolved.
2. Disagreement between the Pastoral office and Church Council with regard to Pastoral roles and responses. Resolved.
3. Using Intentional Churches as a tool to strengthen our discipleship—we are using newsletters and updates between services to provide information and transparency. This is a work in progress.

**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?**

All of the above: it is a relationship. If only one is accepted: Cooperative

Version 7: Published 25-JAN-2022 Page | 3 of 5 Owner: Office of Ministry

**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: \$ 303,636

Benevolence to the North American Lutheran Church: Member donation -\$1710 (2021)

Other benevolence: Member donations only

Total debt of the congregation: \$ 0

Total savings, reserves, and endowments: \$ Savings and reserves (end of May 2022) \$717,020

Endowments (end of June 2022) \$539,688

**Compensation of Last Pastor**

Salary: \$ Parsonage/housing allowance: \$ Social security offset: \$ Pension: \$ Salary, 52,685; Housing, \$23,420; Social Security Offset, 4,073; Pension - 8,960

Health Insurance: \$ Vacation: Health Insurance, 28,703

Continuing education (time/funding): \$500

Travel reimbursement: \$4,700

Other:

Version 7: Published 25-JAN-2022 Page | 4 of 5 Owner: Office of Ministry

**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.**

Faith Lutheran Church is in the suburbs of Cincinnati, Ohio and is looking to call a dynamic Associate Pastor who is a strong communicator, creative, organized and team-oriented. This Associate Pastor's focus will be to infuse life and energy into the outreach program and use that energy to engage the congregation in this mission. This person will have a passion for being and making disciples for Christ.

**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.

[Faith Lutheran Video Link](#)

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

**We have a very loving, caring, compassionate and prayerful congregation. Our congregation has been dwindling over time mostly due to an aging population. Many of our senior members are very committed and have been lifetime members of this church. The church council and our congregation this year decided to move forward in working with Intentional Churches, an**

**organization that has the goal of growing the Lord's Great Commission while strengthening our congregations' discipleship . Our church is not representative of our diverse community and our hope is that we can call an associate pastor with the sole purpose of positively outreaching into our community thus growing the Lord's Great Commission and mentoring the congregation in discipleship.**

Completed by: Karen Reiber, Call Committee Chairman July 27, 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](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). **PLEASE KEEP A COPY OF THIS DOCUMENT FOR YOUR RECORDS.**