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**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 sschultz@thenalc.org.
Keep a copy for your records.

Congregation Name and Location

Name Good Shepherd Lutheran Church
Mailing address 521 Cypress
City Manistee State/Province MI Zip/Postal Code 49660
Telephone 231-723-7161 Fax _____
Email address gslc49660@gmail.com
Congregation website gslcman.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 Jackie Harms Title President
Mailing address 802 Cypress St. #1
City Manistee State/Province MI Zip/Postal Code 49660
Home phone _____ Cell phone 231-920-7608
Email address jmharms@mtu.edu

Call Committee Chair

Name Amy Wojciechowski
Mailing address 11725 Morton Rd
City Manistee State/Province MI Zip/Postal Code 49660
Home phone 231-887-5042 Cell phone 231-887-5042
Email address amywojo99@gmail.com

Congregational Demographics

Number of **paid** staff (full- or part-time): Clergy 1 Lay professionals 3 Secretarial 1

Average worship attendance 80 avg between 2 services Average Sunday school 0 due to COVID (possibly 20 children total from Infant - 18 years of age.)

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

Natural beauty. It's northern Michigan's claim to fame, and it flourishes in Manistee County. There are no big cities or suburban sprawl in our section of the Pure Michigan Mitten. Enjoy our 25 miles of sandy Lake Michigan shoreline, three Lake Michigan harbors, inland lakes, 270 miles of rivers and four-season fisheries. Visit our charming, historic towns and marvel at our fertile farms and lush orchards, and our thousands of acres of Manistee National Forest.

There are opportunities year-round to explore our county by foot, bicycle, motorcycle and auto, x-country ski, snowshoe, ATV, snowmobile, boat, kayak and canoe, as roads, trails, rivers and lakes crisscross throughout the county.

Describe the congregation's ethnic composition and age distribution.

The active congregation is primarily older, but there are a few young families. Our ethnicity matches the region's, mostly Caucasian. In this post-covid environment, we are discovering a new normal as confirmation, youth group, and other pre-covid groups returned.

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.

The congregation has changed over the years. We are stronger than we were years ago and have a mutual understanding and desire to grow in faith and become disciples in our community.

What are the primary goals of your congregation?

1. Do the Lord's work
2. Community service and be active in the community
3. Remain faithful to our confessional Lutheran heritage
4. Seek to continue engaging youth in the life of the church
5. Deepen our understanding of being disciples of Jesus

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

Good Shepherd Lutheran Church worship services are liturgical. We offer a Saturday evening service with casual dress and contemporary music, but the framework of the service is still liturgical. Our Sunday morning service uses the ELW hymnal with full vestments and organ music with choir. Holy Communion is offered at all regular worship services each week.

Describe your congregation's Christian education ministry.

Prior to COVID we offered Sunday School (k-12), Adult Bible studies, confirmation classes and youth group. After COVID we struggle to rebuild Sunday School. Our confirmation classes and youth group have returned. We partner with our local youth organization in town (Armory Youth Project) to reach out to area youth through programs, dances, and ecumenical family faith days. Many church members volunteer and assist at the Armory on a regular basis.

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

Some examples include - The church financially supports tuition assistance for youth that attend Christian K-12 schools. Financial assistance is provided to various, local service organizations (Echo His Love, Safe Harbor, Armory Youth Project, etc.). Assistance at a local community table and providing shelter for homeless people one week per year have taken place in pre-COVID times and we hope they will return again soon. We support NALC and the NALC Seminary and have conducted "Team Jesus Noisy Offerings" for local and global causes.

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. Biblically sound
2. Cares and loves us as a congregation and as individuals
3. Speaks from the heart/understands
4. Teaches us to be disciples
5. Led by the Holy Spirit

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.

Merging of the 3 churches Into Good Shepherd - 1969 This brought several small congregations together for the betterment of our church family.

Move from the ELCA to the NALC in 2011. This was voted on and supported by the majority of the congregation.

Death of a beloved Pastor in Dec of 2020. We grieved our loss. Our interim pastor has helped lead us out of our sense of loss.

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 learned the value of communication through small groups intentionally formed with people of different generations and with differing viewpoints.
2. We were able to share our thoughts and views on our congregation and felt we became a stronger congregation because of it.
3. We want to continue to serve our Lord and to do this by becoming disciples in our community.

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 hired a newly ordained pastor which created conflict many years ago. Following that, the interim pastor was called as our permanent pastor. Both situations created conflict in the congregation. The newer permanent pastor was called home amidst Covid and we followed with another interim pastor. We have moved to being stable and reintroducing a "new" normal post-conflict and post-covid. As we proceed, stability in regular worship life is returning and we are now at a place of peace to move forward. We are very hopeful for what the Lord intends for this 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 (describe).....

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

Positive! Our permanent pastor was loved by the congregation. He passed in 2020. We have a wonderful relationship with our current interim 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

Total budget for last fiscal year: \$ 315,249 _____

Benevolence to the North American Lutheran Church: \$ 12,000 _____

Other benevolence: \$6,500 _____

Total debt of the congregation: \$ 0 _____

Total savings, reserves, and endowments: \$ 4,000,000 _____

Compensation of Last Pastor

Salary: \$ 32,000 _____ Parsonage/housing allowance: \$38,200 _____

Social security offset: \$ 4,000 _____ Pension: \$ 15,300 _____

Health Insurance: \$10,000 _____ Vacation: 4 weeks paid _____

Continuing education (time/funding): \$11,470 _____

Travel reimbursement: \$3,600 car allowance and any business-related travel is covered _____

Other: Compensation will be determined with the pastor having input into how they prefer the disbursements. At the present time total compensation is close to \$115K

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.

Good Shepherd Lutheran is a traditionally grounded congregation gathering in a building with almost 140 years of history. Located in a rural small city on Lake Michigan, it is a lovely community with many opportunities. There is a reason so many choose to retire here. In this post-Covid world, we believe we are poised to not only survive, but thrive in the next leg of our journey together as a community serving Jesus.

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.

Good Shepherd Lutheran Church is very fiscally sound and stable. The congregation has a heart of genuine faith. The church has been through a period of conflict and death of a pastor and are now at a place of peace and moving forward. We are looking for a long-term relationship with a new pastor.

Completed by: Amy Wojciechowski

Date: July 31, 2021

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, sschultz@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).

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