

# 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 Zion Lutheran Church

Mailing address PO Box 323

City Scotland State/Province South Dakota Zip/Postal Code 57059 Telephone (605) 583-2931

Fax \_\_\_\_\_

Email address Scotland@gwtc.net

Congregation website https://www.facebook.com/groups/270407462107

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 Eastern South Dakota / Northern Area

## Congregational President or Vice President

Name Nicholas Fischer Title President Mailing address 42325 Washington St.

City Scotland State/Province South Dakota Zip/Postal Code 57059 Home phone \_\_\_\_\_ Cell phone (605) 660-8824

Email address fischersimentals@hotmail.com

## Call Committee Chair

Name Jim Kocer

Mailing address 211 5th St.

City Scotland State/Province South Dakota Zip/Postal Code 57059 Home phone (605) 583-2773

Cell phone \_\_\_\_\_ Email address jkocer@gwtc.net

## Congregational Demographics

Number of **paid** staff (full- or part-time): Clergy One Lay professionals none Secretarial One

Average worship attendance Summer 68 Spring, Fall, Winter 95 Average Sunday school attendance 15

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

We are a town of approximately 820 people. Scotland is a rural farming community. We have a lot of businesses in town that consist of a grocery store, two convenience stores, four gas stations, two auto mechanic shops, one auto body shop, a bowling alley, a hardware store, a clothing store, flower shop, hospital, clinic, and pharmacy. Scotland is about an hour and half drive to Sioux Falls or thirty minute drive to Yankton. Scotland Elementary and High School offers classes from preK- 12 grade. Scotland has seen a high number of returning families that once lived in or around the community to raise their own children in the Scotland Community. Scotland has a golf course, baseball and softball fields, swimming pool, tennis courts, city park with brand new playground equipment, a wellness center, and also a trap shooting range. Scotland also has an active VFW.

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

Zion congregation has an age range of 102- 5 months old. We have a ethnic composition predominantly German and Czech.

**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.**

Zion Lutheran Church welcomes all to worship with us and work together to do God's Word. Prayerfully lift up everyone in the community. That we find, at least, Unity in Christ. To maintain our Christian heritage and identity. To continue serving our Lord in a multi-generational way. Maintaining our Historical integrity, and yet reaching out to the future. Provide for Christian Education to all generations. Meet the spiritual needs of all generations. Reaching out to others through missions.

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

To do God's work through our hands.

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

We use the Liturgical Calendar provided by Sola Publishing based on the LSB Version of the Revised Common Lectionary, with permission of Concordia Publishing House. Our organist picks out the hymns for every worship and plays them on our beautiful pipe organ. We use the Evangelical Lutheran Worship hymnal. We have Holy Communion the first and fifth Sunday of the month along with all special services (Lent, Easter, Christmas).

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

We have Sunday school for ages Prek-6 grade. Grades 7 & 8th have confirmation. 9-12 grades are involved in Luther League. We have a community vacation bible school with an average of 68 children attending.

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

Zion Lutheran Church Women (ZLCW) makes quilts starting in May-Nov and on average makes around 200 quilts which then are distributed around the surrounding communities for those in need.. We have volunteers for the local food pantry. We have Mission Sunday and usually have a speaker for that service that the offering goes to that mission. We help serve at the Banquet in Yankton ( provides a hot meal for those in need) once a year. We are involved in a Community Choir that sings at Easter in the prison.

**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 congregations hopes for in its next Pastor**

1. Christ centered leader in the congregation in studying the Word of God
2. Approachable, and open-minded listener
3. Involved in the community, understands the rural area
4. Engages and communicates well with all ages
5. Conducts hospital, home and nursing home visits. (Leads service once a month for nursing home residence)

**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.**

Zion Lutheran Church was dedicated (1883)

Building our current church building in 1967 and parsonage in 2009

Leaving the ELCA (2022)

**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. Covered how Christ guides us through this call process with bible study
2. Answered all questions with the workshop leader
3. Helped us all with 5 characteristics of a pastor

**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 only one conflict in recent church history when it was brought up to leave the ELCA. We voted twice to

have the second vote required to leave which caused more grief in the church. We have had some members leave the church. Since leaving, it has resolved some tension.. We are still hurting as a congregation but are slowly healing. With this call process we are moving forward.

**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?**

Our last full time pastor was in 2016 and he left on good terms. He took a call at a different church.

We had Synod Authorized Minister until 2021 when he resigned because of the above conflict of the church. He has a very good relationship with members of Zion and is still part of the community serving another church.

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: \$ 113,756.60 (2016 with full time pastor) \$108,196.46 (2022 with pulpit supply pastor)

Benevolence to the North American Lutheran Church: \$4800 (2021 and to ELCA because we didn't leave until 2022

Other benevolence: \$3435 (2021)

Total debt of the congregation: \$0

Total savings, reserves, and endowments: \$ 135,174.43

## Compensation of Last Pastor

Salary: \$35,500 (2016 full time pastor) \$33,648.96 (2020 full time Vicar)

Parsonage/housing allowance: \$5,400 (2016) \$7,999.92 (2020 Vicar)

Social security offset: \$3,729 (2016) \$3,502.96 (2020 Vicar)

Health Insurance/ Retirement: \$20,802 (2016) \$11,489.59 (2020 Vicar, he was on wife's health plan)

Vacation: 4 weeks

Continuing education (time/funding): \$1,000

Travel reimbursement: \$2,500

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.**

Zion Lutheran Church welcomes all to worship and learn with us, that together we may be hearers and doers of God's Word. In ministering in Christ's name, we will maintain our Lutheran heritage as the foundation on which we plan for the future. We seek to serve people of all generations in our area as well as in our mission outreach to the glory of God.

**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. [enter text]

Completed by: James Streyle Date: 8/27/2022

## **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.**