

# 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 First English Lutheran Church

Mailing address PO Box 562

City Lennox State/Province SD Zip/Postal Code 57039

Telephone 605-647-5140 Fax \_\_\_\_\_

Email address felclennox@outlook.com

Congregation website felclennox.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:

X NALC \_\_\_\_\_ LCMC \_\_\_\_\_ Other \_\_\_\_\_

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Current NALC Mission District Eastern South Dakota

## Congregational President or Vice President

Name John Steever Title Council President

Mailing address 46850 276<sup>th</sup> Street

City Lennox State/Province SD Zip/Postal Code 57039

Home phone \_\_\_\_\_ Cell phone 605-321-7708

Email address john@steeverhouse.com

## Call Committee Chair

Name Holly Doud

Mailing address 616 S Elm Street

City Lennox State/Province SD Zip/Postal Code 57039

Home phone \_\_\_\_\_ Cell phone 605-553-2153

Email address hmdoud@gmail.com

## Congregational Demographics

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

Average worship attendance   83   Average Sunday school attendance           

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

Lennox is a small, but growing, community of approximately 2,000 people surrounded by farmland less than 20 miles from a metro area of 250,000. There is new development in both residential and industrial areas. There is a wide variety of services available to our community including grocery and hardware stores, healthcare clinic, chiropractic clinics, pharmacy, hair salons, banking, automotive service and repair, convenience stores, flower shop, daycares and other commerce. Lennox has a thriving school system for pre-k through 12<sup>th</sup> grade. Lennox has a golf course, beautiful parks, tennis courts, baseball and softball fields and a new public pool. Lennox has seen a higher number of returning families that once lived in or around the community and are now coming back to raise their own children and families.

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

First English has a diverse age distribution from newborn to 85+ years.

**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.**

In 2003 this was our mission statement: *We exist to grow through prayer into the reality of Christ in our daily lives. We welcome others to this adventure.*

There has been a concerted effort in the past to preach the gospel of Jesus Christ and to proclaim the word through discipleship. We are a community of followers of Jesus Christ focused on being disciples and making disciples.

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

Provide Christian instruction for our congregation and the surrounding community.  
Grow our membership and get our members involved.  
Provide outreach opportunities.

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

We use the NALC liturgy and hymns, paraments and vestments during our traditional service. During our contemporary services we do not use vestments and we sing choruses. We have Holy Communion on the 1<sup>st</sup> and last Sunday of each month.

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

Prior to the interim Pastor we had Sunday school, adult Sunday school, Bible studies during the week, women's bible studies, vacation Bible school, confirmation and prison outreach.

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

Prior to Covid, we had a strong vacation Bible school outreach that is open to the public. We also have a St.

Dysmas prison outreach, serve the Banquet and do quilting for the Union Gospel Mission. We also have a mission of the month that may be a local need or more of a mission outreach.

**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

Some are aware and some have been involved personally in institutional understanding but there is also a great majority that would be totally unaware.

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

1. Sound theology and teaching through Sunday services and other Bible studies and opportunities
2. Ability to grow the congregation spiritually
3. Ability to draw more of the community into the church to learn about Christ
4. Relationship with the youth and young adults and families of all ages in the church
5. Visit the sick and elderly

**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.**

2009-2011 preparing to leave the ELCA - Our pastor did a wonderful job of educating our congregation on sola scriptura and the many changes in philosophy and theology that came over the millennia. Helped the congregation to define what it believed.

2012 100-year anniversary of First English. Planning and months of celebration brought the church together.

28 years ago, we received a new 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. Understanding what the process is to get a new pastor and where to start
2. Recognizing the strengths and weaknesses in a pastor and what we expect from a new pastor
3. Realistic expectations of compensation

**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?**

Conflict has been minor. Leaving the ELCA and joining the NALC would be the most significant example. Our pastor held classes and education for 2 years and because of this we only lost a handful of families during the transition.

**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?**

It was positive. He was well respected in the church and community.

**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: \$ 229,652.00

Benevolence to the North American Lutheran Church: \$ 6831.11 (1<sup>st</sup> half of 2022)

Other benevolence: \$ 6305.71 (1<sup>st</sup> half of 2022)

Total debt of the congregation: \$ 0

Total savings, reserves, and endowments: \$ 155,225.00

**Compensation of Last Pastor / Compensation for the Pastor**

Salary: \$ 45,057.96 \_\_\_\_\_ Parsonage/housing allowance: \$ 12,000.00 \_\_\_\_\_  
Social security offset: \$ \_\_\_\_\_ Pension: \$ 14,847.96 \_\_\_\_\_  
Health Insurance: \$ 28,762.92 \_\_\_\_\_ Vacation: \_\_\_\_\_  
Continuing education (time/funding): \_\_\_\_\_  
Travel reimbursement: \_\_\_\_\_  
Other: \_\_\_\_\_

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.

The congregation of First English Lutheran Church is a mix of multi-generational families, long-time congregants, and newcomers. We are excited about the future and the possibility of what our church can accomplish for Christ within our community. We reflect the community we live in – a small but growing city, with expanding commerce and industry, a great school system, sports fields, park, a new pool, and housing and the desire to grow. We are near Sioux Falls, a beautiful larger city with even more jobs and amenities.

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 will be added in the near future

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

Completed by: Holly Doud – Call Committee Chairperson

Date: 10/18/22

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## 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 888-551-7254.

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