

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
Keep a copy for your records.**

Congregation Name and Location

Name MESSIAH LUTHERAN CHURCH

Mailing address 1800 Oak Street

City Lebanon State/Province PA Zip/Postal Code 17042

Telephone 717-272-2922 Fax _____

Email address messiahluthleb@epix.net

Congregation website http://www.messiahluthleb.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:
2012 NALC LCMC Other _____

Current NALC Mission District Atlantic Mission Region; Central Mission District

Congregational President or Vice President

Name Nicholas Adams Title President

Mailing address 28 Oxford Dr.

City Lebanon State/Province PA Zip/Postal Code 17042

Home phone _____ Cell phone 717-926-8346

Email address nicka60@msn.com

Call Committee Chair

Name Charlotte Varone

Mailing address 607 Blueberry Ln

City Lebanon State/Province PA Zip/Postal Code 17046

Home phone 717-273-3673 (Primary) Cell phone 717-454-5587

Email address cavarone@verizon.net

Congregational Demographics

Number of paid staff (full- or part-time): Clergy 1 PT Organists
Lay professionals 2-PT Secretarial 1 PT

Average worship attendance 32 Average Sunday school attendance 14

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

Small City

Describe the congregation's ethnic composition and age distribution.

Primarily Caucasian
Ages - (7mos. To 98)

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.

We witness to Christ individually and as a congregation. 2Corinthians 1:20 For all the promises of God in Him are Yes, and in Him, Amen to the Glory of God. This is our mission and our guide for discipleship.

What are the primary goals of your congregation?

Focus on teaching and learning. Spread the Word of God. Grow in faith. Greater visibility in the community. Christ centered in a traditional Lutheran mission.

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

The congregation follows the Liturgy set in the LBW (Lutheran Book of Worship) using hymns from the LBW and WOV (With One Voice). We have weekly communion as well as at special services. The church has a set of stoles and paraments for the Liturgical Year. Organ and piano are used for special music and to accompany the congregation. We have two primary organists and one additional for summer.

Describe your congregation's Christian education ministry

Adult Sunday Church School led by various members.
Working on children and youth programs.

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

Local and worldwide missions; Independent Church in India; Agape Center (Women); Rescue Mission (Men); NALC Disaster Relief; Food Bank; Polling Place; AA meeting location; Spang Crest (Lutheran Assisted Living Facility); Share our building with Iglesia Hispanic Church.

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. Biblically focused and spiritually sound.
2. Dedicated to teaching and sharing God's word and principle.
3. Clear and concise communication.
4. Innovative; to be able to guide the church to grow in all age groups.
5. Willing to be a presence in the community
6. Visit and commune the home bound.

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.

1972 - 7th Street Lutheran (city) moved to Oak St. (suburban) and changed name to Messiah

1989 – Instituted weekly communion.

2021 – November: The sudden death of Pastor Kendall.

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. Number of interested church members participating
2. Unity and desire concerning the future of Messiah
3. Consensus of what we are looking for in a new 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?

N/A

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?

Cooperative
 Preparing and leading us in the path for the future of this congregation.

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: \$ 174,976 (2022)
 Benevolence to the North American Lutheran Church: \$ 8,040
 Other benevolence: \$ 4,020
 Total debt of the congregation: \$ 0-
 Total savings, reserves, and endowments: \$ 203,084 (12/2021)

Compensation For a new Pastor – Part-time – 27hrs. (Range depending on experience)

Salary: \$ <u>41,440-44,210</u>	Parsonage/housing allowance: \$ <u>----</u>
Social security offset: \$ <u>3,170-3,382</u>	Pension: \$ <u>5,353-5,711</u>
Health Insurance: \$ <u>12,060*</u>	Vacation: <u>4 Weeks</u>
Continuing education (time/funding): <u>\$402</u>	
Travel reimbursement: <u>\$1,742</u>	
Other: _____	

* Pastor pays a portion of health 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.

Established congregation with strong community outreach.

Core group of leaders for Adult Sunday School program that is well attended.

Dedicated servants fulfilling the needs of the congregation.

We are a community of faithful disciples that desire to move forward in our mission.

We are dedicated to welcoming a new Pastor to lead our congregation in faith, in renewal, and teaching God's Word.

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.

Completed by: Charlotte Varone, Call Committee Chair, Karen Fox Date: Revised 11/25/2022
Harry Hatt, Deborah Lutz, David Machamer, Gene Martin, Sandra Smith

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.