

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 American Lutheran Church
Mailing address 1085 Scott Drive
City Prescott State/Province Arizona Zip/Postal Code 86301
Telephone 928-445-4348 Fax (928) 445-8343
Email Address pamelaburmood@gmail.com (Council President)
Congregation website <https://www.americanlutheran.net/>
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 X LCMC Other
Current NALC Mission District Mission Area: Western Mission District: South West Pacific

Congregational President or Vice President

Name Pamela K Burmood Title Council President
Mailing address 1806 Fallcreek Lane
City Prescott State/Province Arizona Zip/Postal Code 86303
Home phone none Cell phone (520) 307-0628
Email Address pamelaburmood@gmail.com

Call Committee Chair

Name Michael E Burmood
Mailing address 1806 Fallcreek Lane
City Prescott State/Province Arizona Zip/Postal Code 86303
Home phone none Cell phone (520) 237-0146
Email Address meburmood@gmail.com

Congregational Demographics

Number of **paid** staff (full- or part-time): Clergy 3 Lay professionals 6 Secretarial 2

Average worship attendance Before Pandemic 550 / Last Year 380 Average Sunday school attendance 30

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

Prescott is a city in Yavapai County, Arizona. According to the 2020 Census, the city's population was 45,827. The city is the county seat of Yavapai County. Prescott has a rich history as a frontier gold and silver mining town. Prescott was a stereotypical "wild west" town during the latter half of the 19th century; famous residents included Doc Holliday and Virgil Earp of the gunfight at the O.K. Corral. The modern city subsists on small businesses and tourism, especially around its storied past. It is host to the self-proclaimed "World's Oldest Rodeo," running continuously since 1888. The rodeo, one of the most famous in the United States, draws some 35,000 tourists a year.

Describe the congregation's ethnic composition and age distribution.

The congregation's ethnic majority is Caucasians. The age demographics are as follows:

65+ = 80%
55-64 = 8%
45-54 = 6%
35-44 = 4%
25-34 = 0%
19-24 = 1%
Below 19 = 1%

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.

VALUES STATEMENT:

As God's people, we value:

Faithfulness – Rev. 2:10
Mercy – Prov. 11:17
Love – I John 4:7-8
Humility – II Chron. 34:27
Truthfulness – II Cor. 6:4-7
Prayer – Col. 1:9
Peace – Gal. 5:22
Generosity – Prov. 19:17
Forgiveness – Matt. 6:12
Justice – Micah 6:8
Peacemaking – Matt. 5:9
Servanthood – Eph. 6:7

MISSION STATEMENT:

In the name of Christ, we "GATHER, GROW, and GO."

VISION STATEMENT:

We "GATHER IN CHRIST" as we: Praise Him in worship and deed (Matt. 4:10b); Thank Him (I Thess. 5:18); Share the Means of Grace – Word and Sacraments (Col. 3:16); and Strengthen our Relationships with Him and one another (Eph. 4:3-6).

We "GROW IN CHRIST" as we: Learn more of Him through every stage of life (John 5:39 & Prov. 22:6); Pray constantly for and with one another (Rom. 2:12); Encourage each other as individuals, families, and members of the body of Christ (I Thess. 5:11); and Develop our spiritual gifts (I Cor. 12:4-11).

We "GO IN CHRIST" as we: Share the precious Gospel (John 3:16); Shine as models of Christ in a sin-darkened world (Titus 2:7); Love our neighbors, locally and globally (I John 4:7); and Establish partnerships to meet the needs of others (Heb. 13:16 & Php. 1:3-6).

What are the primary goals of your congregation?

ALC exists to help people come alive to the faith and discover the joy of life in Christ.

1. Pastors and Vicar will work with the Council to implement a reevaluation of ALC's Mission and Vision statements. As a church, we need to prayerfully contemplate updating our mission and vision statements to best reflect our current (not past) strengths and resources to most effectively meet the present ministry needs within our congregation and our community beyond.
2. To foster church-wide unity. As the Senior Pastor, a central part of the call is to cultivate a sense of church family unity between our members. To help achieve this aim, establish a regular presence of the Senior Pastor, Care Pastor, and Vicar at all Sunday services. No longer will one pastor primarily preside over traditional or contemporary services. Our office staff will work to ensure that key information for all upcoming ministry events and fellowship opportunities is equally announced and advertised at all services. Lastly, our pastors, staff members, and ministry leaders will work together to create church-wide fellowship events that intentionally bring together the full range of our church body.
3. To focus our congregation on the centrality and necessity of prayer. The intentionality of the personal and corporate practice of unceasing prayer centered on faith in God's love, power, and active presence is crucial to fulfilling God's Great Commission effectively. When folks came to London in the late 19th century to visit Metropolitan Tabernacle, where Charles Spurgeon served as pastor for 38 years, he wouldn't hesitate to take them to the church's prayer room in the basement. He believed it was there, where one could witness people on their knees in ceaseless prayer, that the church received its power from God. He once said, "If the engine room is out of action, then the whole mill will grind to a halt. We cannot expect the blessing if we do not ask." The Senior Pastor, will work closely with our prayer team to bring about a sustained emphasis on the importance and necessity of prayer within the ministries of ALC.
4. To keep the Word of God the primary focus of all children, youth, and adult education. American Lutheran Church ministries will continue to be centered on Biblical teaching, Bible study, and Scripture memorization. Jesus said: "If you abide in my word, you are truly my disciples, and you will know the truth, and the truth will set you free." (John 8:31-32)
5. Pastors and Vicar will work with the Council to reevaluate our church building, organization, and practices to determine and remove barriers detrimental to our mission. Barriers that cause individuals to stumble over anything but the Rock of Christ are detrimental to God's ministry and must be removed. We must carefully evaluate all we profess to be and profess we are doing as we seek to be a Jesus' light on the hill. A text for careful and prayerful consideration is 1 Corinthians 9:19-23.
6. The Pastors and Vicar will work with the Council to be intentionally active in Spirit-led missions and evangelism. We need to continually seek ways to effectively move beyond the walls of our church to engage our community for Christ. The old denominational way was to put up a sign, meet the expectations of a particular denomination and expect people to fill the building. The "nones" are an ever-growing non-religious, unaffiliated group in America. We can't expect them to just "come to Jesus." We need to more effectively and fruitfully bring Jesus to them, as we see in the first Christians in the Book of Acts. Saving faith must be visible through gospel-centered

action. Continuing Men's Crossfire, Women of Wisdom, ALC Youth activities, Ignite Small Groups, being out and about in the community, or actively participating in various church-community events are crucial in reaching and fulfilling our role as ambassadors for Christ (2 Cor 5:20).

7. Pastors and Vicar will work with the Council to put a church-wide plan for Biblical Discipleship into practice. As Neil Cole writes: "Ultimately, each church will be evaluated by only one thing—its disciples. Your church is only as good as her disciples. It does not matter how good your praise, preaching, programs, or property are; if your disciples are passive, needy, consumeristic, and not moving toward radical obedience, your church is not good." We will work to formulate an ALC discipleship strategy with the help of our ministry leaders, council members, and members of our congregation. This will include a commitment to discipleship-focused preaching, children, youth, and adult education, small-group ministries centered on discipleship, and, most importantly, one-on-one Christian mentorship. Without a commitment to discipleship and a strategy to fulfill this commitment, discipleship will never become a reality beyond words and ideas. As Dallas Willard once said: "Since making disciples is the main task of every church, every church ought to be able to answer two questions. What is our plan for making disciples of Jesus? Is our plan working?"
8. Pastors and Vicar will work with the Council on implementing an annual reevaluation of our many ministries to determine which support ALC's overall vision and mission will be paramount in staying God's course. A central focus of all our ministries will be to elevate our ALC mission, eliminate any ministries that don't support this mission, and reevaluate, strengthen, and expand the ministries that do!
9. Together we will equip our members to share and confidently defend the faith effectively. The Apostle Peter said, "Sanctify Christ as Lord in your hearts, always being ready to make a defense to everyone who asks you to give an account for the hope that is in you, yet with gentleness and reverence." (1 Peter 3:15) Defending the faith (apologetics) must be a central focus of those seeking to grow in Christian maturity at ALC. Understanding the various unbiblical worldviews that permeate our culture is essential to identify and understand. Many young adults leave home to attend the university only to encounter worldviews that lure them away from God's truth. This is one of the greatest tragedies in the church today. We want to be a church where we offer apologetic training through programs and events, e.g., Sunday morning Connections Classes, Wednesday night classes, and special events centered on how to share and defend our faith.
10. To make the spiritual growth of the individual Christ-follower the central objective rather than merely seeking the growth of our Sunday morning attendance. Jesus' ministry was and is not merely about drawing crowds but creating personal relationships with individuals to intimately transform every aspect of their lives, one by one. The more spiritually mature individuals become within our congregation, the more we will grow in numbers. The more we focus on numbers, the more we risk losing spiritual growth. As C. S. Lewis once aptly wrote: "Put first things first, and we get second things thrown in: put second things first & we lose both first and second things."
11. Pastors and Vicar will work with the Council to lovingly draw people into using their spiritual gifts to build up the body of Christ. All born-again followers of Christ have been given, by the grace of God, specific spiritual gifts for the primary purpose of building up the body of Christ. All Christians have this call in their lives. As the Apostle Paul writes: "Now there are varieties of gifts, but the same Spirit; and there are varieties of service, but the same Lord; and there are varieties of activities, but it is the same God who empowers them all in everyone. To each is given the manifestation of the Spirit for the common good." (1 Corinthians 12:4–7)
12. To cultivate and encourage Christian unity among staff members by the fruit of the Spirit. Cultivating a true sense of Christian unity among our staff members and ministry leaders through cross-ministry vision, planning, and support by lovingly offering one another our time, abilities, and resources.
13. The Senior Pastor will regularly meet with all staff members to see how things are going in their ministries, their relationships at church, and their family life. The goal will be to seek ways to encourage and support them in

Christ, cultivate a common mission, and help remove any barriers that might keep them from reaching their full potential as servants of Christ and His church.

14. Jesus, in John 17, desires nothing less than complete unity between His followers. Of course, this doesn't mean that we have to see eye to eye on everything, but we must humbly love and respect one another. As the Apostle Paul wrote: "If you have any encouragement from being united with Christ, if any comfort from his love, if any fellowship with the Spirit, if any tenderness and compassion, then make my joy complete by being like-minded, having the same love, being one in spirit and purpose. Do nothing out of selfish ambition or vain conceit, but in humility consider others better than yourselves. Each of you should look not only to your own interests, but also to the interests of others."

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

ALC offers both Traditional and Contemporary worship opportunities. Traditional Worship (Sanctuary): Sundays 8:00 AM and 10:30 AM. Contemporary Worship (Fellowship Hall): Sundays 9:00 AM and 10:30 AM. Communion is provided on the first and third Sunday for all services.

Traditional Worship

- The Worship Location is in a Beautiful Stain Glass Sanctuary
- Sermon Message Follows Liturgical Calendar
- Utilizes Hymns and Occasional Praise Songs Done in a More Traditional Manner
- Currently Using the Hymnal "Evangelical Lutheran Worship" (2006)
- Pastors and Lay Assistant Ministers Vest for Worship with the Occasional Exception
- Music In Worship Is A Mix of Traditional, Classical, and Current By Our Vocal and Handbell Choirs. Additional Instrumentalists Up To and Including Full Orchestra Are Also Utilized As Needed

Contemporary Worship

- The worship Location is in the Fellowship Hall with Updated Modern Stage Skins
- Worship is Led by the Worship Band Playing Modern Contemporary Worship Music
- Pastor and Band Members Dress in Casual Attire
- Spiritual Message Weekly In-Depth Study of Various Scripture Verses

Describe your congregation's Christian education ministry.

- We offer an intentional enrichment Pre School program Monday through Friday, supplementing the nurturing foundation parents provide at home. Our goal is to foster an enriching partnership between teachers and families to bring out the best in each student. Our school is a special place for children to come and learn about the world God so wonderfully created. We encourage each child to develop their unique abilities by providing hands-on learning experiences. Academic skills are incorporated regularly through a wide variety of fun activities.
- We offer the ALC KIDS ministry on Sunday mornings, with active Bible learning classes for ages 3 through 5th grade.
- Our Youth Group ministry is for 5th grade through college and offers engaging worship, music, fun games, relevant teaching, and small group breakout sessions.

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

We are blessed with a powerful prayer ministry, but we are equally as active in our outreach to the community, our state, our nation, and the world. We include amongst our ministries: MOPS (Moms of Preschool Kids) which provides fellowship, guidance, and teaching to mothers of preschool children; the Katharina Von Bora Quilters, who work year-round to provide various quilted items for the homeless, the needy, and elderly; our Prayer Shawl Ministry provides knit caps, socks, sweaters and scarves for those in need. In addition, in the 1990s, ALC teamed with six other churches to establish

the Community Cupboard food bank and continues to provide volunteers on a rotating basis for that worthy effort. The Benevolence Committee serves as the distributor of the Church's tithe quarterly to more than 20 recipients, totaling more than \$160,000 annually.

We have also started a new ministry for Missions and Evangelism for foreign and domestic support.

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

We are looking for someone who is:

- A disciple of Jesus
- Able to teach all ages, from preschoolers to adults
- Aware of their spiritual gifts
- Capable of expository preaching
- Capable of having a good sense of humor
- Comfortable in liturgical and contemporary worship settings
- Competent with budget management
- Effective with their written and verbal communication abilities
- Experienced in pastoral counseling.
- Highly relational
- Humble and sincerely respects authority
- Knowledgeable of Jesus' Great Commission (Matt. 28:18-20) and has a passion for fulfilling it
- Open-minded and can creatively work with other staff members and ministry leaders toward a common goal
- Proficient with time management
- Reflecting the fruit of the Spirit
- Respectful of other staff members and their areas of ministry
- Supportive of the lead pastor and church mission and vision.
- Understanding and adhering to sound Biblical doctrine, Lutheran theology, and our ALC Confession of Faith
- Understanding the importance of confidentiality.
- Well-versed in God's Word

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.

The three most significant events:

1. The Building of the New Church Building (1987)
2. The Breaking Away from the ELCA
3. The Creation of a Contemporary Service

Has your congregation participated in the Congregational Workshop Preparatory to the Call Process? [Type an X by the appropriate response]

X

Yes

No

What were the three most significant results of the workshop?

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?

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 congregation and Council have a solid bond with our Current Senior Pastor who is retiring and with ministry leaders. Our Associate Pastor recently resigned for personal reasons. A Vicar has been hired who is working toward becoming our next Associate Pastor. We work well together as a team of believers.

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: \$ 1.6 M

Benevolence to the North American Lutheran Church: \$ 24,000

Total savings, reserves, and endowment: \$ 1.2 M

Other benevolence: \$ 136,000

Total debt of the congregation: \$ 0

Compensation Salary Range (Includes Housing Allowance)

Salary: \$ 68,533, to \$113,079 Parsonage/housing allowance: Included in Salary Range

Social security offset: Personal Preference Pension 10% of Salary

Health Insurance: \$ Provided Based on Personal Needs Vacation: 4 Weeks Paid Vacation

Continuing education: \$ 1,500

Travel reimbursement: Per IRS Guidelines _____

Other: _____

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.

ARIZONA, Prescott, American Lutheran Church: Dynamic, biblical and prayer-centered congregation in the Arizona high country is seeking a new Senior Pastor to help guide it in its mission to gather, grow and go. Candidates must be equally comfortable in both liturgical and contemporary worship settings, adhere to sound Biblical doctrine, be well-versed in the Word of God, and reflect the fruit of the Spirit.

God has blessed the congregation with breadth and depth in worship, education, music, mission, and community service. To continue this status, the Senior Pastor will lead a team which includes a Vicar and part-time Care Pastor, and have primary responsibility for preaching and worship leadership, spiritual development of the church body, vision and strategic planning, teaching, evangelism, congregational relations, pastoral care, and staff leadership.

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: 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.

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

Completed by: Michael Burmood

Date: 12/15/2022

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**

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 715-418-1761 (cell).

PLEASE KEEP A COPY OF THIS DOCUMENT FOR YOUR RECORDS.