

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 Trinity Lutheran Church

Mailing address 485 W Locust Ave

City Hermiston State/Province Oregon Zip/Postal Code 97838

Telephone 541-567-6471 Fax _____

Email address trinitycallherm@gmail.com

Congregation website http://www.trinitylutheranhermiston.com

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 Pacific Northwest

Congregational President or Vice President

Name Chuck Miller Title President

Mailing address 80171 Riveria Lane

City Hermiston State/Province Oregon Zip/Postal Code 97838

Home phone _____ Cell phone 541-571-7117

Email address miler65ce@gmail.com

Call Committee Chair

Name Karen Luciani

Mailing address 27633 Butter Creek Road

City Echo State/Province Oregon Zip/Postal Code 97826

Home phone _____ Cell phone 541-701-4975

Email address Trinitycallherm@gmail.com

Congregational Demographics

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

Average worship attendance 70 Average Sunday school attendance 10

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

Hermiston is a small city (~17,000) located in Eastern Oregon with close access to the Columbia River and the Blue Mountains. Hermiston is the largest and fastest growing city in Eastern Oregon. This is a diverse agricultural community, with associated industrial food processing. Hermiston is famous for its watermelon and the Farm City Pro Rodeo.

Describe the congregation's ethnic composition and age distribution.

Trinity has a diverse age group from young adults to Seniors, our fastest growing group is young adults with children.

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.

Passionately inspires you through God's word for your purpose.
We are passionate about finding your purpose in Christ.

What are the primary goals of your congregation?

The great commission. Our congregation is looking to grow the church through developing small groups and other ministries in making disciples to serve God's purpose.

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

The liturgy is from the Lutheran hymnal. Services alternate between traditional and semi-contemporary music. The congregation would like Holy communion at least twice a month. The choir and Bell choir are a part of special services. A short children's sermon is included in the worship service.

Describe your congregation's Christian education ministry.

We have started small group Bible study for young adults. The men's group and women's Bible study meets once a month. Twice a month the discovery youth group meets from middle school and high school kids. During the school year Sunday school meets after Church service and fellowship time.

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

The congregation contributes to the Shoebox program, The Angel tree program for children of inmates at the local prison, Truecare Pregnancy center and Agape house. A rental house is used to help individuals get back on their feet.

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 Sound
2. Personable
3. Passionate
4. Good with youth
5. Developing Trust

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.

1952 Trinity assisted in establishing Good Shepherd Hospital which members currently serve on the board. 2009 Trinity left the ELCA. 2016 Trinity celebrated 75th anniversary, this event brought together many past members and Pastors and was a very memorable event.

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. Started a Thursday night prayer and communion service for the congregation to pray for the Call of our next Pastor.
2. Connected with Dean Ian Wolfe and had a Congregation workshop to prepare for our next Pastor.
3. Clarified the steps that NALC has for the call process

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?

The congregation doesn't have any significant conflict currently. 2020 brought about COVID which was an issue for everyone. There was much debate on how to continue the activities of church. We are continuing to recover from this impact and it is going well.

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 Pastor led our congregation for 17 years. For the most part the relationship was positive. When the church voted to leave the ELCA in 2009 this was a very difficult time for our Pastor, some were very angry and left the church. 2020 brought more challenges at the end of Pastor's career with difficult decision on how to run the Church. Overall, he was loved by our 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 This is something that will be worked out with the council and incoming Pastor.

Congregational finances

Total budget for last fiscal year: \$ 179,184.00

Benevolence to the North American Lutheran Church: \$ _____

Other benevolence: \$ _____

Total debt of the congregation: \$ Zero Debt

Total savings, reserves, and endowments: \$ _____

Compensation of Last Pastor / Compensation for the Pastor

Salary: \$ 70K to 100k total package DOE Parsonage/housing allowance: \$ _____

Social security offset: \$ part of package Pension: \$ part of package

Health Insurance: \$ part of package _____ Vacation: 4 weeks to start _____

Continuing education (time/funding): _____

Travel reimbursement: \$1500 budgeted last year _____

Other: Sabbatical after 5 years of employment _____

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.

If you are being pulled to respond to our Call, you may be the one we have been so diligently praying for! If your walk with Christ fills you with so much joy & love you can't help but share it. If your love for his little children puts a huge smile on your face and you want to play and share Jesus with them. If you can accept our love and respect, teach us the word while having fun and love and respect us as well, you may be the one we have been praying for. We Pray you will be able to listen, discern and hear Gods voice when he calls.

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.

[video link]

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

Completed by: Lisa Wedam Date: November 26, 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 888-551-7254.

PLEASE KEEP A COPY OF THIS DOCUMENT FOR YOUR RECORDS.