

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 _____

Mailing address _____

City _____ State/Province _____ Zip/Postal Code _____

Telephone _____ Fax _____

Email address _____

Congregation website _____

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 _____

Congregational President or Vice President

Name _____ Title _____

Mailing address _____

City _____ State/Province _____ Zip/Postal Code _____

Home phone _____ Cell phone _____

Email address _____

Call Committee Chair

Name _____

Mailing address _____

City _____ State/Province _____ Zip/Postal Code _____

Home phone _____ Cell phone _____

Email address _____

Congregational Demographics

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

Average worship attendance _____ 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.).

[enter text]

Describe the congregation's ethnic composition and age distribution.

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.

What are the primary goals of your congregation?

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

Describe your congregation's Christian education ministry.

Describe the congregation's current activities for mission and 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

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

- 1.
- 2.
- 3.
- 4.
- 5.

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.

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.
- 2.
- 3.

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?

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: \$ _____

Benevolence to the North American Lutheran Church: \$ _____

Other benevolence: \$ _____

Total debt of the congregation: \$ _____

Total savings, reserves, and endowments: \$ _____

Compensation of Last Pastor / Compensation for the Pastor

Salary: \$ _____ Parsonage available Y / N _____

Housing allowance: \$ _____

Social security offset: \$ _____ Pension: \$ _____

Health Insurance: \$ _____ 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.

[enter text]

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: _____ Date: _____

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.