

CONGREGATIONAL PROFILE



Congregation Name and Location

Name First Evangelical Lutheran Church of Gray Manor

Mailing address 212 Oakwood Road

City Baltimore County State/Province MD Zip/Postal Code 21222

Telephone 410-284-6657 Fax _____

Email address fcm_all@hotmail.com

Congregation website http://www.firstlutherangraymanor@church

Seeking Full-time pastor Part-time pastor Either full-time or part-time

Congregational President or Vice President

Name Rodi Maul Title Congregational President

Mailing address 3110 Grace Road

City Sparrows Point State/Province MD Zip/Postal Code 21219

Home phone (410) 218-2501 Cell phone (410) 218-2501

Email address rmaul@bcps.org

Call Committee Chair

Name Jennifer Nezworski

Mailing address 7463 Lawrence Road

City Dundalk State/Province MD Zip/Postal Code 21222

Home phone (410) 288-5255 Cell phone (443) 255-1937

Email address felcgmcallcommittee@yahoo.com

Congregational Demographics

Number of **paid** staff (full- or part-time): Clergy 1 Lay professional _____ Secretarial 1
Sexton 1 Organist/Choir Director 1

Average worship attendance 125 Average Sunday school attendance 55
(Combined 8:15 and 11:00 services) Youth Attendance: 20 Adult Attendance: 35

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

Suburban community just outside of Baltimore City. The congregation is primarily blue-collar.

Describe the congregation's ethnic composition and age distribution.

Congregation is primarily Caucasian.

Age distribution:

0-40 (10%)
41-60 (20%)
61-80 (50%)
81-90+ (20%)

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.

The mission of the First Evangelical Lutheran Church of Gray Manor is to spread the Word of God by providing the setting for Christ-centered worship, Christian education, and community service in order to meet the spiritual and physical needs of all God's people.

What are the primary goals of your congregation?

The primary goals of the First Evangelical Lutheran Church of Gray Manor is:

- Increased and sustained membership (youth and adult),
- Developing a deeper relationship with Christ,
- Learn and develop new effective ways of ministry/discipleship, and
- Missions, Outreach, and Evangelism

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

- Traditional Liturgical Services
- Cranberry Hymnal
- Robe and Stole
- Holy Communion once a month (8:15 a.m. and 11:00 a.m.)—Intinction and Stations
- Holy Communion every other week during the summer months (8:15 a.m. and 11:00 a.m.)
- Contemporary Service once a month with Holy Communion
- Holy Communion during holiday services, i.e. Maundy Thursday, Christmas Eve, etc.
- Healing Service every 5th Sunday of a month
- Intercessory Prayers

Describe your congregation's Christian education ministry.

- Early Learning Center for 3-and 4-year old children
- Sunday School (age preschool-adult)
- Women's Bible studies / Women's Circles
- Men's Bible studies / Men in Mission
- Mid-week Bible Study

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

- Men's Cross Ministry
- Cub/Boy Scouts
- Sunday school
- Grace Bags—items for the homeless
- Men's and Women's Bible studies
- Annual Charity Bazaar
- Men, Women, and Youth retreats
- Vacation Bible School
- Choir
- Contemporary Worship Team
- Pastoral Acts and Service
- Mother-Child banquet
- Pot Luck dinners
- Soup and Bread dinner (Advent and Lent)
- Church picnic and Easter Breakfast
- Pastoral Care Team
- Good Samaritan Fund

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 congregations hopes for in its next Pastor

1. A faithful Biblical preacher & Biblical teacher—ability to discern the Holy Spirit’s leading
2. An effective communicator—a good listener and a wise counselor
3. A strong, supportive Pastor/Congregant relationship
4. Relates to all ages, races, socio-economic, and ethnic groups in congregation
5. Strong organizational and time management skills

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.

1. The Human Sexuality Workshop (2010)—the issue of homosexual clergy in the pulpit was a very divisive issue among the congregation.
2. Transitioning from ELCA to the NALC (2012)—many congregants either left the church or threatened to leave the church; it was a dividing issue among the congregation.
3. Retirement of the Pastor after 41 years (2017)—there were some members who felt the retired Pastor was treated unfairly and therefore, left the church and some people simply did not like the change and therefore, left the church.

Has your congregation participated in the Congregational Workshop Preparatory to the Call Process?

- Yes** **No**

What were the three most significant results of the workshop?

1. The extent of the lack of communication among church members, council, and leaders.
2. The lack of participation, although many expressed an interest in attending.
3. Although the attendance was lower than expected, the input that was received was extremely informative and similar responses were recorded, even though in totally isolated group sessions, which confirms that the congregation is “on the same page” without influence.

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?

There was an issue with the original Call Committee being established before the church's constitution was ratified. This issue has been resolved with the ratification of the constitution, the election of the new Call Committee, and the completion of the Congregational Preparatory Workshop with Dean McGittigan.

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?

The relationship between the last pastor and the congregation was mostly positive.

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: \$193,200

Benevolence to the North American Lutheran Church: \$12,266

Other benevolence: \$5,636

Total debt of the congregation: \$0

Total savings, reserves, and endowments: \$397,552

Compensation of Last Pastor

Salary: \$ 68,106.00 **Parsonage/housing allowance:** Parsonage provided,
or designated from their annual salary
Social security offset: New for 2018 – 50% Medicare& Social Security taxes
Pension/Health/ Dental/Disability: \$33,290.00 **Vacation:** 4 weeks with four Sundays off
Continuing education (time/funding): \$300.00
Travel reimbursement: Budgeted \$5,590.00 but full travel reimbursement paid
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.

We are seeking an energetic, driven Pastor, who will lead and motivate the congregation in new, effective ways of ministry and discipleship. A Pastor who will assist in developing/improving programs to entice youth, young adults, singles, and young families to become a part of the First Lutheran family. A community partner offering outdoor and indoor activities to the community and congregation. A leader who can ensure the ailing, hospitalized, and shut-ins still feel as though they are a part of the Church community.

Completed by: FELCGM Call Committee Date: July 30, 2019

