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| **CONGREGATIONAL PROFILE** |  |

**Congregation Name and Location**

Name Grace Lutheran Church

Mailing address P.O. Box 1735

City Clemmons State/ NC Zip/Postal Code 27012

Telephone n/a Fax n/a

Email address

Congregation website gracelutheranws.org

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

**Congregational President or Vice President**

Name Marc Voigt Title Council President

Mailing address 4060 River Branch Ln

City Pfafftown State/Province NC Zip/Postal Code 27040

Home phone (336) 946-2214 Cell phone (336) 529-3772

Email address voigtmg@gmail.com

**Call Committee Chair**

Name Kim Price

Mailing address 114 Country Circle

City Advance State/Province NC Zip/Postal Code 27006

Home phone Cell phone 540-588-4411

Email address kiprice@vt.edu

**Congregational Demographics**

Number of **paid** staff (full- or part-time): Clergy 1 Lay professionals 0 Secretarial 0

Average worship attendance 35 Average Sunday school attendance 12

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

Our congregation was formed in January, 2016 and is currently worshipping in the chapel of a prominent funeral home in Advance, NC, contiguous to our home community of Clemmons, NC. Clemmons calls itself a village but is a vibrant city with a population of over 24,000 (www.clemmons.org). It can comfortably be described as a ‘bedroom community’ to Winston-Salem having a population approaching 250,000 ([www.cityofws.org](http://www.cityofws.org)). Other adjacent communities easily add another 20,000 population. Piedmont Triad International airport is 30 miles away via Interstate 40.

The area is diverse having a major banking center, two prominent medical centers, two universities, two colleges and plenty of industry. There are several Lutheran churches but only one other NALC congregation (approximately 20 miles away).

**Describe the congregation’s ethnic composition and age distribution.**

The congregation is 100% Caucasian. Active adult membership has ages ranging from the 40’s to the 80’s. There are 4 children from three active families ranging in age from 9 to 17. There are additional older children but none are presently active.

**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 recognize the Great Commission as our mission and are currently undergoing a process of determining where each of us is as a disciple of Jesus, then educating ourselves to become better disciples, and then leading us to making new disciples.

**What are the primary goals of your congregation?**

We have two primary goals and we recognize they are cross-dependent and necessitate greater attention and action simultaneously:

* **Have a permanent building for our worship and other activities.** This will allow for more flexibility in worship and Sunday School hours as well as having a location for evening Bible study, fellowship events, and other community-related outreach activities such as VBS. We have purchased 8 acres of land in Clemmons for that purpose.
* **Growth in active membership.** We believe this requires special attention to the youth (teens and millennials) in our area as well as general outreach. We must also improve our attention to visitors (visitors packet, retention, assimilation, etc.)

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

We use the Lutheran Book of Worship and have Communion every Sunday. The congregation is open to instrumentation and hymns/songs other than from the LBW. Since we worship in the chapel of a funeral home the congregation does not yet own vestments. We offer early communion for pre-confirmands when the parents wish.

For Advent and Lent Wednesday evening services we join in with the other NALC church.

**Describe your congregation’s Christian education ministry.**

We have an adult Sunday School class and a children’s class each Sunday. We have had a Pastor-led evening Bible Study that was well attended. We have a monthly women’s Bible Study. The congregation is desirous of more Bible study and related education.

**Describe the congregation’s current activities for mission and outreach.**

**Community.** We have activities for the purpose of visibility in our community (annual worship in Tanglewood Park, stuffed backpacks for school, yard sale, and community Christmas parade). We also participate in a local drive for used coats and jackets for the needy.

**Country.** We have supported NALC disaster relief with buckets filled with desired supplies. We assist the Sharing Shepherds group in their mission to children in West Virginia.

**International.** As part of our weekly worship service our children collect money for Naomi’s Heart mission in the Philippines. In addition, several individuals support specific named children at the mission’s school.

Although our congregation is small and young, we have a rich history in supporting and encouraging pastoral candidates in our midst. Two of our members have been ordained in the NALC in the past year. We currently provide financial support for another former member who is in on-line seminary study and will be available for a call in March, 2020.

**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

 X Have heard about it

 Have been involved personally

 Some in the congregation are involved, some aren’t

 Congregation understands, is on-board and involved

Our congregation agrees with this movement. We are currently undergoing an internal process (laypeople-led) of determining where each of us is as a disciple and then offering educational opportunities to become better disciples. We anticipate this to lead us to making new disciples primarily through evening Bible studies and small group ministries.

Rev. Brack East (a NALC-trained discipleship mentor) has met with the Council and presented the “Life-to-Life” concept. We are not sufficiently ready to initiate this program but may in the future.

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

1. Be an effective communicator (our mission, our goals, Bible Study, Intentional Discipleship, etc.)
2. Be enthusiastic and energetic (to help us grow as individuals and as a congregation)
3. Be approachable and accessible
4. Be youth-oriented (children, teens, millennials, young couples)
5. Be active in Pastoral care (home-bound visitation, hospital visitation, visitor follow-up, etc.)

**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. Our first congregational worship service was in January, 2016. This showed that a small group of disenfranchised ELCA members were bound together by a strong desire to adhere to God’s Word. We also obtained an agreement from Pastor Ernie Sheldon to be our supply pastor.
2. We called our first pastor in September, 2016. This firmly established our determination to move beyond the ELCA dissatisfaction and to be a permanent and growing congregation within the NALC.
3. We purchased 8 acres of land in Clemmons in 2018. This allows us to prepare the land (ongoing) to build on when our finances are sufficient.

**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?**

1. The workshop became an opportunity for those still coming to terms with our recent pastoral departure to share their feelings and to be comforted.
2. This was the first time many had heard of the Intentional Discipleship movement and people were excited about it.
3. This workshop became the kickoff for the Call Committee.

**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?**

Significant issues arose a year ago with our called Pastor that created a lack of confidence and an atmosphere of distrust. After several unsuccessful attempts by the Church Council to address the issues to mutual satisfaction, our pastor resigned. (see #1 under the previous question)

**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]**

 X\* 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)…...

\* Despite the recent conflict, the resolution initiated by the Church Council was conducted with mutual respect as well as input from a number of members. No divisions have resulted; the congregation is more united now than before.

**What was the nature of the relationship between your last pastor and the congregation? Positive? Struggling? Cooperative? Tense?**

Our initial relationship with our last pastor was positive and cooperative. That began to fray when trust issues occurred in late 2017.

**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

 X 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)]**

 X Voice Vote

**Congregational finances**

Total budget for last fiscal year: $ 72,687

Benevolence to the North American Lutheran Church: $ 3,737 (set at 5.5% of budget) plus $1,000 to Carolinas Mission District

Other benevolence: $ 7,500 (including seminarian support)

Total debt of the congregation: $ 0 (after purchasing land for $132,000)

Total savings, reserves, and endowments: $ 11,000

**Compensation of Last Pastor**

Salary: $45,800 (total compensation for part-time) Parsonage/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. If you wish, your call committee may compose that summary, realizing it may be edited/formatted as needed.**

We are an almost 4-yr old mission congregation with motivated members and are ready to grow.

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

We are working towards the future construction of a permanent building for our worship and other activities. This has an effect on our ability to pay for a full-time pastor. We are open to having a part-time pastor who can grow into full-time as we evolve and grow.

Completed by: Call Committee Date: 10/5/2019

**SUBMISSION INSTRUCTIONS:**

**save a copy of this profile to your computer. Use “Save As” and specify document file name as:**

**Congregation name, City, Date**

**\*\*Email a copy of the completed profile to the Assistant to the Bishop for Ministry,** **dwendel@thenalc.org****.**

In addition, mail or email a copy of the completed profile to your mission district dean (can be found at <http://thenalc.org/mission-districts/>).

Should you have questions, call Pr. David Wendel, Assistant to the Bishop for Ministry, at 614-777-5709 (Office), or 719-650-8171 (Cell).