

CONGREGATIONAL PROFILE



Congregation Name and Location

Name Black Forest Lutheran Church

Mailing address 12455 Black Forest Road

City Colorado Springs State/Province CO Zip/Postal Code 80908

Telephone 719-495-2221 Fax 719-495-2222

Email address bflc@bflchurch.org

Congregation website www.bflchurch.org

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

Congregational President or Vice President

Name Kathy Schwindt Title Council president

Mailing address 6985 Baker Rd

City Colorado Springs State/Province CO Zip/Postal Code 80908

Home phone 719-495-2311 Cell phone 719-661-9772

Email address kmschwindt@aol.com

Call Committee Chair

Name Laura Cavanaugh

Mailing address 12654 Woodmont Dr

City Colorado Springs State/Province CO Zip/Postal Code 80921

Home phone _____ Cell phone 719-209-1758

Email address LLCAV@hotmail.com

Congregational Demographics

Number of **paid** staff (full- or part-time): Clergy 1 Lay professionals 0 Secretarial 2

Average worship attendance 201 Average Sunday school attendance 20

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

Black Forest is a rural community approximately 5 miles from the city of Colorado Springs. Several housing developments are in the Black Forest community with more being built, but most retail and commercial services are in Colorado Springs. There are several local churches within a 3 mile radius.

Describe the congregation's ethnic composition and age distribution.

Mostly Caucasian with a few African Americans and a few Hispanics.

The age distribution is as follows:

Ages 0-20 – 90 members – 20%

Ages 21-40 – 57 members – 13%

Ages 41-60 – 112 members – 25%

Ages 60+ - 187 members – 42%

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.

Our mission is to glorify God through worship, prayer, education and service as ambassadors of Christ.

What are the primary goals of your congregation?

To help all members grow as Jesus disciples through worship, prayer, bible study and services.

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

Worship is liturgical, both traditional and contemporary with various worship resources. We celebrate holy communion weekly. We use our outdoor worship center every other week throughout the summer months

Describe your congregation's Christian education ministry.

Youth education weekly between church services during the school year, one week of vacation bible study in the summer, confirmation class on Wednesday evenings during the school year, adult education between services during the school year.

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

BFLC supports over 40 ministries outside our congregation (local, national, global) including 3 mission congregations (Denver CO, Miami FL, El Paso TX) and one missionary in the Republic of Congo through the world Prayer League.

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?

- 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. Biblically focused.
2. One with missionary, outreach, evangelistic talents that can be shared and taught to others
3. Intuition on knowing when to lead and when to follow strengthening relationships along the way
4. Motivated to help us carry out our mission.
5. Great listener

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) In the 1970's BFLC almost closed its doors due to lack of funds but group of individuals figured out what small amount every member would need to contribute to keep it going and everyone gave their fair share.
- 2) The 1970's financial recovery led to the birthing of a second Lutheran Church Trinity Lutheran in Monument Colorado in the 1980's.
- 3) Transition from ELCA to NALC
- 4) Black Forest fire 6 years ago

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. Gave the congregation a chance to review its history.
2. Helped the congregation understand the process for calling an associate pastor.
3. Allowed the congregation to provide their input.

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 is no conflict, but we have an ongoing challenge with significant participation in youth and family activities.

How does your congregation handle conflict/tension? Which of the following do you think best describes your congregation?

- 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?

Current Pastor's relationship with the congregation is 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: 2019 - \$491,966

Benevolence to the North American Lutheran Church: \$25,660

Other benevolence: \$38,490

Total debt of the congregation: \$0

Total savings, reserves, and endowments: \$55,000

Compensation of Last Pastor

| | |
|---|---|
| Salary: <u>\$90,000 (new position)</u> | Parsonage/housing allowance: <u>\$tbd</u> |
| Social security offset: <u>\$tbd</u> | Pension: <u>\$tbd</u> |
| Health Insurance: <u>\$tbd</u> | Vacation: <u>tbd</u> |
| Continuing education (time/funding): <u>tbd</u> | |
| Travel reimbursement: <u>tbd</u> | |
| Other: <u>This is a new position for Black Forest Lutheran Church</u> | |

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 in search of an individual that will serve Christ by working in our church community through worship and congregational support as well as focusing on community outreach. This is a position focused on invitation, that is, an invitation to members and non-members alike to participate in the ministry and fellowship of the church. We are a congregation in need of breadth. As part of a vibrant, growing region, our church needs to reach out to serve the spiritual needs across the spectrum of our community, especially to the youth and young families.

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

[enter text]

Completed by: Laura Cavanaugh

Date: 6/28/2019