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| CONGREGATIONAL PROFILE |  |

**Congregation Name and Location**

Name Trinity Lutheran Church

Mailing address 108 East King Street

City East Flat Rock State/Province NC Zip/Postal Code 28726

Telephone 828-409-4180 Fax

Email address trinitylcnc@gmail,com

Congregation website trinitylutherannc.org

Seeking [ ]  Full-time pastor [x]  Part-time pastor [ ]  Either full-time or part-time
Call will be for [x]  Solo pastor [ ]  Senior pastor [ ]  Associate pastor

**Congregational President or Vice President**

Name Michael McPeters Title President

Mailing address 700 Woodhull Drive

City Fletcher State/Province NC Zip/Postal Code 28732

Home phone 828-681-0171 Cell phone

Email address mcpeters0171@bellsouth.net

**Call Committee Chair**

Name Jim Kresge

Mailing address 20 Morning Mist Road

City Fletcher State/Province NC Zip/Postal Code 28732

Home phone Cell phone 904-613-4173

Email address jkre940@aol.com

**Congregational Demographics**

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

Average worship attendance 27 Average Sunday school attendance 18

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

East Flat Rock is a small town in Western North Carolina, just south of Hendersonville and 20 miles south of Asheville. Adjacent to farming, industry, higher education, healthcare. Both workforce and retired.

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

Currently, the congregation is 100% Caucasian with approximately 75% retired and 25% in their working years.

**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.**

Clear single mission. We are still a mission church and we are hopeful our next Pastor will help us distill a clear vision for our mission.

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

To worship together with word and sacrament and to bring more people to Christ.

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

We worship each Sunday at 9:30 with communion and follow each service with a period of fellowship and Adult Bible Study with 18 usually in attendance. We also have a mid-week afternoon bible study which averages 11 in attendance. We also observe mid-week services for Lent and Advent. We use the liturgy from the LBW printed in a weekly bulletin with appropriate hymns which are sourced from the LBW, Christian Life Hymnal, WOV, and other sources. Small choir presents special music at Easter and Christmas. Vestments are used and bulletins are available each Sunday.

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

With the composition of our worshippers, our Christian education is oriented to adults. Our Sunday morning discussions frequently dwell on the lessons from the service or pertinent topics brought up by the pastor or the lay persons in attendance. Our mid-week bible study is another instance of our adult Christian education.

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

Our 28 members are involved in a host of ministries in His name. Habitat for Humanity; Tore’s Home Bible Study ;Cut Ups Sewing Group (blankets for homeless and needy children); Food Pantry at Calvary Episcopal Church; Meals for Homebound: Prayer Chain Ministry; Transportation Volunteers; Books for Good; Soup Kitchen; T.W.I.G.S. (Trinity Women in God’s Service) monthly to share food, fellowship and devotions; M.U.G.S (Men Under God’s Sovereignty) monthly breakfast to share mission opportunities, prayer and devotions.

**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

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

While we recognize no single Pastor will possess character traits for all the areas we list below, these are the hopes our members have for our new Pastor.

1. A Pastor who is an effective communicator, spirit filled, grounded in scripture, able to preach God’s word and how it relates to us today, and administer the Word and Sacraments.
2. A Pastor who has a heart for teaching, developing the congregation members, able to delegate responsibilities to lay persons and help them develop their capabilities.
3. A Pastor with a strong work ethic, organized, self-confident, leads by example, and will visit members who are in the hospital or shut-ins.
4. A Pastor with vision who can help the congregation develop its ministry of outreach and service into the community and will lead us into new ventures of discipleship.
5. A Pastor who is a compassionate counselor, who will listen, relate to God’s Word and if further professional help is needed will help the individual identify the proper resources.

**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.**

Founded in 2011, the congregation utilized space in a small shopping center bring led by a retired LCMC Pastor. In 2013, the congregation called Pastor Michael Greenauer who helped to identify a vacant church in East Flat Rock, some 12 miles south. While saving approximately $2,000 a month in rent versus ownership, some members took exception to the relocation and decided to leave the church. Further, about two years later a small group of members created dissention regarding Pastor Greenauer’s leadership. With the assistance of Pastor Wendel, a workshop was held with all present whereby the dissenters realized they were in a minority and they decided to leave the congregation. Unrelated to these two events, Pastor Michael Greenauer elected to retire at the end of October 2019 which is the reason for our seeking his replacement.

**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. It gave the 22 members present a greater impression of how the call process is designed to bring the members into discussion of wants and needs for a new pastor.
2. Members came to better understand the importance of seeking God’s will in our call process and to trust in Him to provide the right person to lead us.
3. Members now understand that the call process is not a rushed process, but a deliberative process for us and for Pastors who seek a call.

**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 are no current or ongoing conflicts in the congregation. The pain all experienced in leaving the ELCA and from those members who left years ago are behind us and we eagerly look to our future.

**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.

 X 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?**

Pastor Greenauer was loved and respected by the congregation. An excellent preacher of the Word, he made the days lessons relevant for us all. Grounded in scripture, he led interesting discussions in our adult study on Sunday mornings. He was a very good counselor to our members experiencing illnesses, job loss, retirement, etc.

**How did your council/congregational leaders work together with your last pastor? [Type an X by the appropriate response]**

X 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)]**

 X Voice X Vote

**Congregational finances**

Total budget for last fiscal year: $ 97,000

Benevolence to the North American Lutheran Church: $ -0-

Other benevolence: $ 1,000 to Habitat for Humanity in Henderson County and various other missions we support.

Total debt of the congregation: $ 141,000

Total savings, reserves, and endowments: $ 85,000

**Compensation of Last Pastor**

Salary: $ 36,000 Parsonage/housing allowance: $ 29,000

Social security offset: $ Pension: $

Health Insurance: $ 2,808 Vacation:

Continuing education (time/funding): $1,000

Travel reimbursement: $ 1,200

Other: Life Ins $1,380

**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.**

Trinity Lutheran is a small mission church located in beautiful Western North Carolina. We are seeking a new Pastor to come to our scenic mountains to lead us in worship and in serving Christ. Our church’s motto is Faith-Family-Friendship. To understand how we live our motto and for more information about congregational life withinTrinityLutheranChurch, please visit our website at trinitylutherannc.org.

**Consider filming a video to be included with your Congregational Profile on the** [**NALC website Vacancy List**](http://thenalc.org/call-process)**. 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**](https://www.youtube.com/watch?v=rcXBhDNftvg&feature=youtu.be)**,** [**Example Two**](https://vimeo.com/242282875)**. 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: [wikihow.com/Upload-a-Video-to-YouTube](https://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.

[enter text]

Completed by: Jim Kresge Date: 4/3/2020

**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****.**

Alternative submission method ONLY if you do not have email: Print and mail the complete profile to:

 North American Lutheran Church

 Attn: Pr. David Wendel

 2299 Palmer Dr., Suite 220

 New Brighton, MN 55112-2202

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

Should you have questions, call Pr. David Wendel, assistant to the bishop for ministry, at 719-650-8171 (cell).

**Please keep a copy of this document for your records.**