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| CONGREGATIONAL PROFILE |  |

Enter information directly into this document.

**SAVE the document on your computer with your congregation’s name,   
city and date completed as part of the file name.**

**EMAIL COMPLETED PROFILE to** [**dwendel@thenalc.org**](mailto:dwendel@thenalc.org).

**Keep a copy for your records.**

**Congregation Name and Location**

Name Hope Lutheran Church (HLC) Glen Flora Lutheran Church (GFLC)

Mailing address PO Box 184 PO Box 188, Glen Flora, WI 54526

City Ladysmith State/Province WI Zip/Postal Code 54848

Telephone HLC – 715-532-7739 GFLC – 715-322-5533 Fax

Email address HLC – [hlcladysmith@gmail.com](mailto:hlcladysmith@gmail.com) gflc1896@gmail.com

Congregation website www.hlcladysmith.org

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

**Congregational President or Vice President**

HLC Council President – Charles Holtebeck, N5140 Thornapple Road, Ladysmith, WI 54848

Phone: 952-277-5515 Email: [caholtebeck@gmail.com](mailto:caholtebeck@gmail.com)

GFLC Council President – Shawn Taylor, N6942 County Hwy J, Ladysmith WI 54848

Home phone: 715-532-3050, Cell: 715-415-0090

**Call Committee Chair**

Name Gerald McEathron

Mailing address 30825 190th Street

City Holcombe State/Province WI Zip/Postal Code 54745

Home phone Cell phone 715-415-0450

Email address jerrmac24@gmail.com

**Congregational Demographics**

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

With the resignation of both our Senior and Associate pastor in a one-year period, the Councils from both congregations voted to focus on the search for a Senior Pastor first and then determine where additional staffing is needed, allowing the new Senior Pastor to have input into the decision. Both congregations have experienced church office staff. Hope’s secretary is a paid staff member and has 23 years of experience at Hope Lutheran. Glen Flora’s secretary is a volunteer and has 44 years of experience at Glen Flora Lutheran. Both have been integral to keeping the congregations running during the pastoral vacancy and the COVID-19 pandemic.

Average worship attendance HLC – 89 GFLC – 60

Average Sunday school attendance 10

Average Wednesday School attendance HLC – 24 GFLC - 40

Average VBS attendance HLC – 40-60 GFLC 80-90

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

Hope is located in Ladysmith, WI which is the county seat of Rusk County in northern Wisconsin. The current population is approximately 3,100. Although a small community, we have a hospital, two medical clinics, professional services, manufacturing facilities, schools, and public transportation. There are many family farms in the area, as well. Ladysmith is located on the beautiful Flambeau River and there are many other lakes and rivers nearby. Outdoor activities abound with public hunting land, fishing areas, hiking trails, both downhill and cross-country skiing, biking trails and other outdoor activities available. We are approximately 100 miles from Lake Superior and all the recreation that provides. We are just 60 miles from Eau Claire, WI, which is the regional shopping center, has several major medical facilities, and a regional airport.

Glen Flora is located in Rusk County 10 miles east of Ladysmith on Highway 8 and has a population of 87. Glen Flora may be a small village but is home to many businesses, including Artisan’s Screen Printing & Boutiquelet, Oven Works Pizza factory, Edming Oil, Collision Plus, JaeDee’s Restaurant, Wymore Seed, and Eby Welding. The village, along with five other small communities, is part of the Flambeau School District. Residents are employed as farmers, loggers, and in small industry.

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

Hope Lutheran Church was originally started by Scandinavian immigrants (primarily Norwegian). Although some of our members still can claim that heritage, current membership is primarily Caucasian with a mix of Scandinavian and western European ancestry. Approximately half of our members are older than 50 years old. Our members range in age from 1-98.

Glen Flora Lutheran Church was also started by a group of Norwegian immigrants in 1896. There are still families that have roots going back to the original settlers but the majority of our members is also a mix of Scandinavian and European ancestry. Members range in age from birth to 90 years old, with the majority of members in the 40-60 age range. We are blessed with many young families.

**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.**

Hope Lutheran’s mission statement reads, “Hope Lutheran Church is commissioned to make disciples, commanded to love God and others, and committed to serve.” All of our programming is developed and viewed through the lens of this mission statement.

Glen Flora’s mission statement reads, “Glen Flora is a congregation of Christian people who spread the love of Christ to our friends and neighbors here and throughout the world.“

We are congregations that seek to grow in opportunities and outreach. We desire to be congregations that continue to move into the future God has imagined for us.

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

Hope’s congregational goals can best be summed up by our mission statement.

1. We are commissioned to make disciples:

We strive to introduce more people to a lasting relationship with our Lord and Savior, Jesus Christ through worship, Bible study, youth education, and fellowship.

1. We are commanded to love God and others:

We strive to show love to members of our congregation (active as well as inactive) and community through our congregational care work and through our involvement in the community.

1. We are committed to serve:

We serve through the Food Pantry, a backpack food program at the schools, monthly MANNA meals (free community meals), and through our involvement in other area organizations (CareNet Pregnancy Resource Center, Embrace domestic violence shelter, Lighthouse homeless shelter, etc).

Glen Flora’s goals focus on spreading the love of Christ through our Youth Ministry program, which includes;

1. Wednesday Club, Vacation Bible School, and Confirmation. Our youth also have scheduled monthly meetings and participate in regional youth gatherings, as well as mission trips.
2. We also spread Christ’s love through our card and telephone ministries, home visitations, and local community outreach.
3. The adjoining property was recently purchased with plans to build a fellowship hall and parking lot.

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

Hope Lutheran’s worship style is generally traditional, though we do on occasion provide blended worship and strive to incorporate some contemporary hymns. Holy Communion is celebrated weekly and is an important element of our worship services. We have an adult choir, a handchime choir, and many talented members who share their gifts with us through special music. We have a beautiful pipe organ and several talented organists. We are currently using the Evangelical Lutheran Worship hymnal and follow the Revised Common Lectionary. We have considered and are familiar with the SOLA lectionary. We have a newly installed projection system and are learning ways to incorporate that into our worship services. Since 1948 our worship services have been broadcast on our local radio station. We have also been broadcasting on the church’s Facebook page since the pandemic caused us to stop in-person worship services. We plan to continue to do so now that we are again worshipping in the church building.

Glen Flora’s worship style is very similar to Hope’s in that the traditional liturgy in the ELW is followed with the addition of a contemporary hymn from time to time. Holy Communion is celebrated weekly and the congregation prefers the tradition of a pastor who wears their vestments for worship, thus setting them apart as the spiritual leader. We are blessed with an adult choir, which averages 12-15 voices, along with two children’s groups (K-2 and grades 3-5). The adult choir presents a Cantata on Good Friday. A new organ was purchased in 2004 and a Baby Grand Piano was donated to the church in 2010.

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

Hope Lutheran has a vibrant adult education ministry that includes Sunday morning Bible studies, a monthly book discussion group, a weekly men’s breakfast, a women’s study, and other opportunities throughout the year. Our youth education includes Sunday School (PK-6th grades) and a Wednesday after-school program (PK-5th grades). First Communion instruction is held during a student’s 2nd grade year. Confirmation instruction begins in 7th grade with Affirmation of Baptism on Reformation Sunday in the student’s 9th grade year. We provide a monthly high school youth breakfast with devotions and strive to strengthen our ministry to this age group. Each summer we hold Vacation Bible School at Hope that welcomes children from the Catholic, Congregational, and Methodist churches in town.

Glen Flora Lutheran’s programming has a strong emphasis on children. A weekly program called Wednesday Club for children in grades K-5 meets after school each Wednesday. We use Sola Publishing materials for this program. Confirmation begins in 6th grade with Affirmation of Baptism on Reformation Sunday in the student’s 9th grade year. First Communion instruction is held during a student’s 2nd grade year. Bible study is incorporated into youth meetings and the women’s group shares a Bible study at their meetings. We offer a Lenten Bible study to the congregation, as well. Vacation Bible School is a highlight of the year, welcoming children not only from Glen Flora Lutheran but from the larger community. With an average of 80-90 students and 50+ staff members we gather together for five full days. In addition to Bible stories, songs, and crafts we also do community service, take field trips and plan a camping/canoe trip for children in grades 4-6.

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

Hope Lutheran is a tithing congregation and we financially support many nonprofit organizations both locally and throughout the world. We also have an endowment fund that provides gifts to various organizations, as well. We support the NALC, our mission district, and seminary. We house a food pantry and sponsor a backpack food program in the area schools. We minister to our nursing home communities through chapel services and our ministry to take Holy Communion to our nursing home residents. We have supported clean drinking water initiatives in Kenya and throughout the world. Our women’s group (HLCW) provides quilts, kits, and financial support to organizations both locally and throughout the world.

Glen Flora Lutheran currently commits 8.5% of its offering to benevolence and missions. Our goal is to eventually reach 10%. We support the NALC, local food pantries, a Bible Camp, children’s ministries, and the local school district’s backpack food program. The women’s group supports a quarterly mission project, including Lutheran World Relief kits, Thanksgiving and Christmas meals for shut-ins, and local food pantries. We also believe part of our mission and outreach goals are met through our JOY group (**J**ust **O**lder **Y**outh—aka senior citizens). Activities for this group have included holiday parties, fall hayrides, summer pontoon rides, and board game afternoons.

**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

X Some in the congregation are involved, some aren’t - GFLC

X Congregation understands, is on-board and involved - HLC

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

Both Hope and Glen Flora Lutheran Churches seek a visionary pastor who…

1. Loves the Lord our God, is well versed in scripture, and provides Bible-based preaching.
2. Is a strong leader and motivator.
3. Someone who understands the importance of relationship and is comfortable with people of all ages.

1. Believes that youth are the future of the church and is willing to help us invest in the youth of our congregation.
2. Seeks to grow our congregations through visibility in and involvement with the community.’

**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.**

In Hope Lutheran’s 117-year history there have been many significant events and milestones. The first was the establishment of the congregation in 1903, which set the stage for all the rest. In the early ‘90’s we built an addition onto our church that included providing handicapped access to most of the church building, thus allowing more people to be active in the life of the congregation. In 2011 the congregation voted to leave the ELCA and join the newly formed NALC (101-8 vote).

Glen Flora Lutheran was established 124 years ago in 1896, so there have been many milestones there, too. In 1988 Glen Flora Lutheran became a mission partner with Hope Lutheran with Glen Flora receiving twenty percent of the senior pastor time with eighty percent of the senior pastor time provided to Hope Lutheran. Hope Lutheran pays all of the senior pastor salary etc. Glen Flora Lutheran reimburses Hope Lutheran each month. In 1990 there was a move to change from Sunday morning youth education to a Wednesday after-school program (Wednesday Club). Most recently the property adjoining the church building was purchased, allowing for future growth.

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

**[Type an X by the appropriate response]**

**Yes X No –** Both congregations participated in cottage meetings in lieu of the workshop

**What were the three most significant results of the workshop?**

1. Church members are happy with our churches and proud of the many things we do.
2. Participants would like to see increased attendance and reach more people.
3. It is important to members that a new pastor is firmly rooted in Biblical teaching and can preach, teach, lead, motivate, and counsel based on Biblical values.

**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 none for either congregation since joining the NALC.

**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]**

**GFLC** As a church, we respect and listen to each other and work things through without generating divisiveness.

**HLC** 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?**

Both congregations had positive and cooperative relationships with our previous pastors.

Our Senior Pastor, who was loved by both churches, moved on to a new call after 14 years of serving our congregations. Our Associate Pastor, who partnered well with the Senior Pastor, decided to move into a new call where he and his wife could serve together in ministry. Although these two vacancies are not a result of conflict or trouble in the congregation, they have certainly put some strain on our community. Our hope remains in God at work through this process to bring us into a new season of life and growth.

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

**GFLC** Leadership is shared, with shared decision-making

Pastor makes important decisions

**HLC** 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: $ 268,000.00 – HLC $ 51,500.00 - GFLC

Benevolence to the North American Lutheran Church: $ 9,280.00 – HLC $ 2,464.00 - GFLC

Other benevolence: $ 13,594.00 – HLC $ 5,300.00 - GFLC

Total debt of the congregation: $ HLC - $ 0.00 GFLC - $ 5,300.00

Total savings, reserves, and endowments: $ 377,248.00 – HLC $ 29,500.00 - GFLC

**Compensation of Last Pastor**

Salary: $ 40,629.00 Parsonage/housing allowance: $ 5,000.00

Social security offset: $ 4,409.00 Pension: $ 8,604.00

Health Insurance: $ 22,858.00 Vacation: 4 weeks (including 4 Sundays)

Continuing education (time/funding): $ 600.00 – determined as needed

Travel reimbursement: $ 3,800.00 (paid per mile based on IRS rate for reimbursement)

Other: $ 200.00 – Publications/resources

**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.**

Both Hope and Glen Flora Lutheran churches strive to be biblically grounded and guided by the Holy Spirit. Both congregations have a strong desire to serve God and our communities. Although we are two separate churches, we consider the members of our congregations to be a family. We look forward to working with a new pastor who will help us continue to learn, serve, and grow in our faith.

**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.

The parsonage, located in Ladysmith, has recently undergone an extensive renovation that includes a remodeled kitchen, new flooring, and plumbing, electrical and landscaping improvements.

Completed by: Hope Lutheran & Glen Flora Lutheran Call Committee Date: 7/6/2020

**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**](mailto:dwendel@thenalc.org?subject=Congregational%20profile)**.**

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.**