

# 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 Bethel Lutheran Church

Mailing address 20650 Cumberland Road

City Noblesville State/Province IN Zip/Postal Code 46062

Telephone (317) 773-4315 Fax none

Email address \_\_\_\_\_

Congregation website www.bethellutheranchurch.com

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

Name Tom Foreman Title President

Mailing address 6115 Boundary Drive

City Noblesville State/Province IN Zip/Postal Code 46062

Home phone \_\_\_\_\_ Cell phone (219) 508-9640

Email address tomforeman06@gmail.com

## Call Committee Chair

Name Jim Herr

Mailing address 26440 Anthony Road

City Arcadia State/Province IN Zip/Postal Code 46030

Home phone \_\_\_\_\_ Cell phone (317) 439-0911

Email address jherr@beckshybrids.com

## Congregational Demographics

Number of **paid** staff (full- or part-time): Clergy   2   Lay professionals   4   Secretarial   2  

We are blessed with a talented and gifted staff that include two pastors, a general manager, a preschool director, a children’s ministry director, a youth director and property manager, an organist / music director, and two ministry assistants. Volunteers in the office provide two additional FTE financial and administrative support.

Average worship attendance   271   Average Sunday school attendance   43 (youth) / 35 (adult)  

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

Noblesville is a medium sized city of approximately 62,000 residents. It is one of several “outer ring” suburbs surrounding Indianapolis. Since 2000, the population has more than doubled, which has created both growing pains for the community and ministry opportunities for local churches. The city has retained its small town feel with its traditional downtown on the square even as the overall footprint of the community has expanded west towards Westfield, and south and southeast towards Fishers, and commercial development has blossomed along the Highway 37 corridor and at Hamilton Town Center by Interstate 69. Although surrounded by farms along its northern and eastern edges, the character of both the city and county is shifting from a rural to mostly suburban feel. Noblesville is the county seat for Hamilton County, whose population is 330,000 (2018 figures). More information about the city and County can be found online at [Hamilton County QuickFacts](#); [Hamilton County City-Data](#); [Noblesville City-Data](#). Both the city and County are projected to continue to grow at a similar pace through 2050.

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

Bethel is primarily Caucasian, middle class, largely professional, with a fairly even distribution of all ages. Many relocated to area due to job or family while many are long time members. The church was founded in rural Hamilton County in 1856 and moved to downtown Cicero (4 miles north of its current location) in 1936. The congregation chose intentionally to move to its current site in 1994 and then worked with Mission Builders twice to build its sanctuary and office complex (1995) and its education wing (2005). This succession of moves and new construction during difficult times (Civil War and Depression), and our willingness to “roll up our sleeves to get it done” demonstrate our culture of resilience and involvement when needed.

### 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 vision is to be a dynamic, life-changing church of fully devoted disciples of Jesus Christ.

Our mission is to engage the curious, encourage the convinced, and empower the committed to be fully devoted disciples of Jesus Christ.

We are called to share God’s blessings beyond Bethel.



Our logo: Blessings Beyond Bethel

## What are the primary goals of your congregation?

1. Growing disciples for Christ as we engage the congregation beyond weekly worship.
2. Reach out to our local, national, and international mission field.
3. Develop our Sunday School and Youth Groups.

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

At Bethel, we celebrate communion weekly at all services. We are blessed to offer three services each weekend, with a dedicated Discipleship Hour between the services on Sunday morning. While each service has its own musical style and slightly different content, the underlying skeleton for each service is identical. We typically follow the three-year lectionary from the first weekend in Advent through Trinity Sunday. During the Pentecost season, we will create sermon series based on lectionary readings or topical themes. From September through May, the Sunday school classes provide lay leadership during the service as readers, communion assistants, ushers, and worship assistants on the second Sunday of the month at the Contemporary service. However, families with children and young adults regularly serve in every area of worship leadership throughout the month as well, not just on designated "student participation" weeks.

- **Casual Service** (Saturday, 5:30p) includes two alternating worship groups – an acoustical guitar-based group (1-2 instruments, with 3-4 add'l singers) that provides a light "Country" style feel, and a piano-based group (pianist, plus 1-2 add'l singers) that provides a folk style worship experience. Worshipers wear casual clothes (jeans and flannel); worship leaders and clergy also wear street clothes (no clerics or vestments).
- **Classic Service** (Sunday, 8:45a) is led by our organist / music director utilizing both the organ and piano. The service alternates between a sung liturgy (ELW setting 4) the first and third week of each month and a spoken liturgy crafted by the pastor the second and fourth (and fifth) week of the month. Songs for this service come from one of our classic hymnals (ELW, LBW, WOV) or *The Other Song Book*. Special music is often provided by our handbell choir or by youth and adult musicians (instrumental and singers). Worship leaders robe in traditional vestments; clergy wear clerics and traditional vestments.
- **Contemporary Service** (Sunday, 11:11a) is led by our Praise band consisting of two guitars, two keyboards, a drummer, and 3-5 singers. The spoken liturgy is the same as the one used on Saturday; the music selection is from contemporary Christian music as heard on KLOVE. Worship leaders wear street clothes, clergy wear clerics but no vestments.

## Describe your congregation's Christian education ministry.

We offer a full selection of spiritual formation for children and adults. Much of it takes place during the Discipleship Hour on Sunday mornings (10a-10:55a). Additional classes are scheduled throughout the week, during the day and evening hours. Bethel is also a satellite host site for a women's Bible Study Fellowship (BSF) group, a weekly non-denominational community run Bible study. We have hosted Dave Ramsey's Financial Peace University, and we support a neighboring congregation with their GriefShare Ministry. Our most recent Spiritual Formation booklet found [here](#) will give you a deeper sense of the types of activities we sponsor.

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

Bethel is blessed by its enthusiastic support of a rich variety of 30 local, national, and international missions. A booklet containing information about each of these mission partners is found [here](#). Individually, our members and pastors have served on international mission trips to Jamaica, Latvia, Ethiopia, and Malawi, and we are beginning the planning process for Bethel's first congregation-wise mission trip. We also support several new church plants (Warrenton, VA; Robbins, IA; Miami, FL; Wabash, IN) in various stages of mission development. The annual mission brochure included with this profile gives an overview of these mission efforts. The fourth week of the month is always a "mission" weekend sponsored by our Mission Committee. We regularly invite our mission partners to preach or otherwise be present in worship throughout the year.

**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. Joy for preaching
2. An engaging person with obvious passion for connecting people to people and people to Christ.
3. Deeply rooted in the Word and committed to the absolute truth of Scripture.
4. On fire for Christ!
5. A humble servant

**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. Bethel's theological move to join the NALC (2010-2011)
2. Bethel's physical move from Cicero to Noblesville (1995)
3. The construction of our education building with Mission Builders (2006)

**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. Exceptional candor from a diverse group of members
2. Gained clarity on what we are seeking to improve in our ministry

3. Positive attendance with unified passion

**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?**

The most recent conflict in the congregation surrounded our move from the ELCA to the NALC. This turmoil was resolved as our members and pastors showed compassion and love to all.

**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?**

We are seeking another associate pastor. That pastor arrived in October 2015. He became the senior pastor in May 2019 when the former senior pastor moved to part time status, beginning a planned transition towards retirement. These two pastors enjoy a warm and collegial relationship between them, personally, and together they experience the enthusiastic support of the congregation and leaders. Pastor Doug has served the congregation faithfully and successfully since 1991.

**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**

A recent annual report will be available for review if desired.

Total budget for last fiscal year: \$ 655,113 (actual)

Benevolence to the North American Lutheran Church: \$ 5,700.00

Other benevolence: \$ 14,900.00

Total debt of the congregation: \$ 1.66M in two mortgages

Total savings, reserves, and endowments: \$ 282K in unrestricted savings; \$80K in building fund designated for roof replacement.

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### Compensation of Last Pastor

Our last associate pastor came to Bethel with 25 years of ministry experience, and the figures below reflect that. We will gladly offer a compensation package to our next associate commensurate with their level of experience. This package will include pension and medical coverage through the NALC plan, for the employee and spouse and any children, unless the pastor elects to secure this health coverage to come through a spouse's employment.

Salary: \$ 32,000 Parsonage/housing allowance: \$ 22,000

Social security offset: \$ Cong. pays employee portion Pension: \$ 6,500

Health Insurance: \$ 19,000 Vacation: Four weeks, including four Sundays

Continuing education (time/funding): 2 weeks; budgeted through the General Fund

Travel reimbursement: \$ 4,200

Other: \$2,000 Professional Expenses

**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.**

Bethel Lutheran Church has several ministries that operate within and outside the walls of our building. One 'unspoken' ministry that shows quite often is evidenced in our smiles and warmth. We are known for our welcoming nature and generosity of spirit and this is felt across all our ministries including, but not limited to: Youth, Worship and Music, Small Groups, Care, Missions, Stewardship, Evangelism, Fellowship, and more.

Here's a short video to give you a glimpse of our congregation.

<https://youtu.be/bcBw4E-6kWE>

In addition, please explore our web site ([www.bethellutheranchurch.com](http://www.bethellutheranchurch.com)) for a fuller sense of our ministry and for a collection of weekly services. While we don't currently stream our weekly worship service live, we post them within a day or two each week.

Completed by: Bethel Call Committee Members

Date: February 24, 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).**

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.**