

# 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 Union Evangelical Lutheran Church

Mailing address 4770 Bringle Ferry Road

City Salisbury

State/Province NC

Zip/Postal Code 28146

Telephone 704-636-5092

Fax

Email address [cc@ulcsalisbury.org](mailto:cc@ulcsalisbury.org)

Congregation website <http://ulcsalisbury.org>

## **Congregational President or Vice President**

Name Kay Morgan

Title President

Mailing address 611 Harris Granite Road

City Salisbury

State/Province NC

Zip/Postal Code 28146

Home phone 704-633-5773

Cell phone

Email address [hemj@bellsouth.net](mailto:hemj@bellsouth.net)

## **Call Committee Chair**

Name Franklin Merrell

Mailing address 158 Franks Farm Ln

City Salisbury

State/Province NC

Zip/Postal Code 28146

Home phone 704-636-9471

Cell phone 704-798-4278

Email address [femerrell@bellsouth.net](mailto:femerrell@bellsouth.net)

## **Congregational Demographics**

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

Average worship attendance 105

Average Sunday school attendance 40

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

We are located in a rural setting of a medium city in the central piedmont region of NC. We are 1 hour away from two international airports and two major metro regions. We are three - four hours away from the mountains and east coast beaches.

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

90% Caucasian, median age about 57

**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.**

Yes, we are a mission oriented congregation but the focus may not always be where it should be. We do reach out to the community regularly. We reach out to others with ease, but need leadership, encouragement, and direction.

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

- Growth in service to God and community.
- Engaging our young people in the life of the congregation.
- Learning about and utilizing the talents of the people in the congregation for service.
- Grow the music program so that everyone will have the opportunity to participate.

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

Traditional worship utilizing the Lutheran Mass form -- LBW Settings 1 & 2, WOV Setting 5.  
Hymnals – LBW, WOV, occasionally other resources.

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

Sunday School classes, VBS (ecumenical with a Methodist and AME Zion congregation), Youth Group within the Mission District cluster. Pastor – led inspirational movie nights.

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

We support both local and foreign mission work. We partner with a Mission District mission congregation.

**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
- Congregation understands, is on-board and involved

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

1. Teacher – personable, outgoing, articulate, engaging with all ages
2. Relates well to the congregants, and works well with young people
3. Able to counsel/visit as appropriate
4. Evangelist – outreach to the community at large
5. Strong worship leader/excellence in Spirit-filled preaching

**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.**

- Founding site of NC Synod in 1803
- Charter member of the NALC (2010) and hosted the founding of Carolinas Lutheran Women – NALC (2011)
- Celebrated 225 years of ministry (1999)

**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. We had a large group to gather and talk with each other in ways that had not been done in a long time
2. Able to discuss issues and recognize disagreement without being disagreeable
3. Brought clarity to some issues

**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?**

We have initiated a construction/renovation project that has caused some people angst because they are resistant to change and they have been vocal about the process. Some of these have decided to go elsewhere; some are still harboring ill feelings. We have agreed to disagree and are keeping the doors open so that if they want to return we will welcome them.

**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.

- X 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?**

By and large positive – especially in the beginning of his ministry, but it seemed to become more tense as time went on.

**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)]**

Voice      X    Vote

**Congregational finances**

Total budget for last fiscal year: \$ 247,375

Benevolence to the North American Lutheran Church: \$ 6,000

Other benevolence: \$ 16,000

Total debt of the congregation: \$ 0

Total savings, reserves, and endowments: \$ 500,000

**Compensation of Last Pastor**

Salary: \$ 33,000

Parsonage/housing allowance: \$ 23,000

Social security offset: \$ 4,284  
Dental)

Pension: \$ 15,650 (included Health &

Health Insurance: \$

Vacation: 4 weeks

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

Travel reimbursement: \$5,000

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.**

Union Lutheran is a resilient congregation that has experienced both joys and sorrows in its 250 - year ministry to Eastern Rowan County. Our congregation wants to continue to make a difference in the lives of those who worship here and in the community at large. We are seeking a pastor whose heart wants to walk with Christ Jesus to be a Shepherd to lead us, a disciple to teach us, a Counselor to guide us and a Prayer Warrior to comfort and regularly visit the sick, confined, and aging, and bring us along for a journey yet to be discovered.

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

[enter text]

Completed by:

Date: 27 June 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](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  
Assistant to the Bishop for Ministry  
3500 Mill Run Drive  
Hilliard, OH 43026-777

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).

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