

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.
Keep a copy for your records.**

Congregation Name and Location

Name St Timothy's Lutheran Church
Mailing address 5100 Camden Ave
City San Jose State/Province CA Zip/Postal Code 95124
Telephone 408-264-3858 Fax _____
Email address info@stlcsj.org
Congregation website https://www.stlcsj.org
Seeking Full-time pastor Part-time pastor Either full-time or part-time

Congregational President or Vice President

Name Michael Stamos Title President
Mailing address 1422 Usona Dr
City San Jose State/Province CA Zip/Postal Code 95118
Home phone 408-267-2406 Cell phone _____
Email address michaelstamospersonal@gmail.com

Call Committee Chair

Name Tony Mazzucco
Mailing address 5819 Pilar Ct
City San Jose State/Province CA Zip/Postal Code 95120
Home phone 408-323-0306 Cell phone _____
Email address TLCA@sbcglobal.net

Congregational Demographics

Number of **paid** staff (full- or part-time): Clergy 2 Lay professionals 8 Secretarial 2

Average worship attendance 373 Average Sunday school attendance 150

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

Suburb of a large metropolitan city (San Jose); primarily residential community area within south San Jose

Describe the congregation's ethnic composition and age distribution.

Primarily Caucasian; Average age of membership: 41. The area is an ethnically and socio-economically diverse setting. An increasing percentage of Asian, Hispanic, and Indian people exist within the south bay area.

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 Identity:

“St. Timothy’s is a faith community, committed to worshipping God and working through the power of the Holy Spirit to transform people into disciples of Jesus Christ”

Our Mission:

“Our Mission is to equip and empower people to have an eternal impact in the lives of others, locally and globally, for the Lord Jesus Christ”

Our Vision:

“Our Vision is to...
Know the Father,
Grow as Disciples of Jesus, and
Go with the Spirit”

What are the primary goals of your congregation?

A community of believers, committed to worshipping God and transforming people into disciples of Jesus, who are enabled and equipped to impact the lives of others (in this community and around the world), and who, in their own lives, Know the Father (for who He is), are Growing as disciples of Jesus (and all that that means), and who understand life as nothing less than a Spirit-led mission, no matter where they Go and who they meet.

Essential to our Vision:

- A commitment to each of the three relationship components (Up, In, Out)
Up – relationship with God

In – relationship with fellow believers

Out – relationship with the world

- An understanding of discipleship that includes both being and making disciples
- A strategy for our ministry and mission that supports the “Know, Grow, and Go” elements included in the Vision
- A recognition that true life-transformation is possible only through the Holy Spirit

Worth Noting:

- We are placing a high priority on becoming a “Gathered” and “Scattered” community
- We have moved away from being a Program-Driven congregation and are committed to being a Disciple-Producing congregation
- Our current Discipling Model that we’ve been using since 2010 has moved us forward in many ways, but we recognize we have potential for growth

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

St. Timothy’s currently worships together on Sundays with two services: 8:30 am Traditional and 11:00 am Contemporary, with scripture and music as a central part of the worship. The traditional service uses the LBW and WOV hymnals with choir and organ music; the second, is a more contemporary worship led by a worship team, guitar, drums, vocalists. These varieties of worship are both identifiably Lutheran in scope, but attract different people and provide different ways to worship while both contain the same scripture readings and same proclamation of the word. We follow the Lutheran Liturgical Calendar and Scripture readings. St Tim’s clergy typically wear lay clothing for the services. We celebrate the sacrament of communion on the 1st and 3rd Sundays of the month at both services.

Describe your congregation’s Christian education ministry.

For Adults, St Tim’s offers regular weekly Adult Education time in the “middle hour” between Sunday services. The educational series vary from year to year, and are focused on the Word and discipleship. St Tim’s also offers ‘Alpha’ classes, which are held one night per week.

For Youth and Children we offer a number of age-appropriate education ministries: Weekly Sunday School (“St Tim’s Kids”) and a fellowship and Bible Study each Sunday at our church-owned Youth House, and an evening fellowship (“Cornerstone”) throughout the year and summer for Middle and High School aged children. Confirmation preparation classes, focusing on the Lutheran Catechism, are also offered for children in middle school, with Confirmation occurring in 8th grade whenever each student is ready to confirm his/her faith. Additionally, St Timothy’s hosts a summer children’s Vacation Bible School event where over 400 campers and volunteers attend for a week of Christian learning and fellowship.

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

In our continuing transition toward becoming a disciple-producing congregation, our goal is to equip and empower our members to impact the world through their own lives for the Lord Jesus. To support this effort, we had initially developed discipling huddles with the intent of developing missional

communities. Huddles had been used for the purpose of training people for leadership and giving them the tools to disciple others. Missional Communities are designed to provide opportunity for hands-on ministry to take place in the context of a community that encourages and supports each other in their discipleship walk. These efforts had involved the commitments and the gifts of our members, in contrast to a model that requires a greater lead and involvement of the clergy to make it happen. The “huddles” are being considered again as a method to continue to develop spiritual leaders within the congregation.

In similar ways, we have developed “Grow Groups” which serve as places for our entire congregation to be supported and encouraged in their faith. Grow Groups are designed to encourage every member to go deeper in their faith walk with Christ and to be challenged to find ways to become more fully involved in the disciple-making calling we have been given. As a result, we have seen many of our people become involved in efforts of mission and ministry as they grow in their relationship with Christ and better understand how their lives can be used for building His kingdom.

Along with these efforts, we are also involved as a congregation in supporting local missions and funding global mission efforts. In whatever ways possible, we encourage personal connections to take place between the ministry and mission agencies we support and our congregational members. Some of these include:

- FISH Food Pantry
- Visitation
- Village House Women’s Shelter
- City Team Ministries
- Operation Christmas Child
- Walk for Water
- Mexico Mission (Building homes and sharing the love of Jesus)
- Benevolences to a variety of local and international missions

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. Excellent Leader and Shepherd

An Excellent Leader and Shepherd for the entire congregation (all age groups), being both a competent administrator/leader and an inspiring teacher with a spiritual conscience.

2. Good Preacher and Authentic Worship Leader

A good preacher and authentic worship leader with a passion and love for Christ, as well as strong

knowledge of biblical law and gospel dynamics, providing an excellent worship experience which builds our relationship with God and others.

3. Seeks Out the Lost

Able to nourish the faithful and seek out those who have not heard the Word, building a more effective model to connect with new believers in Christ with a focus on the '20's and '30's demographic. Also, it's worth noting that we have a growing opportunity for outreach given the expanding diversity in our surrounding community

4. Equips Congregation to Embrace Change for the Sake of the Gospel

Able to push others outside of their comfort zone, willing to look at new ideas and help the congregation /church change and grow to accomplish the Lord's will in an ever-changing environment.

5. Strong Investment in the Youth

Continue to develop a strong and cohesive Children, Youth, and Family emphasis within our faith 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.

1. Moving from the ELCA to NALC (2009-2011)

The transition from ELCA to NALC was intentionally a long process. It was one that our leadership, led by Pastor Dan Selbo, and congregation didn't take lightly. There were many steps along the way to try to stay and make changes within the ELCA through Word Alone, in which Pastor Dan was very active. As a congregation, we chose not to continue contributing financially to the ELCA National Church because we were not in support of its direction. We were "out of alignment" with the ELCA on several issues. One of those was the matter accepting the Episcopalian doctrine of Apostolic Succession as outlined in the document, Called to Common Mission. The compromises we were asked to make were, we felt, not biblically based nor in agreement with Lutheran theology. One of the other areas was human sexuality and straying from what God's word says.

The process started in 2009 with information meetings for our congregation. In the fall of 2010 Bishop Holmerud led a congregation meeting. In February 2011 our congregation voted overwhelmingly to leave the ELCA. In March 2011 a letter was sent to the Bishop informing him of our decision to leave the ELCA.

During this process a committee was formed whose task it was to evaluate our options for joining a new church body. The committee came down to two strong possibilities that aligned with us: the NALC and LCMC. Based on the structure of the two church bodies, the recommendation was the NALC.

In the decision to leave the ELCA we did have some members not in agreement with our decision and chose to leave. However, we also gained some new members who found themselves more comfortable in the NALC and at St. Timothy's. The whole process was characterized by consistent communication, transparency and sensitivity, which helped the congregation remain whole and strong.

2. Moving from M-Team to Discipleship focus (2010 – present)

For many years, the congregation followed the Purpose-Driven model. The church's work was structured around Membership, Magnification (worship), Maturity (Christian Education), Ministry and Mission. We added Youth into that mix. This structure worked well for St Timothy's for a long time.

In 2010 we began an exploration into a newer, more vital model which is better defined as a "movement." We sent a group of staff members to a set of Learning Communities presented by 3 Dimensional Movements (3DM – see 3dmovements.com) and, in concert with the newly formed NALC, began to see our work and ministry through the lens of Discipleship and Mission. We began to train leaders through Huddles. We changed our Council structure and our Constitution to bring them into line with this movement. In short, we took seriously Jesus' words to "go and make disciples of all nations" (Matthew 28:16-20), following his model of training a small group of leaders and then equipping them to go out and do the same.

Discipleship and Mission overlap, and so we also expanded our ministries and mission. Over time this ethos has permeated our whole congregational structure and life. We are still living into that process. It has changed our congregation and continues to do so through our Grow Groups and with the dedicated work of a Director of Discipleship.

We will be seeking a pastor who is committed to the movement that Jesus began: making new disciples and seeking to live a life that is mission-driven.

3. Opening St. Timothy's School / Closing School (1979 / 2019)

In 1978, our founding Pastor, Rev. Gordon Selbo, along with several leaders of our congregation, put forward the idea that we establish a Christian School here at St. Timothy's. The congregation approved, and in September 1979 our school opened. From a modest beginning of just two pre-school classes, we added a grade each year, beginning with kindergarten in 1981. By 1986 St. Timothy's Lutheran School consisted of students ranging from pre-school 3's through fifth grade.

The significance of opening a school was that our congregation gained a higher profile in the community. The school served as an evangelism outreach into the surrounding neighborhoods and helped draw new people into fellowship with us. As our school grew in the 1980's it became an extension of our congregation. Several times each year the students sang at Sunday worship. As the years went by, several of our students were baptized and a number of school families became members of our congregation. In short, the church helped the school and the school helped the church. We were blessed to have a dedicated principal who served twenty years, from 1980 to 2000. During that time the school prospered and enrollment peaked in 2000 at 240 students. We became known as "St. Timothy's Lutheran Church and School."

In the following years, however, enrollment plateaued and then began a gradual decline. Despite our best efforts, this shrinkage continued steadily over the past ten years. Enrollment finally slumped so low in the 2018-19 school year that we decided to close the elementary school and merely keep the pre-school.

The importance to our congregation of this closure is that we feel a sense of loss. At the same time, we know there is much to be thankful for. During the forty years of our school's history 230 staff members

served 2,282 students from 1686 families. Three of our students returned to St. Timothy's Lutheran School as adults to serve as teachers. While we are glad to still have a pre-school, we will miss the daily energy and camaraderie the pupils from the upper grades gave us each school day.

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. **Communication / Keeping Congregation Involved** – The congregation recognized and appreciated being involved and included in the process. We will continue to maintain strong communications with our congregation (both from the Call Team as well as the Leadership team) as we move forward.
2. **Expect Change** – The workshop facilitator emphasized the importance of recognizing that the new pastor will not be the same as our previous pastor, and we will need to allow the new pastor to lead us in his/her own way. We also recognized that we will need to give ourselves time for “grieving” as we transition from our previous pastor.
3. **Call Team Well Aligned with Congregation** – The Call Team was glad to learn that we had been closely aligned to the views, values and needs of the congregation as the 85+ attendees (from all age groups) shared their feedback with us.

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?

Pastoral and elected leadership have done a great job in guiding congregation through potentially divisive issues (such as leaving the ELCA) through transparency and consistent communications with the congregation in the forms of newsletter articles, congregational announcements and adult forums. However, the call of one of our two most recent pastors caused conflict at the Congregational Meeting at which his call was up for a vote. New information was presented from the floor of which no one had been previously aware. This caused some consternation and conflict in that assembled body. The conflict was resolved with the help of the National Office, and by conversations among leaders, directly with the individuals involved and finally mediated via congregational communication. A few people left the church as a result, but the ministry of this pastor was well-received at the time. One of the dynamics at play was the great amount of trust held by most of the congregation in our Lead Pastor, as well as in the Call Team and our elected leadership.

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?

St Timothy's has had an extremely positive, long term relationship with our last Pastor. St. Timothy's was blessed to have Pastor Dan Selbo as our lead pastor for 25 years. He and his family have all played major roles in the development and growth of St. Timothy's Church, including Pastor Dan's father who was the first pastor at our church.

During Pastor Dan's tenure, he created strong relationships with members of the church. He and his family opened their home to new members so they immediately felt welcome. Pastor Dan routinely engaged in social activities that the church sponsored like the annual golf tournament and barbecues. He was compassionate and had personal relationship with many in the congregation.

Pastor Dan's shared love of Christ and others created a strong level of trust between himself and the congregation. That trust helped to strengthen the connection to Pastor Dan's sermons. He delivered sermons in a very organized way, often grouping similar topics into a sermon series. He used relevant examples and humor to highlight important messages. He was humble yet direct in his delivery.

Pastor Dan was also a strong administrator, providing guidance and oversight for the church and school. He continually engaged staff to contribute to solutions, creating a consensus driven work environment with low conflict.

Pastor Dan and his family will be missed. He was a good shepherd to his flock. The congregation is grateful for the time we had with him and wish him well in his new role. We also look forward to a new leader who will bring his or her unique perspective and leadership style to our church.

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: \$ 1,034,700

Benevolence to the North American Lutheran Church: \$ 28,000

Other benevolence: \$ 105,000

Total debt of the congregation: \$ 2,185,000

Total savings, reserves, and endowments: \$ 5,173,192

Compensation of Last Pastor

Salary: \$ 60,613 Parsonage/housing allowance: \$ 60,000

Social security offset: \$ 9,227 Pension: \$ 12,984

Health Insurance: \$ not used/ available Vacation: up to 4 weeks

Continuing education (time/funding): 8 days, \$2500

Travel reimbursement: N/A

Other: Housing Assistance Program Available (See attachment); Automobile allowance available

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.

St. Timothy's is a faith community, committed to worshiping God and working through the power of the Holy Spirit to transform people into disciples of Jesus Christ. Our Mission is to equip and empower people to have an eternal impact in the lives of others, locally and globally, for the Lord Jesus Christ. Our Vision is to 'Know the Father', 'Grow as Disciples of Jesus', and 'Go with the Spirit'.

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

As a member of the NALC synod, St. Timothy's has a strong focus on mission. Our identity in part is shaped by making disciples who will share the message of Jesus Christ in the Silicon Valley and beyond. Our leadership is confident in God's promise that as we follow Jesus and share His good news with others, God will grow His church. The Bay Area is a high-tech, fast-paced culture with people who are often distracted and overly committed. This creates a unique challenge in our outreach. To strengthen our members for this challenge, they are encouraged to read His word and pray daily.

Another important aspect of our ministry and outreach is our St. Timothy's Christian Preschool. Since 1979, our students have thrived in a nurturing and Christ-centered learning environment. We believe the best preschool program is designed to support the whole child in accordance with the concept that children are developing in several areas simultaneously and that each of these areas of development is equally important to the child. We provide a well-rounded, academic curriculum that includes: Pre-reading, writing & phonics instruction; mathematics & science; daily art projects; music; library and story time; worship & chapel; special events and so much more. Children explore the world around them through the integration

and celebration of weekly themes and hands-on instruction. We inspire our young children to be life-long learners who live their faith. We believe that preschool is a joyful time to be a child!

St Timothy's is currently blessed to have a continuing full-time associate pastor who is well-loved and respected -- who is continuing her call with us.

Our congregation understands the cost of living in Silicon Valley is high, and offers a substantial housing assistance program for pastors who are called to serve.

Our Beliefs:

- We believe and confess one Triune God: Father, Son, and Holy Spirit.
- We confess Jesus Christ as Lord and Savior, and the Gospel as the power of God for the salvation of all who believe.
- We believe the Bible to be the revealed and inspired Word of God, and the authoritative source of our proclamation, faith, and life.
- We accept and confess as true statements of the Word of God, the Apostle's, Nicene, and Athanasian Creeds.
- We accept the Unaltered Augsburg Confession as a true witness to the Gospel, and the other writings in the Book of Concord as further valid interpretations of the faith of the Church.
- We acknowledge and confess our sinful nature in the sight of God, and recognize that only in and through the power of the Holy Spirit and our faith in Jesus Christ are we made right with God.
- We teach and believe that God loves all people and, therefore, we invite and accept all people into our faith community without prejudice.
- We value the gifts and the giftedness of each person.
- We believe all people are called to share in the mission given to us by our Lord and, therefore, we encourage and promote the use of individual gifts in the shared ministry of the Church.
- We trust in the Holy Spirit's power to transform and empower people to witness to their faith and serve God and others in daily life.

Completed by: Tony Mazzucco, St Timothy's Call Team Chairman

Date: 9/28/2019

PASTORAL HOUSING ASSISTANCE PROGRAM

St. Timothy's Lutheran Church
5100 Camden Ave.
San Jose, CA 95124

The following housing assistance options are available upon acceptance of the Call to _____ to serve as Pastor at St. Timothy's:

1. Rental Assistance. The congregation will provide \$1,000 per month for up to five years. The pastor may choose to elect the Home Equity Sharing Option below during the first two years of this option.
2. Home Equity Sharing. The congregation agrees to invest in a home of the pastor's choosing, up to 50% of the home purchase price, not to exceed an interest of \$350,000. Under this program, the pastor and congregation would share in the equity appreciation or depreciation of the home to the same extent (percentage) as each contributes to the purchase. The pastor would be responsible for all maintenance and repairs on the home during the time of his employ with St. Timothy's. This agreement is a condition of the Pastor's employment with St Timothy's. The exact terms of the agreement with regard to insurance, taxes, buying and selling costs, location of the home, etc., will be finalized before the pastors agree to this option, through a signed Housing Agreement.

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/).

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.