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| CONGREGATIONAL PROFILE |  |

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

**Keep a copy for your records.**

**Congregation Name and Location**

Name Trinity Lutheran Church

Mailing address P.O. Box 396/ 900 11th Avenue West

City Spencer State/Province Iowa Zip/Postal Code 51301

Telephone 712-262-1287 Fax

Email address trinity@smunet.net

Congregation website trinitylutheranchurchspencer.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 Steve Licht Title Council President

Mailing address 4411 380th Ave.

City Ayrshire State/Province Iowa Zip/Postal Code 50515

Home phone 712-426-2155 Cell phone 712-260-6020

Email address lichts4@ncn.net

**Call Committee Chair**

Name Steve Licht

Mailing address 4411 380th Ave.

City Ayrshire State/Province Iowa Zip/Postal Code 50515

Home phone 712-426-2155 Cell phone 712-260-6020

Email address lichts4@ncn.net

**Congregational Demographics**

Number of **paid** staff (full- or part-time): Clergy 1 Lay professionals 3 Secretarial 1

Average worship attendance 40 Average Sunday school attendance 4-7

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

Spencer is a community of approximately 12,000 with many agricultural and business opportunities. We sit in a large agricultural area of the state surrounded by lakes and year-round outdoor activities. Spencer boasts a top-rated medical facility and school system.

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

Primarily white with a broad age range: school age 10%, working age 55%, and post-retirement 35%.

**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.**

Trinity agrees with the NALC Core Values—we are Christ centered, mission driven, traditionally grounded, and congregationally focused. Our membership has commitment and pride in its liturgical (orthodox) teaching and worship.

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

The primary goal is to grow by bringing more people to Salvation through Jesus Christ, encouraging fellowship and worship around the Lord’s Supper.

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

We practice traditional Lutheran worship using LBW, WOV, and Sola Publishing with the celebration of Holy Communion each Sunday.

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

We currently teach Sunday School, First Communion, Confirmation, and have Ruth Circle, Christian Preschool/Daycare M-F, Weekly “God’s Time” with Preschool, and occasional Adult Bible Study. Trinity looks forward to re-establishing Lutheran Youth Organization (LYO) activities, and weekly Prayer Group.

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

Our congregation at Trinity includes a welcoming Christian Preschool/Daycare serving over 100 area children ages 1 to 12. We are a sponsoring congregation for **St. Luke’s Homes and Services**, participate with the **Upper Des Moines Food Pantry**, Christian Women’s Radio Ministry, Clothes for Kids, Hat and Mitten Tree, Church Readers Program to Preschool Children, Ruth Circle Community Outreach, VBS Scholarships, Ingham Okoboji Lutheran Bible Camp Confirmation Program, and Lutheran Lakeside Camperships.

**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**

1. Orthodox teaching & preaching
2. Positive involvement with our youth/preschool
3. Community involvement
4. Cooperative leadership skills
5. Ability to work jointly with members to grow our congregation

**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.**

1992—Celebrated 100th year anniversary

2003—Pastoral Statement of Conviction and Concern affirming biblical view of marriage and sexuality

2009—Pastoral Statement of Conviction and Concern affirming biblical language of Father, Son and Holy Spirit

2012—Added our affiliation with NALC

\*\*Additional church milestones: 1967—built new church building

1979—established Montessori Preschool

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

**x Yes No**

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

1. Congregational self-awareness
2. Motivated to move with more intentionality
3. Realization that our greatest potential is only when we work together

**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?**

Preschool and Church operated somewhat separately under last pastoral care. The Council and Parish are working to re-establish a joint Christian mission.

**How does your congregation handle conflict/tension? Which of the following do you think best describes your congregation?**

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.

x Other (describe)…...As a church, we try to respect and listen to each other. We’ve had some painful experiences in which some members have left our church. We are moving forward with a strong sense of unity.

**What was the nature of the relationship between your last pastor and the congregation? Positive? Struggling? Cooperative? Tense? Using a Scale of 0 – 10 (0 being the least, 10 the best)**

Positive—7, Struggling—5, Cooperative—2, Tense—3

**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:**

Voice X Vote

**Congregational finances**

Total budget for last fiscal year: $ 157,365

Benevolence to the North American Lutheran Church: $ 250

Other benevolence: $250-500

Total debt of the congregation: $0

Total savings, reserves, and endowments: $75,500

**Compensation of Last Pastor**

Salary: $33,200 Parsonage/housing allowance: $38,000

Social security offset: $0 Pension: $10,162

Health Insurance: $12,223 Vacation: Paid on years of service

Continuing education (time/funding): $1,600.

Travel reimbursement: $500/month auto allowance ($6,000)

Other: Latest numbers based on 32-years of service; figures also include life insurance

**We are currently offering $75,000/ year as a total package. We are also offering to pay the down payment on a home in Spencer, IA.; as we do not have a parsonage for use.**

**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 Church in Spencer, Iowa, is seeking a full-time pastor oriented towards youth and community involvement with strong leadership skills, an ability and willingness to work jointly to grow the parish, and most importantly—to continue to faithfully uphold an orthodox worship and learning environment.

**Explore Trinity:** [**http://www.trinitylutheranchurchspencer.com/**](http://www.trinitylutheranchurchspencer.com/)

**Explore Spencer:** [**https://youtu.be/JvwzJVnIbuc**](https://youtu.be/JvwzJVnIbuc)

<https://youtu.be/MpKpXSDV0Xg>

<https://www.spencerhospital.org/>

<http://www.spencerschools.org/>

**Explore Iowa Great Lakes:**

<http://iagreatlakes.com/>

**Explore Services/Associations:**

<https://www.okoboji.org/>

<https://www.lutheranlakeside.com/>

<https://www.stlukelh.com/>

<http://www.udmo.com/>

Completed by: Trinity Lutheran Church Call Committee Date: February 23, 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.**