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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 First Lutheran Church

Mailing address PO Box 218 709 5th Ave.

City Washburn State/Province ND Zip/Postal Code 58577

Telephone 701-462-3775 Fax 701-462-3785

Email address flc@westriv.com

Congregation website www.flcwashburn.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 Kris Schmidt Title President

Mailing address

City Washburn State/Province ND Zip/Postal Code 58577

Home phone Cell phone 701-460-0226

Email address kzschmidt@outlook.com

**Call Committee Chair**

Name Matt Gardner

Mailing address 1116 Sidney Rd

City Washburn State/Province ND Zip/Postal Code 58577

Home phone Cell phone 701-315-0326

Email address matthewscottgardner@icloud.com

**Congregational Demographics**

Number of **paid** staff (full- or part-time): Clergy 1 Lay professionals 5 Secretarial 1

Average worship attendance 126 Average Sunday school attendance 60

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

Washburn’s slogan is the “Grandest City on the Missouri”. Washburn is a small town of 1,600 but with all the essential amenities and a great school system. <https://www.washburnnd.com/> Larger services and amenities like hospitals and shopping centers are a short 40-minute drive away. The region has a diverse industry mix of fields of grains, sun flowers and soy beans also a large coal mine, ethanol facility and power plants. The area is also rich in recreation with great hunting and fishing, a state park and the Lewis and Clark Interpretive Center.

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

The ethnic majority of the congregation is white with varying age groups. There are many young families that attend church along with other age groups across the spectrum.

**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.**

Mission Statement – Working hand in hand to know Christ and make Christ known through Worship, Christian Education, Caring Ministries, and Service.

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

Our congregation does not have clearly defined goals as a congregation. Other important information was gathered through our congregational survey which is contained within this document.

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

9:30 Worship Service. Communion 1st and 3rd Sunday of each month. Fellowship following worship. Sunday School 10:45. Sola Lectionary, Lutheran Book of Worship and With One Voice.

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

Youth –

* Confirmation courses for 8th and 9th graders
* Sunday School
* FLY – First Lutheran Youth
* Occasional Children’s Sermon

Men and women’s bible study

Church Services

Education Committee

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

* First Lutheran Youth – Mission Trips (Moore, OK & Pine Ridge, SD).
* Interim Pastor – Hospital, nursing homes and in-home visits
* Quarterly Benevolence – Church Council
* Food for the Poor
* First Lutheran Church Women

**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]**

x 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. Inspirational sermons that meet the needs of the Congregation
2. Spiritual development, education and confirmation of our youth
3. Services – weddings, funerals and baptisms
4. Visitations – sick, shut-ins and bereaved
5. Pastoral Counseling – personal, family, work related, etc.

**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.**

1960 – Completed construction of the current church – Gave the congregation more space to expand its educational offerings. Paid off in 1975.

2008 - 125 Year Anniversary – Celebration of the rich and faithful history of the church and an opportunity to envision the future.

2012 – Left Evangelical Lutheran Church in America and joined Lutheran Congregations in Mission for Christ and North American Lutheran Church.

**Has your congregation participated in the Congregational Workshop Preparatory to the Call Process? [Type an X by the appropriate response]**

**Yes x No** The call committee conducted their own survey of the congregation.

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

The survey conducted by the call committee highlighted keys areas that are important to the congregation.

1. Sunday worship services with a special emphasis on Christ led sermons is important to the congregation. The congregation is open to how those services are led, traditional or contemporary and this pertains to the music as well. Although they are open to how the services are led it is clear the services should be mainly traditional that incorporate contemporary aspects.
2. The youth are very important to the congregation. They clearly recognize their importance in the future of this congregation.
3. Activities outside of the normal Sunday worship service carry great value to the congregation. It is desired that visiting ill, new members, shut-in, etc. members outside of the church is important. Services such as weddings, funeral and baptism are also important. The congregation also highlighted the need for counseling services of the membership.

**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?**

No unresolved conflicts at this time.

**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?**

The relationship with our last pastor was very positive. Although the survey identified areas of need, our previous pastor was the spiritual leader of this church.

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

x 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 x Vote

**Congregational finances**

Total budget for last fiscal year: $ 255,806.08

Benevolence to the North American Lutheran Church: $ 3,000

Other benevolence: $ 16,300

Total debt of the congregation: $ 0

Total savings, reserves, and endowments: $ 346,796

**Compensation of Last Pastor**

Salary: $ 59,655 Parsonage/housing allowance: $ parsonage provided

Social security offset: $ 5,218.00 Pension: $ 7,426.00

Health Insurance: $ 11,546.24 Vacation: 4 weeks

Continuing education (time/funding): $1,400

Travel reimbursement: $370 per month

Other: Travel, lodging and food coverage for conventions

**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.**

First Lutheran Church is not just a church building — it is people “working hand in hand to know Christ and make Christ known. . .” We are most thankful to God for blessing us, strengthening us and showing us His mercy. May the congregation of First Lutheran continue to work together to “Lift High the Cross” to the glory and honor of God!

**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.

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

[enter text]

Completed by: Date:

**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.**