Our Mission Statement:
“We are called by the Holy Spirit and therefore commit ourselves to invite, nurture, and equip everyone with faith for daily living and Christian service that all may know God’s saving love through Jesus.”

Philippians 4:6-7

Sunday Worship Schedule:
8:30 - Traditional Worship
9:45 - Sunday Bible School
11:00 - Praise & Joy Worship

Special Events Coming Up
Daylight Savings Ends - Nov 5
Election Day - Nov 7
One Service 9AM - Nov 19
Annual Mtg - 70th Anniversary Party- Nov 19
Thanksgiving Eve Service 7PM Jenkin’s Mem
Thanksgiving - Nov 23
Advent Event - Dec 3
Christmas Caroling - Dec 16
Christmas Eve services, 10:30am, 7pm, 11pm
Message from Pastor Ben

The View

“For by grace you have been saved through faith, and this is not your own doing; it is the gift of God—not the result of works, so that no one may boast (Ephesians 2:8-9, NRSV).”

A Reflection on the 500th Anniversary of the Reformation

In my ripe old age of just over thirty I have noticed that I am becoming more reflective. More so than I was even 5 or 10 years ago. I know, I’m young, and I may have many years ahead of me filled with perfect opportunities to soul-search; it’s just that this pensive part of me is new and I am enjoying indulging it.

That’s why I thought I’d take just a few moments to reflect on the 500th Anniversary of the start of the Reformation. As we’ve been celebrating in our preaching series in services this past month, October 31, 1517 was the day that Martin Luther nailed his 95 Theses to the door of the cathedral in Wittenberg, Germany beginning a time of refocusing and the realignment of Christianity that ultimately has led to the shape of Christianity today.

In his explanation of Thesis 37, which reads “Any true Christian, whether living or dead, participates in all the blessings of Christ and the church; and this is granted him by God, even without indulgence letters,” Luther said,

“So it happens through the inestimable riches of the mercies of God the Father, that a Christian can be glorified with Christ and can with confidence claim all things in Christ… And this is the confidence that Christians have and our real joy of conscience, that by means of faith our sins become no longer ours but Christ’s upon whom God placed the sins of all of us. He took upon himself our sins… [and] all the righteousness of Christ becomes ours. He places his hand upon us and all is well with us.”

Living through the 500th anniversary of anything is incredible. How much more amazing is it that this is the 500th anniversary of a reminder that changes and transforms lives? There is a peace of mind, body, and spirit in our eternal destination being determined not by us but by the always farther-reaching love of our God Who freely bestows grace. There is joy and beauty in a God Who would lose nothing to cut us loose in our sin, but chooses to redeem His creation at the greatest cost to Himself. Yes, we have been loved by God with a love of which we have only begun to scratch the surface, and that is something absolutely worthwhile celebrating.

That’s the view from here,

Rev. Ben Umberger

Annual Meeting

On Sunday November 19th we will be holding our annual congregational meeting. There will be one service at 9AM followed by the annual meeting. There are a number of issues that will be discussed so mark your calendars and plan to attend. There will be a celebration of our 70th anniversary as a church following the meeting.

Thanksgiving Eve Service

Thanksgiving Eve service will be held with the ministerium at Jenkin’s Memorial Church on November 22nd at 7PM. The offering from this service will go to support the pantry/soup kitchen of the Seventh Day Adventist Church of Pasadena.

Advent Event

The advent event will be held on Dec 3rd after the late service (around noon). Mark your calendars and plan to help us decorate the church for Christmas.
Message from Cam

Business of the church vs. church business

In addition to the Great Commission, Jesus explains the “business of the church” in Matthew 25:43-45

43 I was a stranger and you did not invite me in, I needed clothes and you did not clothe me, I was sick and in prison and you did not look after me.’

44 “They also will answer, ‘Lord, when did we see you hungry or thirsty or a stranger or needing clothes or sick or in prison, and did not help you?’

45 “He will reply, ‘Truly I tell you, whatever you did not do for one of the least of these, you did not do for me.’

Here at Emmanuel we make a great effort do the business of the church; to feed the hungry; care for the sick; clothe the naked. It is an effort the was reaffirmed at the congregational workshop.

Sometimes we need to do “church business”. Our church constitution stipulates an annual meeting and that meeting will be on November 19 after our combined service at 9:00.

We’ll celebrate the work of our teams and council in 2017. We’ll look at where we need a little extra effort, approve a budget, celebrate 70 years of service in Pasadena and enjoy a meal.

Please plan to attend. If you are a team leader submit a report to the church office by November 10. If you have pictures from the past 70 years please send them to Adrienne Trout for a slide show.

I look forward to seeing you as we celebrate our mission in Pasadena.

Yours in Christ,

Cam Stickley

Call Process Update

Twenty five members attended the Congregational Workshop on Saturday Sept 23. We were divided into three small groups, led by Pastor McGettigan, with the call committee members acting as group facilitators. We began with a short Bible Study on mission and ministry, followed by two Sessions to discuss the church’s past, present and future, including significant events in Emmanuel’s history and conflicts we’ve faced. Session 4 focused on where the Holy Spirit is leading Emmanuel, what God is calling us to do as a congregation, and resulted in each group identifying the top 10 most important ministry needs of Emmanuel and then each person submitting their top 5.

The information from the workshop was then used to complete the congregational profile, which is attached at the end of the newsletter. The most important things to come out of the workshop are the top 5 skills we’re looking for in our new Pastor and the three most significant events in our church history. The profile will be submitted to NALC and posted on their website for prospective pastors to view.

Please keep this process in your prayers, both for the Pastors who may be called by the Holy Spirit to reach out to Emmanuel and for the Call Committee to be led by the Holy Spirit as we go through the interview process with these Pastors.

Any questions or comments are welcome. Please feel free to contact anyone on the Call Committee (Aaron Stevens, Steve Rogers, Christine Celeste, Greg Kline, Marylyn Trout, Liz Downes).

Christmas Caroling

Caroling for our homebound members is scheduled for Saturday Dec 16th. Mark your calendars.

Christmas Eve Services

Christmas Eve falls on a Sunday this year so there will be one service in the morning at 10:30AM and the normal evening services at 7PM and 11PM.
Working Together – Celebrating God’s Good Gifts

“For we are God’s servants, working together”
(1Corinthians 3:9).

It takes many hands – working together – to accomplish all that takes place in a church like Emmanuel Lutheran Church. Some of those “hands” are highly visible as they lead worship services, usher, teach Sunday school classes, or participate in musical presentations. Others are not seen as much as they labor behind the scenes in the nursery, cleaning the building, serving on committees, or in many other ways.

That is true of all types of organizations, but what sets the church apart – especially a church like Emmanuel Lutheran Church – is that we are not just working by ourselves and for ourselves. We are working together hand in hand with Almighty God. As Annie Johnson Flint wrote, “Christ has no hands but our hands to do His work today.”

What we are doing, whether it is one of the highly visible functions or one of the behind-the-scenes tasks, we are doing for God’s Glory. We are “God’s fellow servants.” We are truly working together with God! And as we do so, we have the opportunity to celebrate God’s good gifts to us.

As God’s children, sometimes our emphasis is on things like food, clothing, shelter, crops, and a land which brings forth His bounty in abundance. As we benefit from God’s good gifts like these and many others, our response should be one of thanksgiving and gratitude to Him.

But God’s good gifts are also spiritual in nature. For example, God gave the gift of His Son, the Lord Jesus Christ, to be our Savior. Without doubt, this is the greatest gift of all! God gives the gift of faith so that people can trust Christ for salvation. God gives the gift of grace, which is an expression of His unconditional love towards us. God gives the gift of wisdom to those who ask Him. God gives the Holy Spirit to us to help us in our Christian lives and in our praying. God gives spiritual gifts which enable us to serve Him and to minister to others. He even provides as special gifts the people who work in his kingdom as pastors, teachers, and missionaries.

Perhaps the gifts of God are best summarized in James 1:17,

Every generous act of giving, with every perfect gift, is from above, coming down from the Father of lights, with whom there is no variation or shadow due to change.

Think about it: Every good gift is from God. All he requires of us, His children, is that we diligently follow Him with the full expectation and confidence that He will reward our faithful obedience.

Obedience has been defined as doing what God says, when God says, with the right heart attitude. A spirit of willing obedience is essential as we seek to use the time, talents, and treasure that God has entrusted to us for God’s glory and for the good of other people. So is a willingness to listen to God.

What is your response to God’s good gifts? As one who is “working together” with God and listening to God, will you make a fresh commitment to use the time, talents and treasure you have received from Him in an even greater way in 2018?

“…we are Gods servants, working together.”

Vince Glorioso

Operation Christmas Child

This is a reminder that the Shoe Boxes are due back to church on Sunday Nov 12th. This gives time for them to be delivered to the distribution centers and then processed and finally shipped to their final destinations where they also need to be distributed.

http://www.EmmanuelLutheranMD.org
Women of the NALC

After our opening prayer on Oct. 9th, Ethel Lovelace read an information article about the History and Beginnings of the Ladies Aid Society, which over the years has acquired many various names. But it always has one thing in common, it is the ladies of the Church or Community who get together to raise funds wherever they are needed. They do this through their cooking skills and their ingenious crafting skills, etc., as everyone knows. This article was taken from “The Ladies Aid Cookbook” by Beatrice Vaughen. At the business meeting the various committees gave their reports with the Pantry committee deciding it was not practical to have frozen items handled by the pantry committee. So, freezer products will no longer be requested. Please donate gift cards instead, plus the regular pantry items that don’t need refrigeration. The first Sunday of the month was suggested for the congregation to bring in their donations. Final plans for the Fall Festival and Craft Fair were next on the agenda. All proceeds will benefit the flower fund. We thank Lydia Kelly again for the delicious treats. Our next meeting will be held on Monday morning, Nov. 13th at 10 am.

Ethel Lovelace

70th Reformation

We will be celebrating our 70th anniversary as a church at the luncheon following the annual meeting on November 19th. We will be putting together a slide show using old pictures. Please contact the church office if you would like to help with the planning of this event or if you have any old pictures or mementos that you would like to share.

Helping Hands Wishing Well

Emmanuel’s Women of the NALC invite you to participate in saving pennies for their Wishing Well located in the Lobby. We ask that you bring any extra pennies you may save during the week. Our goal is to collect “miles of pennies” which turns out to be 83,321. Pennies are counted and we keep you informed in Emmanuel News. All pennies received are used whenever a special appeal comes to our attention.

As of October 22, 2017 we are traveling toward our 14th mile with 9,687 pennies.

Thanks to you!

Chemo Cap Ministry

On Oct. 5th, 3 ladies were present with a total of 35 head coverings ready for delivery to the Tate Cancer Center by Betty Beckett. Since our beginning many ladies have made and donated a total of 7741 items for distribution. We had 12 to 14 ladies contributing at one time. Now we are down to 3 or 4 participating. If anyone is interested in making adult head coverings for Cancer patients who have lost their hair, feel free to make them at your leisure and just drop them off at the secretary’s office and we will deliver them to the Tate Center. We will continue meeting on the 2nd Thursday of the each month at 10 am in the morning. Please feel free to join us.

Surprise us and make a head covering at home and drop it off at the church office. All handmade items will be gratefully accepted and put to good use.

Ethel Lovelace

http://www.EmmanuelLutheranMD.org
Birthdays
11/2 – Arlene Novitske
11/4 – Liz Downes
11/8 – William Rambo, Jr.
11/9 – Cameron & Cody Klump
11/10 – April Snyder
11/12 – Diane Blubaugh, Karen Stevens
11/13 – Elizabeth (Liz) Braun, Sophia Harrison
11/14 – Kyle Leary, Aidan Treff, Carl Treff
11/16 – Ken Dawidowicz, Amber (Stevens) Roe
11/17 – Jack McFarlan
11/18 – Kimberlee Rambo
11/19 – Charles F. Grey
11/20 – Gay Hoffman
11/21 – Marianne Prather
11/22 – Brandon Perry, Sherry Volkman
11/23 – Matthew Phelps
11/25 – Christine Balonis
11/26 – Ethel Lovelace
11/30 – Nora Frank, Patricia Siemek

Anniversaries
11/5 – Dennise & Cam Stickley
11/22 – Elizabeth (Liz) & Carville Downes

My Day on the Mission Field
We are in the process of identifying a new missionary to receive our support. In the meanwhile please continue supporting this important ministry.

Enter names on the chart you wish to remember or honor and then place your contribution ($2 per date is suggested, but feel free to give more) in an envelope with your name and envelope number on it, indicating amount enclosed. Mark the envelope: “My day on the Mission Field” and place it in the offering plate.

Recipe of the Month
Broccoli Cheese Soup

Ingredients
- 1 tablespoon melted butter
- ½ medium chopped onion
- ¼ cup melted butter
- ¼ cup flour
- 2 cups half-and-half cream
- 2 cups chicken stock
- ½ lb fresh broccoli (about 1 cup)
- 1 cup carrot, julienned
- ¼ teaspoon nutmeg
- 8 ounces grated sharp cheddar cheese
- salt and pepper to taste

Instructions
Sauté the onion in 1 tablespoon melted butter and set aside. In a large pot whisk together the melted butter and flour over medium heat for about 3-4 minutes. Slowly whisk in the half and half and chicken stock. Let it simmer for about 20 minutes.

Add the broccoli, carrots, and onions. Let them simmer on medium low for about 25 minutes until the broccoli and carrots are tender.

Add nutmeg, salt and pepper and sharp cheddar cheese. Let the cheese melt and then serve. For a smoother soup puree it in a blender... but I love the chunks!

http://www.EmmanuelLutheranMD.org
Pumpkin Patch
Thanks to all who came out to help.

EMMANUEL NEWS is the parish paper of Emmanuel Evangelical Lutheran Church, Stoney Creek, MD. It is published monthly, except August, for the purpose of informing members of worship and meeting schedules, special events and concerns of our church family. Most of this information can also be found on our website.

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Website: http://www.emmanuellutheranmd.org
News Editor - Carville Downes
Phone - 410-255-4141
E-mail: News@emmanuellutheranmd.org
Lay President Cam Stickley
Vice President Gregory Kline
Rec’d Sec’y Charles E Grey
Charles F Grey
Corr. Sec’y Ginny Cooper
Treasurer Renee Roth
Financial Sec’y Marianne Prather
Other Councilpersons:
Weezer Allen, Jr. Dennise Stickley
John Roth Adrienne Trout
Michael Dausch William Beckner
Rhonda Moore
Missionary Open

The deadline for the December issue of Emmanuel News is Sunday November 12. Please email anything you would like to share with the congregation (pictures, recipes, community events).

Thank you!

http://www.EmmanuelLutheranMD.org
### Sunday Servants Schedule

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<thead>
<tr>
<th>DATE</th>
<th>TIME</th>
<th>USHERS</th>
<th>WORSHIP ASSISTANTS</th>
<th>GREETERS</th>
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<th>NURSERY</th>
<th>CASH COMM</th>
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<td>5</td>
<td>8:30 AM</td>
<td>Vinnie Glorioso</td>
<td>AM- Gregory Kline</td>
<td>Joan Allen</td>
<td>A- Blaine Adler</td>
<td>Tina Jones</td>
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<td>Mike Glorioso</td>
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<td>Bosch Family</td>
<td>AM- Trinity Gray</td>
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<td>VI- Paulette Vitkauskas</td>
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<td>8:30 AM</td>
<td>Phelps Family</td>
<td>AM- Bonnie Phelps</td>
<td>Bruce Becker</td>
<td>A- Andy Dimler</td>
<td>Carrie Hartzell</td>
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<td>L- Chris Celeste</td>
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<td>10:30 AM</td>
<td>Betty Beckett</td>
<td>AM- Carville Downes</td>
<td>Ed Messersmit</td>
<td>A- Marilyn Trout</td>
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<td>VI- Amber Roe</td>
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<td>9:00 AM</td>
<td>Vince Glorioso</td>
<td>AM- Gregory Kline</td>
<td>B. Couture/L. Klinger</td>
<td>A- Alex Treff</td>
<td>Chris Celeste</td>
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<td>Clara Rambo</td>
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<td>Kelly Morrison</td>
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<td>Mike Glorioso</td>
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<td>VI- Trinity Gray</td>
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If you as a volunteer cannot serve when you are assigned, contact the coordinator listed below.

- **USHERS** - Mike Glorioso: 443-520-0789
- **LAY READER** - (8:30AM) Bonnie Phelps: 410-437-0092
- **GREETERS** - Bill Tayman: 410-437-1665
- **NURSERY**—Tina Jones: 410-437-9076
- **ACOLYTES, AUDIO/VISUAL, WORSHIP ASSISTANTS (11:00AM)**, **CASH COMMITTEE**—Office Administrator: 410-255-4141
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<thead>
<tr>
<th>Date</th>
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<td>5</td>
<td>8:30 AM Traditional Worship</td>
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<td>8:30 PM Choir (S)</td>
<td>10:30 AM Praise team</td>
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<td>8:30 AM Men's Breakfast</td>
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<td>6:30 PM P.W. LWC</td>
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<td>9:45 AM Sunday School</td>
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http://www.EmmanuelLutheranMD.org
Name  Emmanuel Evangelical Lutheran Church of Stony Creek (Emmanuel Lutheran)

Mailing address  8615 Fort Smallwood Rd

City  Pasadena  State/Province  MD  Zip/Postal Code  21122
Telephone  410-255-4141  Fax  410-255-4141

Email address  emmanuel615@verizon.net

Congregation website  www.emmanuellutheranmd.org

Seeking  ☒ Full-time pastor  ☐ Part-time pastor  ☐ Either full-time or part-time

**Congregational President or Vice President**

Name  Cam Stickley  Title  President of Church Council

Mailing address  8615 Fort Smallwood Rd

City  Pasadena  State/Province  MD  Zip/Postal Code  21122

Home phone  N/A  Cell phone  410-360-9333

Email address  cstickley@verizon.net

**Call Committee Chair**

Name  Aaron Stevens

Mailing address  102 Belvedere Ave

City  Glen Burnie  State/Province  MD  Zip/Postal Code  21061

Home phone  N/A  Cell phone  443-618-4190

Email address  AJStevens082881@gmail.com
Congregational Demographics

Number of paid staff (full- or part-time): Clergy: 1 FT Lay professionals: 1 PT music Secretarial: 1 PT

Average worship attendance 100 (60/40) Average Sunday school attendance 20-25

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

Pasadena, Maryland is a census-designated place (CDP) in Anne Arundel County, Maryland. The population was 24,287 at the 2010 census. The areas of Lake Shore, Riviera Beach and Pasadena are collectively referred to as Pasadena by residents. The community is 30 miles northeast of Washington DC, 15 miles south of Baltimore City and 15 miles north of Annapolis, the capitol city of Maryland. It is bordered on the east by the Patapsco River and the Chesapeake Bay and is bisected by several Rivers and Creeks. Many residents enjoy boating, fishing and other water related pastimes. Pasadena is home to a very diverse population of government, technical, and medical professionals, and skilled and unskilled laborers. Because of its proximity to Baltimore, DC, and Annapolis, the residents have easy access to all the amenities that large cities have to offer, such as airports, restaurants, theatre, museums, symphony, and sporting venues. However, due to the geography of the area, with many rivers and creeks creating multiple peninsulas, the area has a different feel than many suburban communities.

Describe the congregation’s ethnic composition and age distribution.

The Emmanuel congregation is predominantly Caucasian and composed of approximately 25% young families with school age children, 25% middle aged couples or singles, and 50% seniors (over age 60).

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.

Emmanuel Lutheran Church has the following mission statement:
“We are called by the Holy Spirit and therefore commit ourselves to invite, nurture and equip everyone with faith for daily living and Christian service that all might know God’s saving love through Jesus.” (The Great Commission – Matthew 28:18-20) Adopted by the congregation on November 23, 1997.

What are the primary goals of your congregation?

The primary goals of our congregation are taken from our Vision:

We envision our community of faith as one of the leading churches in making disciples for Jesus; therefore we dedicate ourselves to ministry that all might:

- Know Jesus Christ and His love by inviting everyone to meet Him no matter where they are on their spiritual journey.
- Grow in that love through dynamic worship, prayer, Bible study and small group ministry.
- Go and share His love with others through active service in our congregation, community, and throughout the world.

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

Traditional Service: Liturgy based, using revised common lectionary (a 3-year cycle) or Evangelical Lutheran Worship; children’s message; traditional hymns from Evangelical Lutheran Hymnal, choir, piano, organ, and flute; Vestments are worn.

Praise and Joy Service: Partial Liturgy based; children’s message; contemporary Christian music with small praise team, audio and video, piano, guitar, drums, tambourine, flute and occasional sax; no Vestments.

Both services: Acolytes and Assisting Ministers; Holy Communion 1st and 3rd Sundays, except during Holy seasons of Advent and Pentecost (every Sunday). Healing service on 5th Sundays (no sermon).
Describe your congregation’s Christian education ministry.

Our children’s Sunday school program is currently a “one room school” program with a curriculum that includes Bible study, creative activities and music for ages 3 to 12. There is a separate class for junior and senior high school students that is more of a current events discussion class to help our students understand how their Christian faith can help them and others navigate the challenges they face in their day to day lives. We also have an adult Bible study during the Sunday school hour. The Sunday School program occurs between services so that families can attend worship together.

We have a small Youth Group that does both Service and Social events, and we sponsor a week of VBS every summer for the children of the congregation and the community. There are also several small group Bible studies that meet during the week.

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

Emmanuel has a very active mission and outreach program that is driven by small group ministries and the overwhelming support of our congregation, including:

- Bread of Life Food Pantry (Tuesday mornings)
- Annual Bull and Oyster Roast
- Rally Day (picnic at start of Sunday school in Sept)
- Ecuador Mission trips to build a Christian school and continuing financial support (Santos Pamba, Ecuador)
- Chemo Cap Ministry
- Operation Christmas Child (Shoebox ministry)
- Pumpkin Patch
- Fall Festival and Craft Fair
- Quarter Auctions
- Train Garden to support NEON (North County Emergency Outreach Network)
- Soda Can tabs (Ronald McDonald House)
- Mosquito Net ministry
- Thanksgiving and Christmas food baskets for needy families in the congregation and community
- Sharing Tree – Christmas gifts for needy families in congregation and community
- Hat and Mitten Tree – for elementary school children
- Backpacks Program -school supplies for needy children
- Boy Scouts and Girl Scouts
- Sunny Montessori School (located on premises)
- AA and NA groups 6 nights a week
- Stevens Ministry and Operation Timothy – members are trained but currently no activity
- Yard Sales
- Super Bowl of Caring
- Lots of other fund raising and outreach events as need arises

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 *See Note below.
- Congregation understands, is on-board and involved

*Note: Some in the congregation understand and are involved, but there are many who are totally unaware because they joined the church after we transitioned to NALC or they didn’t understand why we transitioned to NALC. There are some who didn’t agree with the transition, but have stayed with the church.
List the Top Five Things your congregations hopes for in its next Pastor

1. Biblical Based Preaching
2. Excellent Preaching Skills
3. Excellent Communication skills with all ages (including technology literate)
4. Good Listening skills
5. Leadership skills – someone who can lead, develop leaders, motivate and delegate

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. Move from Stony Beach to Ft Smallwood in 1981. The move was seen as a very positive change and an opportunity for growth for the congregation. The new location allowed for a larger building that could support church events and community outreach. The stained-glass windows, which were donated by members of the original congregation at Stony Creek, were moved to the new church.

2. Addition of Praise and Joy Service in 1995. This was a very controversial change to the church worship schedule and the type of worship. Many people still have very strong opinions regarding this change as well as the type of service they prefer. The congregation lost people over this change and it created a division in the church.

3. Transition from ELCA to NALC in 2010. Congregation lost a lot of “doers” because of this transition and many people still don’t completely understand the reasons for the change, so it has created a division in the church.

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. Understanding and acknowledging our history
2. Identifying the top 5 things we want in our new Pastor
3. Defining our vision of ministry

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 occurred with the transition from ELCA to NALC and was resolved through congregational meetings, discussion and prayer. Some members left the church over this transition and a few still don’t understand completely why we changed affiliations.

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]

X 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?

The relationship between our last pastor and the congregation was both positive and cooperative, which allowed us to work through issues, such as the addition of the new service and the transition from ELCA to NALC. Our last pastor and his wife were very involved with the congregation, counting many members as friends, participating in small groups, and actively involved and supportive of all community outreach events. He was our Pastor for 22 years.

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: $202,320 (2017)
- Benevolence to the North American Lutheran Church: $3,000
- Other benevolence: $2,500
- Total debt of the congregation: None, mortgage and building load are paid in full
- Total savings, reserves, and endowments: $66,820 plus $25,000 memorial funds

Compensation of Last Pastor

- Salary: $61,343
- Parsonage/housing allowance: included in salary
- Social security offset: $4,689
- Pension: $7,689
- Health Insurance: $21,780
- Vacation: 3 weeks
- Continuing education (time/funding): $750
- Travel reimbursement: NALC Convocation, NALC Pastor’s Convocation (standard airfare, hotel and food)
- Other: car allowance $5000/year

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.

We are a medium sized congregation in terms of membership, but a small congregation in terms of attendance and service volunteers. Our congregation has really stepped up over the past 20 plus years to our mission and vision of making disciples for Jesus through “knowing” Jesus’s love and inviting others to share in it, “growing” in our love through worship and small groups, and “going” through active service in our community and congregation. But we have lost many active and well-loved members to death or retirement moves in the past few years and many of us are grieving those losses. Due to the small number of active volunteers, many are suffering from volunteer burnout. We’re praying for a pastor who can motivate and energize our congregation again and unite us in our mission and vision so that we can joyfully share the love of God with our church and community and bring the passion for Christ back to our congregation.

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

[enter text]