

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 Advent Lutheran Church
Mailing address P.O. Box 3204
City Winchester State/Province VA Zip/Postal Code 22604
Telephone 540-667-6057 Fax N/A
Email address adventwinchester@gmail.com
Congregation website www.adventlutheranwinchester.org
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 Sally Coates Title President
Mailing address 111 Sharon Drive
City Winchester State/Province VA Zip/Postal Code 22602
Home phone 540-667-6057 Cell phone 540-664-0691
Email address sallycoates@comcast.net

Call Committee Chair

Name Dr. Roy Schwarz
Mailing address 812 Armistead Street
City Winchester State/Province VA Zip/Postal Code 22601
Home phone 540-678-8748 Email address tcandmr@verizon.net

Congregational Demographics

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

Average worship attendance currently 15; has been 25-30 Average Sunday school attendance 0; adult attendance has been 8-10 & youth 6-8

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 a small city with a large industrial base, a private university, a major regional hospital, and our area is a magnet for retirees.

Describe the congregation's ethnic composition and age distribution.

The congregation consists of mostly retirees

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.

We do have a clear mission - that of growing our congregation through the leadership of an evangelist. Currently, a primary emphasis of the congregation is on retirees.

What are the primary goals of your congregation?

Primary goals include growing our congregation by making disciples for Jesus, and serving our members and others in-need.

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

Presently we use the app Lutheran Service Builder to plan our service and bulletin. We use the 1-year lectionary and the first service format. We sing three hymns from the LBW (green book) and/or the WOV. We offer communion weekly. We prefer for our pastor to wear vestments.

Describe your congregation's Christian education ministry.

We have offered educational classes to adults as well as children. At one time, they were well attended.

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

Currently we financially support local non-profit organizations as well as the NALC Disaster Response, the North American Lutheran Seminary, and Lutheran World Relief. We also include these organizations in our corporate prayers. Church members volunteer for local organizations by giving their time and talents as they are able.

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. We hope for a person who is evangelistic and will help lead our outreach initiatives.
2. We hope for a person who loves people, and genuinely loves getting to know people.
3. We hope for a person with an outgoing personality, who acts as a magnet to others.
4. We hope for a person who is inspired by the Word of God as found in the Bible and enjoys preaching.
5. We hope for a person who brings us together as a church family and helps eliminate any conflicts.

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.

In 2010, Advent was founded on traditional orthodox Christian principles. We believe that we were the first church to join the NALC.
In 2014, we had enough financial resources to call and guarantee a full-time job to a pastor for a number of years.
In 2020, we updated our constitution and our bylaws.
In 2020, we also formed a building committee charged with finding us another building in which to worship and carry out initiatives. This resulted in a major conflict and the loss of several families.
In 2021, our pastor left us to go full-time with our "sister" church.

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. We were told that we would not need to follow the traditional call process, but instead we would undergo a much abbreviated form.
2. We were told that we need a pastor who engages the community.
3. We were told that we must emphasize the reason for our decline in membership. We need to know where we were, where we are now, and where we are going.

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 do not have any current conflict in the congregation. We have had conflict, as explained above, and it was resolved when several families left the congregation.

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?

It was a tense relationship. The needs of the congregation - that is evangelism - were beyond his comfort zones.

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: \$ 77,455

Benevolence to the North American Lutheran Church: \$ 3,173.88

Other benevolence: \$ 1,555

Total debt of the congregation: \$ 0

Total savings, reserves, and endowments: \$461,000 (of which \$215,000 is designated for building fund)

Compensation of Last Pastor

Salary: \$4,813 per month (with another church paying approximately the same) *

Parsonage/housing

allowance: was Included In salary,and worked out with accountants.

Social security offset: \$ 0 Pension: \$ pd from pastor's salary

Health Insurance: \$ pd from pastor's salary Vacation: 4 weeks

Continuing education (time/funding): \$500 and 1 week

Travel reimbursement: varied throughout the years with pastor ultimately choosing to not take reimbursement

Other: * Salary is negotiable. We are prepared to pay an experienced full-time pastor, who is capable of growing our congregation, a package worth approximately \$100,000.

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.

SUMMARY:

ADVENT LUTHERAN CHURCH HAS GREAT POTENTIAL BECAUSE IT IS THE ONLY CHRIST-CENTERED, SOLID BIBLICAL LUTHERAN CONGREGATION LOCATED IN THE CITY OF WINCHESTER, VIRGINIA. PRIMARY GOALS INCLUDE RECRUITMENT OF AN EVANGELISTIC PASTOR WHO WILL GROW OUR CONGREGATION AND MAKE DISCIPLES FOR JESUS.

Consider filming a video to be included with your Congregational Profile on the [NALC website Vacancy List](#). 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](#), [Example Two](#). 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: 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.

[video link]

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

[enter text]

Completed by: The Advent Call Committee

Date: 8/28/2021

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
2655 Innsbruck Drive, Suite A
New Brighton, MN 55112-9304

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).

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