

Zion Lutheran Church Congregational Profile

Part 1: Congregational Information	
Name	Zion Lutheran Church
Address	301 S. River Street, Newberg, OR 97132
Telephone / Fax	503-538-1344 / 503-538-1345
Email	newbergzion@frontier.com
Web Page	www.newbergzion.com

Congregation Council Chair Contact Information	Lisa Blackburn 1803 N. Emery Drive, Newberg, OR 97132 503-538-3976 email: lblack1316@aol.com
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Call Committee Chair Contact Information	Zane A. Suverly PO Box 904 Lafayette, OR 97127 503-864-8672 email: zsuver@comcast.net
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List three short events or developments that are important from the history of your congregation.	1983 – Congregation Split 1994 – 100-year Centennial Celebration 2000 – Dedication of new Fellowship Hall (short history attached)
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Construction Date of Church Building	Zion’s original building was constructed in 1894, at another site. The first building at this site was constructed in 1941. The current sanctuary was constructed in 1957, the Administrative annex was dedicated in 1986, and the Fellowship Hall was added in 2000.
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Date of last renovation	See above
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Significant Congregation Demographics		2011	2010	2009	2008	2007
	Baptisms	5	6	3	3	4
	Confirmations	0	4	0	0	2
	Funerals	6	5	6	7	4
	Avg. Sunday Attendance	84	104	93	102	105
	Membership	135	150	162	166	201

Congregation Constitution last updated	July 24, 2011 (copy attached)
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Part 2: Ministry Practices, Structure, and Future

Describe congregation's present program/practices

Worship (time, type, style, frequency of communion)	Zion has one worship service on Sunday, at 10:15am. Communion is served twice each month (first & third Sundays)
Education (adult, youth, confirmation)	Adult and Youth Sunday School classes; vacation bible school; Elder Men bible study; two women's bible study groups
Evangelism	Zion provides monetary and physical support to a retreat center for single-parent families
Special ministries	Zion has two trained ministers and one leader in the Stephens Ministry

Describe the service ministries of the congregation and its community involvement and partnerships

Zion Preschool	Zion Preschool has been established for 25+ years. They offer 3-, 4-, and 5-year old children classes with a Christian-based philosophy. The 2010-11 school year had approx. 90 enrollees.
Monday Meals	Zion is one of four churches in the Newberg area serving hot meals to those in need. Zion is serving from 50 to over 100 people on a weekly basis
Quilters	Several women from Zion construct 5-10 quilts weekly. These quilts are donated to Lutheran World Relief and to organizations assisting the needy in the Newberg area.
Habitat for Humanity	Our membership supports this organization, both through labor and funding, to build sweat-equity homes for those who qualify.
FISH (Friends in Service to Humanity)	Zion contributes financial support to this organization which provides food to those in need who qualify.
Facility usage	Our building is also used for – <ul style="list-style-type: none"> ❖ Red Cross Blood drives (our members help set up) ❖ Fund raising events by local non-profit organizations ❖ Narcotics Anonymous (twice-weekly meetings) ❖ Music recitals ❖ Emergency shelter in the winter ❖ Fall clothing giveaway to needy in the community
Describe the congregations present staffing, including both paid and volunteers	Zion's paid staff are all part-time: Secretary/Coordinator; Worship Accompanist; Choir Director; and Treasurer
	Volunteers include the Director of Zion's Preschool, plus: <ul style="list-style-type: none"> ❖ 24-30 Monday Meals servers ❖ 3-8 Memorial Services/Receptions servers as needed ❖ 18-20 people serving as the Altar Guild ❖ 8-15 Quilters ❖ 4-6 Praise Team singers ❖ 10-12 Fellowship Coffee servers ❖ 6-10 Worship Greeters ❖ 5-8 Powerpoint operators & sound technicians ❖ 4-8 Welcome Center volunteers

<p>Describe the congregations present staffing, including both paid and volunteers</p>	<ul style="list-style-type: none"> ❖ 3-8 Youth Mentors ❖ 25-40 Altar Flower donors ❖ 5-10 Communion Servers ❖ 4-8 Tithes counters ❖ 8-16 Worship ushers ❖ 4-8 Lay readers ❖ 7 Church Councilors (including president) ❖ 8-15 Choir members ❖ Plus standing committee members on Worship & Music, Care & Concern, Evangelism/Witness, Stewardship/Support, Property, Christian Education, Auditing, Nominating, and Staff Support committees
<p>In the past five years, has the congregation conducted a process to review its ministry/goals?</p>	<p style="text-align: center;"><u>Zion Mission Statement</u></p> <p style="text-align: center;"><i>It is the mission of Zion Lutheran Church to extend God's kingdom by making disciples who know, love, and obey the Lord.</i></p> <p>Zion has not reviewed its ministry/goals in approximately seven years.</p>
<p>Is any building program projected? Please describe the existing building issues, including current extent of handicapped accessibility.</p>	<p>No building program is projected (the building was last renovated in 2000). The building is handicapped accessible, has an elevator to access the second floor, and the restrooms are handicapped accessible. Electrical upgrades were recently performed.</p>
<p>Describe the congregation's stewardship practices.</p>	<p style="text-align: center;">Zion's Stewardship Committee –</p> <ul style="list-style-type: none"> ❖ Oversees financial operations of the congregation in cooperation with the Treasurer ❖ Prepares the annual congregational budget with input from standing committees; presents budget to Church Council for approval and adoption at the annual congregational meeting ❖ Encourages proportionate giving ❖ Coordinates financial appeals approved by the congregation or Council ❖ Evaluates all requests and appeals to the congregation for funds, services, and goods, and makes recommendation to the Council ❖ Periodically evaluates the congregation's general financial condition and shares its findings with the congregation
<p>Attach a current spending plan for the congregation. Additionally, describe savings, endowments, or investments and how these funds are to be used</p>	<p style="text-align: center;">Zion's revised 2011 budget amount is \$143,662. (see copy attached)</p> <p>Our current Money Market account shows a balance of \$50,667. Zion Lutheran Church Foundation was established in 1991 by a bequeathal from two deceased congregation members. The Fund operates independently of the church's regular budget. The Fund By-Laws specify that proceeds from the Fund are to be used exclusively for charitable, educational, scientific, and religious purposes, and may not be used for normally-budgeted operating expenses of the congregation. (see <i>Gifts of Love</i> brochure)</p>

What are the congregation's needs and strengths?

<p>Church Needs –</p> <ul style="list-style-type: none"> ➤ Leadership ➤ Behavior ➤ Growth 	<ul style="list-style-type: none"> ❖ Strong spiritual leader ❖ Shepherd (as in lost sheep) ❖ Inspirational ❖ Works well with all ages ❖ Strong administration skills, organizer and teacher ❖ Restore unity, tolerance ❖ Openness and communication ❖ Conflict resolution ❖ Attract young families ❖ Develop age-related programs ❖ Communication – social media
<p>Church Strengths</p>	<ul style="list-style-type: none"> ❖ Good Lay ministries ❖ Warm & welcoming ❖ Good facility ❖ Generous in both time and talents ❖ Rich heritage (since 1894)

What pastoral skills will best serve the Lord in this particular setting?

<p>Desired Pastoral Skills</p>	<ul style="list-style-type: none"> ❖ Preacher/Teacher ❖ Bible-based person ❖ Lutheran background ❖ Communicator with all ages ❖ Councilor/facilitator ❖ Listener ❖ Visitor ❖ Good leader/administrator ❖ Encourager
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Outline the call process as unique to this specific congregation

<ol style="list-style-type: none"> 1. Develop Congregation Profile 2. Review/update job description 3. Secure “buy-in” of Profile by congregation 4. Publish “job opening” announcement 5. Prepare interview question sets 6. Post Congregation Profile and other pertinent documents to church website 7. Prepare information packets for candidates 8. Advertise for position opening 	<ol style="list-style-type: none"> 9. Receive candidate resumes 10. Send information packets to candidates 11. Screen applications for most qualified 12. Request background checks on top candidates 13. Conduct interviews with top candidates 14. Call Committee visitations to top candidate churches 15. Request sample sermon(s) from top candidates 16. Offer a Letter of Call to top candidate
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