

# 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 [sschultz@thenalc.org](mailto:sschultz@thenalc.org).  
Keep a copy for your records.**

## Congregation Name and Location

Name All Saints Lutheran Church

Mailing address 4325 SW Green Oaks Blvd

City Arlington State/Province TX Zip/Postal Code 76017

Telephone 817-483-1631 Fax \_\_\_\_\_

Email address office@allsaintsarlington.org

Congregation website www.allsaintsarlington.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 John Barnes Title Council President

Mailing address 2012 Alston Street

City Arlington State/Province TX Zip/Postal Code 76013

Home phone \_\_\_\_\_ Cell phone 817-937-2294

Email address diajohn53@outlook.com

## Call Committee Chair

Name Marc Funderburk

Mailing address 6105 Shorewood Drive

City Arlington State/Province TX Zip/Postal Code 76016

Home phone 817-496-3593 Cell phone 214-882-7575

Email address marc@landpatterns.com

## Congregational Demographics

Number of paid staff (full- or part-time): Clergy 1 Lay professionals 2 Secretarial \_\_\_\_\_  
Weekday Preschool Director 1 Weekday Preschool Staff 14  
Communications/Administrative Assistant to Pastor 1  
Average worship attendance 45 Average Sunday school attendance 8

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

All Saints is located at the intersection of Kelly Elliott Road and S.W. Green Oaks Blvd. in southwest Arlington, TX which lies between Dallas and Fort Worth, TX. The neighborhood is primarily single-family residences with an elementary and junior high school within walking distance of the church. Several small retail and office buildings are within walking distance as well. The area is stable with many new residential developments within a five-mile radius of the church.

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

All Saints is a primarily white congregation with members ranging in age from infant to 80, with the majority of our congregation above the age of 50 and many are retired but very active in our ministry. We have a small but active youth ministry (teenagers and younger) which averages 12 participants. We also share our facilities with a Hispanic Lutheran Ministry whose members are younger families with children. They are led by a NALC ordained, Hispanic pastor and we held joint services this past Christmas with both congregations worshipping at both services.

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

We have one worship service each Sunday with the first, second and fifth Sundays observing the liturgical style and the third and fourth Sundays observing a mix of contemporary and liturgical styles. We commune every Sunday and communion is open to all baptized Christians. We have an active Altar Guild who follows the Church Calendar with corresponding vestments. Hymns are from the Lutheran Hymnal (green hymnal) for our liturgical services and from CCLI for our contemporary services.

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

We currently have a Pastor led adult Bible Study each Sunday prior to our worship service. We conduct Children's Church during the sermon, which is led by our Director of Youth and Family, Mara Welch. We currently have 12 high school, 4 middle school and 15 elementary school age children in our program. We would ask for the Pastor to be available to teach first communion classes for our students. Mrs. Welch leads our youth group (5<sup>th</sup> to 12<sup>th</sup> grade) in monthly gatherings. She is also tasked with our confirmation program as well as organizing our annual multi-generational mission trip. We would like for our new Pastor to support our confirmation classes by filling in a couple times a semester to teach and help with our interviews for students who are about to be confirmed. We also ask for the Pastor to attend outreach events, special youth events and fundraisers as well as support other events such as Vacation Bible School, Mission Trip, Lock-ins and other activities.

**Describe the Children's Learning Center (our onsite preschool) expectations for the Pastor.**

The Children's Learning Center (CLC) is a state licensed full-time weekday preschool serving children from 6 weeks to 4 years. It has an exemplary program that is utilized by many of the schoolteachers in the area. The

Director, Karolyn Havener, has a passion for teaching, caring and inspiring her staff. We would like for the new Pastor to help lead our weekly Chapel in coordination with the Director of Youth and Family. We would expect our new Pastor to be active in this ministry by greeting students and parents when they arrive and/or depart (as schedule permits), participating in the many outreach activities sponsored by the CLC and being a spiritual and inspirational support for the staff as well as available for job related issues. In the past the Pastor has been seen as the next step in administrative hierarchy directly above the CLC Director. The Pastor has previously done staff evaluation of the CLC Director.

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

We have a very active and energetic outreach and mission ministry committed to doing the work of Christ wherever it’s needed. Whether we reach out and care for our home bound and elderly or participate with a variety of outside charitable organizations, we are committed to lending a helping hand wherever we can. Over the past year we have organized a steering committee called “Mission Monday”. The committee meets both in person and online every other Monday and is open to all members of the congregation. The committee monitors current outreach and mission activities and explores new activities that will expand our mission and outreach. We love to work with area service organizations, such as Habitat for Humanity, Arlington Charities, Mission Arlington, Oaks Indian Mission in Oklahoma, Thrivent Lutheran “Water to Thrive”, and NALC Disaster Relief. We also partner with area school districts for Snacks for Teachers and are currently working with Alaska school districts with Shoes for Arctic Schools. Within the church, we have several annual outreach events for our members as well as for our neighbors. Our Spaghetti Dinner and Sauce competition, Easter Eggstravaganza, Pumpkin Patch and Trunk or Treat have always been well attended by all. We completed our “Garden of Hope” in 2021, and the fruits of the garden will be shared with members, CLC and adjacent neighborhoods. We also partner with the local elementary school, Corey Elementary (a magnet school) in their food drives and piano concerts.

**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 want a Pastor whose preaching is Biblical, inspirational and applicable to our lives.
2. We desire a Pastor who is involved and invested in our congregational ministries and willing to participate in our activities. He or She should be able to balance responsibilities while being able to delegate responsibility to congregational members should responsibilities become overwhelming. Asking for help is not a weakness but rather a characteristic of a good leader.
3. We crave a Pastor who is relatable, collaborative with others and welcoming of all.
4. We yearn for a Pastor who is an active member of our local community.
5. We pray for a Pastor who will minister to our shut-ins and hospitalized. Since we have many elderly congregants, we often need home visits for members that cannot attend services on a regular basis.

**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.**

We became All Saints Lutheran Church on April 4, 1982. Our Sanctuary was completed on December 7, 1997. It is the third and final building on our church property. Our Children's Learning Center (CLC) began as a Mother's Day Out program in 1989. The CLC has grown into one of our largest outreach programs within our 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. Communication is important to our congregation. We want to be flooded with information in many formats, such as email, text, website, mail and phone calls.
2. We want to focus on togetherness. We have been lacking in fellowship due to Covid and the massive reconstruction of our church this year. We want to have the family feeling in our congregation that we once experienced.
3. We want to share in the ministry, to feel the Holy Spirit at work with us and the congregation.

**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 recent conflict resulted in the departure of our last Pastor. The conflict resulted from the perception that the church council and pastor did not listen to the congregation and made decisions that some in the congregation thought were not constitutionally correct. The bishop and others from NALC staff were called in to help mediate the conflict. The result of this conflict was the loss of nearly half of the congregation, and the resignation and departure of our last Pastor. Some wounds are deep and leave scars but will eventually heal, and the congregation is on the road to recovery and ready to move forward.

**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).....

**Is it still priority or are we ready to move forward? See above**

**What was the nature of the relationship between your last pastor and the congregation? Positive? Struggling? Cooperative? Tense?**

We went through all four; however, in working with our interim pastor, we are ready to move forward.

**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 - He gave a lot of input but did not have a vote in the decision making. Now our new pastor will have a vote on the council with our new constitution.
- \_\_\_ Council makes decisions without pastoral input

**Is your pastor a member of council with: [Type an X by the appropriate response(s)]**

X Voice      X Vote

We adopted a new constitution in 2021 that gives the pastor a vote on the council.

**Congregational finances**

Total budget for last fiscal year: \$ 900,000 which is inclusive of the congregational and the CLC expenses

Benevolence to the North American Lutheran Church: is 4% of offerings

Other benevolence: is 6 % of offerings

Total debt of the congregation: \$ 0

Total savings, reserves, and endowments: \$ 750,000

**Compensation of Last Pastor**

Salary: \$ 43,600    Parsonage/housing allowance: \$ 29,000

Social security offset: \$ per federal guidelines    Pension: \$ 6,550

Health Insurance: \$ up to \$18,000    Vacation: 4 weeks

Continuing education (time/funding): 2 weeks \$1,000 annually

Travel reimbursement: \$ 3,500

Other: \_\_\_\_\_

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.

All Saints Lutheran Church is in one of the fastest growing communities in the Dallas Fort Worth metroplex and has been ministering to the local community for forty years. We've seen our hometown of Arlington grow from 125,000 in 1982 to over 400,000 in 2022. Our mission has been and is to connect all people with God and with each other, our vision is the Great Commission and our operative mantra is "if we dream it, and if we believe it, then we can achieve it". Our congregation has a "servant's heart" and embraces the challenges that many congregations face today. We love to partner with local service organizations, neighborhood schools and regional charities to extend a collective "helping hand" to all who are in need. We believe helping others opens the door for the Holy Spirit to come into a person's life and change that life, one life at a time. We are committed to enlarging our "servant's heart" and anxiously await the arrival of a pastor who can and will walk alongside us, teach us, and guide us in Christ's mission for All Saints Lutheran Church.

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: [wikihow.com/Upload-a-Video-to-YouTube](http://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.

From its inception in 1982, All Saints Lutheran Church has been dreaming, believing and achieving the goals set by our congregation whether it is building our facilities such as the fellowship hall and Sanctuary, establishing the Children's Learning Center or the success of our Water to Thrive ministry creating water wells in Africa. When we put our minds to something, there is nothing we cannot achieve together.

Completed by: \_\_\_\_\_

Date: \_\_\_\_\_

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## 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, [sschultz@thenalc.org](mailto:sschultz@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. Shelly Schultz  
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/](http://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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