

TRINITY LUTHERAN CHURCH

NEW HAMBURG

CONGREGATIONAL PROFILE

February 15, 2006

PART I - CONGREGATIONAL INFORMATION

Trinity Evangelical Lutheran Church
23 Church Street, New Hamburg,
Ontario N3A 1J1

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Congregational Chairperson and President

A new chairperson will be elected following the annual meeting, February 19, 2006.

Mr. Don Jardin

Address 1195 Perth Street, New Hamburg, Ontario N3A 1S1
Phone 519.662-9810
E-mail jardin@telc.ca

Chairperson of Call Committee

We have asked our out-going congregational chairperson to chair Trinity's Call Committee.

Mr. Don Jardin

Address 1195 Perth Street, New Hamburg, Ontario N3A 1S1
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Membership and Organization

	2005	2000
Baptized Members	1022	1024
Confirmed Members	800	769
Average Worship Attendance	180	180
Church School Membership	102	179
Average Sunday School Attendance	40	84

Age Distribution of Membership

Age	birth-9	10-19	20-29	30-39	40-49	50-59	60-69	70-79	80+
#	139	158	120	117	148	116	102	69	53
%	14%	15%	12%	12%	14%	11%	10%	7%	5%

Occupational Profile of *Adult* Members

We are a substantially “blue collar” parish.

Clerical	25%
Labourer	20%
Retired	15%
Business	10%
Professional	10%
Student	10%
Farmer	5%
Unemployed	5%

Educational Level

Public School	15%
High School	70%
University / College	13%
Graduate School	2%

Distance members live from church

Under 1 mile	260	25%	(reasonable walk to church)
1-3 miles	337	33%	(within town proper)
3-5 miles	264	26%	(rural and small towns in area as far as Baden, Tavistock)
5+ miles	161	16%	(students; people in transition; nursing home folks...)

1022

ORGANIZATION FOR MISSION

Describe how Trinity is organized and carries out each of the five functions of ministry.

The five ministry areas —together with other portfolios including congregational life, etc.— are overseen by Trinity’s Congregational Council with specific lay people relating to each portfolio.

Worship is planned primarily by the pastors and director of music with input from the community. We expect and encourage broad lay participation in our worship life. Pr. Lavergne has had primary responsibility for this portfolio.

Learning is the province of two learning ministry teams, one focused on children and youth and one focused on adults. While Pastor Lavergne sometimes assists in the adult arena, his partner has primary responsibility for this portfolio including work with children and youth.

The **Witness** portfolio currently includes a community garden (Garden Club), outreach to seniors program (Trinity Outreach to Seniors or TOTS) and Inquirers’ Classes which are the province of the second pastor.

The **Service** portfolio includes work with or simply relating to a large number of external community groups on everything from an annual Trinity Christmas Blood Donor Clinic to MESH work over the years. These have largely been the province of Pr. Lavergne and various people who carry the ball in specific areas of interest.

Support and administration are largely carried out by Pr. Lavergne with the assistance of a very capable parish secretary, treasurer, financial secretary and decent computer support.

While our congregation has not generated a “mission statement”, we have worked on a parish brochure and spent many months and years generating a Statement of Welcome. These, together with our web presence give a pretty good idea of how we see our mission as one of welcoming all in the name of Christ in response to the Gospel. The nature of the welcome will reflect the needs of God’s people.

FINANCES

	2005	2001	1997
Current expenses	243,587	208,115	212,701
Benevolence (goal)	14%	17%	18%
Benevolence (actual)	31,639	36,013	38,500
Capital Projects	6,970	96,913	8,777
Transfers (GHDA, MESH, Campus Min. etc.)	31,172	33,512	28,077
Reserves	17,249	5,000	20,000
Endowment Funds	310,047	304,790	291,645

The dip in current expenses in 2001 reflected decreased staff costs owing to a change in pastors.

We do large capital projects every few years as in 2004 (roof & steeple) and 2001 (interior of worship space). The 2001 reality is reflected above.

Percentage of Annual Budget that is provided from savings/investment income is none or almost none. In general, it is our intention to fund our regular ministries out of current income. This has become difficult in the last couple of years with substantial increased costs around utilities (heat and hydro), insurance, staff benefits and the recently instituted Protection Benefits Premium. In anticipation of this current call process, Trinity’s Council struck a Stewardship Task Group to insure continued stable funding for our (team) ministry.

PROPERTY

Our present church facilities were built in four stages: 1910, 1957, 1983 and 1991. We have no mortgage and the building condition is very good to excellent. Our church buildings have a combined insured value of \$3,012,000

No major building projects (other than regular capital work including a new flat roof on the 1957 wing) are anticipated in 2006. We put a new roof on the main church and re-slatted the steeple in 2004. We also resurfaced the parking lot in 2004. We refurbished the worship space in 2001. We have put a lot of money into keeping our buildings in good shape over the last 20 years.

Our congregation owns two homes. The main (Peel Street) parsonage is presently occupied by Pr. Lavergne. A second (Wilmot Street) house, also adjacent the church, is presently occupied by a family who pay below-market rent and thus receive “affordable housing” from the parish. This house has sometimes been occupied by a second pastor or other staff person.

We have no church-owned cemetery.

STAFFING

Paid Staff

André Lavergne	pastor	full-time
Gywin Murray	director of music	part-time
Jill Merner	parish secretary	half-time
Brian Racho	sexton	part-time, shared
Bruce Hammer	sexton	part-time, shared

We have many, many volunteers who do all sorts of things and all of them are key to their own areas of service. For example, Dave Mello in our Sunday hospitality person; Ken Seltzer provides a face and many hours for our Blood Donor Clinics; Shirley Unrau keeps our Prayer Circle up-to-steam...

COMPENSATION

In all matters (salary, professional expenses and benefits) we would meet Synod guidelines.

Our preference would be to restore the second house, mentioned above, to the status of “parsonage”. Located on Wilmot Street, it is a modest brick home in good condition. There are 3 bedrooms, bathroom, living room, dining area and kitchen. It is adjacent the church with parking in the church parking lot. Utilities (water, electricity and gas) would be included. Alternatively, we would consider the possibility of offering a housing allowance for the second pastor.

Professional expenses

Book allowance and continuing education allowance would be per Synod guidelines. The car allowance is currently \$5,200 and, like the rest of the pay package, is paid bi-monthly.

Benefits

ELCIC Pension, Protection Benefits Premium, Extended Health, Dental Plan, sick leave and vacation are all per Synod guidelines.

COMMUNITY CHARACTERISTICS

Trinity is located in the town of New Hamburg (pop. c. 7,000) in the Township of Wilmot (pop. c. 15,000) in the Regional Municipality of Waterloo (pop. c. 500,000). The Regional Municipality of Waterloo includes the cities of Kitchener, Waterloo and Cambridge together with a number of towns and villages. We are 20 minutes from Kitchener and Stratford, about an hour-and-a-half from Toronto, an hour from Hamilton and an hour from London. Visit our website at www.telc.ca for more.

Business and industry

New Hamburg has a “downtown” core of commercial and retail businesses, restaurants, banks a library. We also have three car dealerships, several large businesses including Erb Transport, Grant Transport and Riverside Brass, an arena, swimming pool and more. Our Board of Trade maintains a website at www.newhamburg.ca. There are many churches in our area including Mennonite, Catholic, “Red” Lutheran, Anglican, United, Pentecostal and more. We have a Tim Horton’s.

Distinctive attributes of our community

1. Intentional community focus on serving the needs of retired people and seniors.
2. Our town is very “human scale” with a great community spirit.
3. A river runs through our community. Our first industry was a small grist mill almost 200 years ago.

Community ministries we sponsor or support

1. Interfaith Community Counselling (housed at, supported by Trinity)
2. Trinity’s Annual Christmas Blood Donor Clinic (sponsored by Trinity)
3. CLEAN (group for families dealing with kids & drugs; housed at, supported by Trinity)

Community use of Trinity’s facilities

We make our facilities available for any occasional use by not-for-profit groups at no charge.

1. Interfaith Community Counselling Centre (we subsidize their rent and provide financial support)
2. Community Day Care Centre (we subsidize their rent)
3. CLEAN (rent-free)

Trends in our community of which we need to take account

1. Growing number of seniors living at Nithview, Nith Terrace, Morningside, Foxboro, Stonecroft...
2. Young –and often unchurched– families present or moving into our community
3. General trend in the population toward decreased volunteerism among younger people

Pastor and community-related activities

Trinities pastors have always been active in community life –serving on local boards; as Legion Padre; etc., etc.– at their own direction and discretion. Pastors are largely able to participate in as much or as little as they wish. The size of our community, location of the post office, etc. mean that Trinity’s pastors have a significant and visible public identity.

DENOMINATIONAL ACTIVITIES

Participation of members and pastors in church-wide activities

Our people participate in Seminary Youth Day and other WLS events; Seminary Auxiliary and ELW events; K/W Conference events; Confirmation & other camps at Edgewood; more. Trinity’s people have worked within the Synod structure (communications, and finance, for example) over the years.

Pastor Lavergne has served in a variety of capacities in youth-related, PLMD, worship-related and other work ecumenically, synodically, nationally and internationally. His recent partner served ecumenically in missions and worked with youth in connection with our partner Synod.

As a matter of good stewardship, Trinity’s pastors and members are encouraged to serve in community and church-wide endeavours in reflection to their gifts and interests.

THE CONGREGATION'S PAST AND FUTURE

Three singularly important events in our history

1. The building of a first house of worship (white clap-board with a rooster weather-vane on the steeple) in 1851 following the gathering of the community beginning in 1834. This "first" Trinity Church would serve our community for some 60 years.
2. The adoption of English as an alternative language for congregational life and worship beginning with the formation of an English-language Women's Missionary Society in 1922, the institution of evening services in English by Pastor Mosig in the 1920's and the keeping of congregational records in English beginning in 1934.
3. Making our facilities more welcoming via Trinity's Access Project (1991) and giving clarity to our expression of welcome with the adoption of our Statement of Welcome (2004)

Three things we wish to accomplish over next five years

1. Deepen our ministry to our expanding community of seniors and retired folks.
2. Sharpen our ministry to new, young families & children present or moving into our community.
3. Introduce *Evangelical Lutheran Worship* and grow into the piety of our new worship book.

Process used to complete this document

Factual information was garnered from our congregational database and records. More impressionistic responses were pooled in the Ministry Task Group —precursor to the Call Committee— and refined and approved by the Congregational Council.

Our Ministry Task Group and Call Committee were designed to be demographically representative of the congregation. The members of the Call Committee are:

Emily Ritz	15-25	Member at Large, Assisting Minister at worship
Scott Malloch	15-25	Member at Large, Sunday School leader
Lori Arnott	25-35	Member of Council (Mutual Ministry & Worship)
Sheri Morrison	35-45	Member of Council (Learning Ministry)
Rob Murray	35-45	Member, Mutual Ministry Committee, former member of Council
André Lavergne	45-55	Pastor, member, <i>ex officio</i> , Council and committees
Don Jardin	65-75	Chair. Past-president of Council
Arlene Meyer	65-75	Past Chair of Mutual Ministry; former member of Council

SUPPORTING INFORMATION

In addition to this document, please see:

1. Annual Report & Financial Statements (February, 2006 for 2005 program year)
2. PARISH DIRECTORY & PARISH BROCHURE (Fall, 2005)
3. TRINITY DOVE (parish newsletter; February, 2006)
4. Statement of Welcome (Fall, 2004)
5. Existing position descriptions for Pastor Lavergne and partner (reviewed & revised, 2005)
6. Trinity on the Web at www.telc.ca

This document was approved by Trinity's Congregational Council February 15, 2006.

PART II - LEADERSHIP

Leadership Needs

These leadership needs reflect priorities initially identified by members of the congregation (from the Synod list) and refined by the Ministry Task Group and Congregational Council. These priorities reflect, in part, the presence, interests and current ministry of Pastor Lavergne.

First Tier

Youth Leader	Teach, work, and relate well with high school and college age persons.
Teach Children	Teach and relate to preschool and elementary age children.
Counsellor	Assist persons facing problems or decisions.
Worship	Plan and lead worship services
Preacher	Proclaim law and gospel as it applies to the lives of worshippers.
Minister in Crisis	Support persons in the midst of crisis.
Stewardship	Inspire and motivate persons in developing and using individual and group resources in the service of the church.
Seniors (write-in)	Appreciate and relate to the needs of seniors
Social Ministry	Enable persons to become aware of social needs and to participate in social service.
Share Leadership	Work mutually with volunteers and colleagues in a staff situation.

Second Tier

Visitor	Support and nurture parishioners through home visits.
Family Life	Cultivate his/her home and personal life.
Community Work	Represent the church and motivate persons to co-operate in community activities.
Teach Adults	Teach and lead adults in faith development.
Inter-Personal Climate	Exhibit and inspire a spirit of community.
Music and Art	Enjoy and use music and the arts within the church.
Innovator	Envision and implement new approaches, activities and projects.
Interpreter of Theology	Communicate a comprehensive understanding of the Bible and of Christian theology.

Recruit & Equip Leaders	Enlist, equip, and motivate leaders to carry out the work of the church.
Ecumenical Work	Stimulate co-operation in local inter-church programs.
Third Tier	
Evangelism	Visit persons in the community and prospective members.
Spiritual Discipline	Maintain a disciplines life of prayer and personal devotion.
Planner	Map out objectives, plan overall organizational strategy and design programs.
Denominational Participant	Provide leadership to programs of the church in the Synod and the ELCIC.
Study Habits	Follow a regular schedule of reading and studying.
Writer	Write and edit materials for publications.
Utilize Conflict	Analyze and utilize conflict situations to strengthen community life.
Financial Management	Work with accounts, figures and budgets.
Administrator	Oversee the affairs of the organization and work with staff, committees, etc.

Six most important leadership needs

Please see existing position descriptions for first and second pastors. We would want to play to the strengths of each of our two pastors and would re-balance our position descriptions accordingly.

Focused

1. Work to support and maintain **family ministries** including Sunday School and all-ages learning.
2. Afford **youth and young adults** a distinctive place in the church.

Shared

1. Encourage people to maintain **worship** at the heart of their lives.
2. Assist a **congregation in transition** with very young families coming in and older folks retiring to area seniors' communities
3. Encourage people to be **good stewards** of their lives and of the gifts with which they have been blessed.
4. Assist our community to acknowledge the **possibility of transition** around two long-serving staff people (pastor and director of music).

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