

Christiana Lutheran Church



6190 US Highway 52, Salisbury, NC,
United States, 28146

CONGREGATIONAL PROFILE



Congregation Name and Location

Name Christiana Lutheran Church

Mailing address 6190 US Hwy. 52

City Salisbury State/Province NC Zip/Postal Code 28146

Telephone 704-279-4655 Fax 704-279-1595

Email address christiana1@charlotte.twcbc.com

Congregation website christianalutheran.org

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

Call will be for ☒ Solo pastor ☐ Senior pastor ☐ Associate pastor

Current denominational affiliation: NALC

Current NALC Mission District: Piedmont East Mission District

Congregational President or Vice President

Name Richard Crouch Title President

Mailing address 125 Belmont Place

City Rockwell State/Province NC Zip/Postal Code 28146

Home phone 704-433-7277 Cell phone 704-433-7277

Email address richardacrouch@yahoo.com

Call Committee Chair

Name David Preslar

Mailing address 105 Carriage Lane

City Salisbury State/Province NC Zip/Postal Code 28146

Home phone 704-223-0296 Cell phone 704-223-0296

Email address theprezlars@yahoo.com

Congregational Demographics

Number of **paid** staff (full- or part-time): Clergy 1 Lay professionals 0 Secretarial 1

Treasurer: 1 Preschool Director: 1 Preschool Teachers / Assistants: 8 Organist/Music Director: 1

Custodian: 1

Avg. worship attendance pre-covid / post-covid: 120 / 95 Avg. Sunday school attendance: 60 / 50



Our Community:

We are located between the small towns of Granite Quarry & Rockwell on the outskirts of Salisbury. Salisbury is a small city located in Rowan County North Carolina about three miles away. It has been the county seat of Rowan County since 1753 when its territory extended to the Mississippi River. Located 25 miles northeast of Charlotte and within its metropolitan area, the town has attracted a growing population. With a 2023 population of **36,104**, it is the **28th** largest city in North Carolina and the **1,262nd** largest city in the United States. Salisbury is currently growing at a rate of 0.52% annually and its population has increased by 1.59% since the most recent census, which recorded a population of **35,540** in 2020. Spanning over 22 square miles, Salisbury has a population density of 1,620 people per square mile.

The median age in Salisbury is 36.4 years, 34.1 years for males, and 39.2 years for females.

Salisbury Demographics:

According to the most recent ACS, the racial composition of Salisbury is:

Salisbury Demographics	
White	55.09%
Black or African American	36.07%
Two or More Races	4.3%
Other Races	3.17%
Asian	1.03%
Native American	0.3%
Native Hawaiian or Pacific Islander	0.03%

Our Congregation:

Ethnic Composition: Primarily Caucasian/ White with a few black members.

Age Groups	% of Members
0-10	9%
11-20	7%
21-35	5%
36-50	9%
51-65	18%
66-80	38%
81+	14%
Totals:	100%

Our vision and mission:

Mission statement:



Vision statement:

Jesus making a difference in the world, through our Lives.



Our mission and vision statement both describe Jesus being the central focus in our lives in everything we say and do. Trusting the Holy Spirit to guide, strengthen and encourage us with spreading the Gospel and meeting the needs of this world with a servant's heart.

What are the primary goals of your congregation?

Reaching out to the community where we live and worship to bring souls to Christ. We will accomplish this by:

- Continuing to grow and support our current outreach programs and look for additional opportunities to serve those in our community who are in need.
- Using our **new** pre-school as a community outreach opportunity. Start with being intentional about inviting the parents to worship services and other church events. Also, have kids' programs during Sunday service to introduce those families to our congregation.
- Updating and revising the Christiana brochure for church visitors, the veteran's group that meets weekly on our campus, preschool parents as well as our members for circulation and sharing with others about our work and ministries.
- Holding a "committee fair" to inform and educate members in an effort to increase active involvement in the life of the church.
- Encouraging members to be more intentional about greeting visitors and occasional attenders.
- Encouraging members moving where you sit in an effort to get to know other members better.
- At the weekly veterans' program/luncheon, of well over 100 veterans, distribute a church calendar of events and personally invite veterans to our Sunday worship service and events.
- Preschool – give parents a copy of the church newsletter each month.
- Work to bring our weekly church attendance back up and beyond pre-covid levels.
- Grow our youth program by educating and encouraging whole family participation.

Worship:

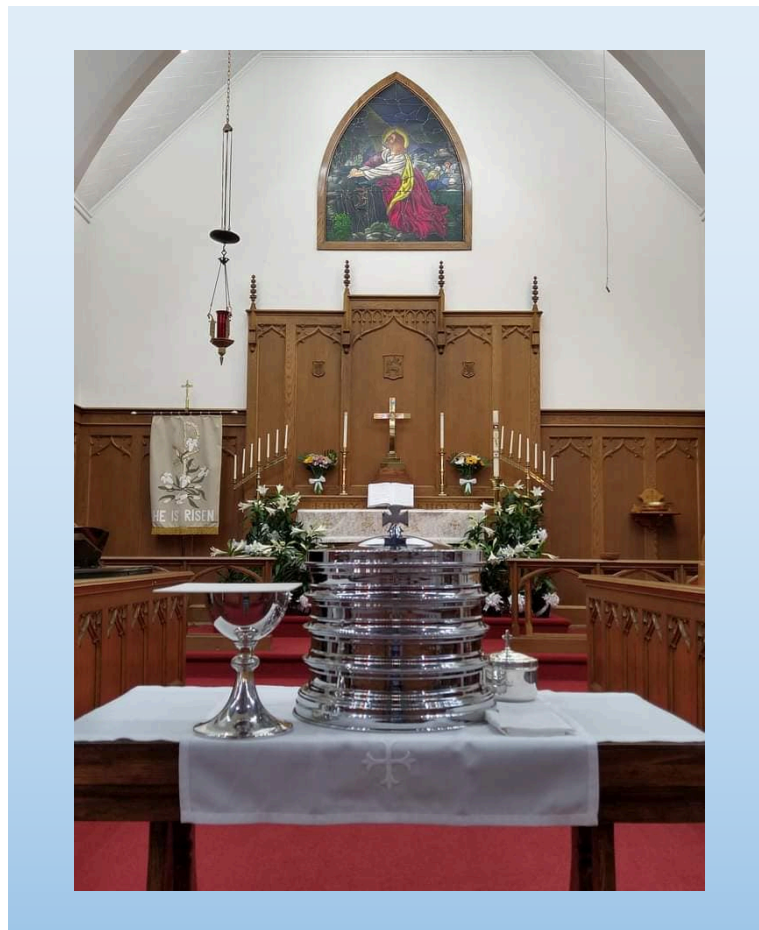
LITURGY: Our congregational worship follows the format of the full liturgy. We celebrate Holy Communion on the first and third Sundays of each month and on all High Festival Sundays. We use various liturgies that are contemporary and traditional. We would define our service style as blended. We hold one 10:30 services that integrates both contemporary and traditional styles.

HYMNALS and HYMNS: We use the ELW red book for our hymns and sometimes print hymns in the bulletin from other sources. We enjoy different styles of hymns, so we have the copyright licenses that allow us to print directly from Song Select on CCLI and pretty much any hymnal published by Fortress Press.

MUSIC: Our organist/director of music holds a Masters' Degree in music education and is an accomplished keyboardist. She may play Bach on the organ for the prelude, and then the following week play a contemporary song on the Clavi nova. Our choir is excellent and sings in four parts (SATB). Anthems often vary in style, from a full choir to solos to quartets. Special music is provided often, based on the theme and scriptures for that week. Cantatas are often presented for Easter or Christmas. All music is selected to lift up and amplify the central theme of the day, and to match the pastor's sermon message.

VESTMENTS & PARAMENTS: The pastor wears a robe with their chosen stole for the current church season. The chancel paraments are displayed according to the season as well.

ACOLYTES: Our youth serve as acolytes, receiving training and encouragement on the importance and significance of their roles in the service.



Christian education ministry:



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

- Support of the local homeless shelter, Rowan Helping Ministries (RHM):
 - Support of Jeannie's Kitchen – preparing and serving meals for the homeless
 - Preparation and packing of "Food for Thought" and "Family Food Bags"
 - Trick or Treat so others may eat – collection and delivery to RHM
- Meals on Wheels of Rowan County – participation with distribution.
- Rowan Pregnancy Council - support of fund-raising events for this pro-life organization.
- Church preparation and distribution of blessing bags for the homeless.
- Support and sponsor Veterans of Rowan County – the church provides their weekly meeting space.
- Family Crisis Council - support of fundraising events for this battered women's shelter.
- Preparing and delivery of Thanksgiving meals to families in need in our local community – Church preparation and distribution.
- Trunk or Treat event – Church sponsored for the greater East Rowan community.
- Angel Tree gifts – support.
- Christmas Caroling – youth caroling for congregational shut-ins.
- Haiti Missions, Inc. – ongoing financial support and an annual fundraising event. *The US executive director of this organization is a member of our congregation.*
- Support of Project Light Rowan, human trafficking awareness program.
- Support the Rowan County Rescue Squad.

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 congregation hopes for in its next Pastor.

This poster is displayed around the campus. It's also routinely published in the weekly worship bulletin, our weekly update via email and the monthly newsletter.

Pray for Christiana's NEW PASTOR to Model These Traits

The Call Committee gleaned these TOP 5 characteristics from the Congregational Workshop, Members Survey and Prayer Team. They are listed here in order of importance.

Let's JOIN TOGETHER in prayer that our new pastor is:

LED BY THE HOLY SPIRIT

Christ shines through in their words and actions.
Has no illusions about their own sinful heart.
Seeks Godly wisdom over human wisdom.

GROUNDING IN SCRIPTURE

Believes/teaches the Bible as written (orthodox).
Preaches the Gospel (our need for a Savior).
Seeks the Word for answers, decisions and problems.
NALC core values.

COMPASSIONATE

Loves people and actively cares for them.
Has a shepherd's heart.

EVANGELISTIC

Has a heart for winning souls to Christ and developing disciples.

RELATIONAL

Personable (likable, good listener, humble, sense of humor).
Relates well from the pulpit, in small groups and one-on-one.
Deeply engaged in the life of the church.
A natural leader.



Pastoral Call Committee
Christiana Lutheran Church

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.

- 40 Days of Purpose (2006): Our entire congregation participated in the process, both kids and adults, to help folks understand what on earth they are here for and what their purpose in life is as a Christian. Had a tremendous impact on numerous members' commitment to God and His church.
- Joining the NALC (2012): Moved from ELCA to NALC.
- Brighten the Beacon (2015-current): A capital campaign to create and/or improve our infrastructure to better facilitate outreach and ministry. Significant progress has been made.
- Preschool Program (2022): Moved our preschool from a third party to an in-house operation, led by our 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. Congregational members talking and discussing past pastoral experiences and future needs of our congregation, with members openly sharing their personal concerns and desires that they feel are needed to move our congregation forward. The Bible study assisted with creating a realization of areas we need to consider and focus on.
2. Identification of essential characteristics desired for our next pastor.
3. It helped advance the understanding that God has already chosen our next pastor and that our task as a congregation, through prayer and guidance of the Holy Spirit, is to discern who that person is. At the same time, our next pastor—whoever that may be—will be going through this same discernment process.

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?

No recent major conflicts. The last major conflict was working through the decision to leave the ELCA and move to the NALC.

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?

Positive and cooperative.

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: \$274,162

Benevolence to the North American Lutheran Church: \$17,565

Other benevolence: \$12,300

Total debt of the congregation: \$0.00

Total savings, reserves, and endowments: \$161,344

Compensation of Last Pastor:

Total Compensation: \$86,489

Compensation range for the New Pastor:

Total compensation range: \$60,000 - \$85,000 to be allocated by our new pastor accepting the call.

As a benefit, the pastor may choose to live in the church parsonage located on the campus. Funds are available to update to the pastor's preference/needs.

When the Congregational Vacancy List is updated, a short paragraph (3-4 sentences) is included announcing each congregation's ministry. This paragraph is the first contact with pastors being introduced to your congregation and community. Since you are most familiar with your congregation and your community, you will want to showcase or highlight the attractions of your congregation and community.

Christiana Lutheran Church in Salisbury, NC is seeking to identify the pastor God is calling to shepherd our vibrant congregation. Just 40 minutes north of the state's largest city, Salisbury is located on the outskirts of the Charlotte Metro area only four hours from the beach and two hours from the Blue Ridge Mountains. Salisbury could be called an "artsy town" with a number of popular cultural events throughout the year.

As a Christ centered, Spirit led, and ministry focused congregation, our prayer is for God to send us a pastor with these same values but who also challenges us to grow in our relationship with Jesus and service to others. As such, we are in continual prayer for our next pastor. Is God calling you to provide leadership and support to Christiana Lutheran Church? Let's find out together!



CHRISTIANA COMMITTEES AND MINISTRIES



Evangelism



Focusing on bringing Christ's light to the world by reaching out to our congregation and community.

Events: Trunk-Or-Treat, Thanksgiving Meals, Loved Bible Project, and Blessing Bags for the homeless.

Social Ministry

Christiana's Social Ministry works with several charitable organizations within our community to and helps organize collections, fundraisers, and volunteers. Those organizations include: Rowan Helping Ministries, Family Crisis Council, and Life Choices Rowan.

Worship Committee

Our Worship Committee works together to plan and run our church services. Members represent music, congregation, sound, altar guild, liturgy, etc. This committee works as the backbone of the church to ensure our services run smoothly and to create unique and beautiful worship experiences.

Christiana Creative Preschool



Christiana Creative Preschool is an outreach ministry of Christiana Lutheran Church., reaching up to 40 children and their families. Our curriculum is Christian based and designed to enhance the children's love of Jesus along with preparing them for Kindergarten. We provide a safe and loving environment for children to learn and play!

Altar Guild



The Altar Guild works to ensure that the sanctuary is prepared for services. They faithfully change out the paraments for the church seasons, prepare communion, and decorate the church for holidays.

Nehemiah Group

Our Nehemiah Group establishes a safe environment for church services and events. They assess any areas of risk and develop security responses and protocols for our church campus.





Fellowship Committee



The Fellowship Committee's main purpose is to serve God by serving our fellow man. They accomplish this by preparing and coordinating meals for both Lent and Advent. They also help prepare funeral meals and serve them to grieving families.

Youth Committee



The Christiana Youth Committee is a team of church members who seek to provide meaningful, faith-shaping experiences for our youth. They design monthly youth events that include engaging activities and Bible-based lessons to encourage our youth to learn and play together.

Christian Education Committee

Our Christian Education Committee focuses on choosing the curriculum for our Sunday Schools, providing biblical lessons to our children's classes, and organizing our annual Vacation Bible School.

Brighten the Beacon



Brighten the Beacon is our congregation's improvement committee. They plan and prepare for the future of our church campus and fundraise for campus improvements.

SLC Women's Group



SLC takes on congregational and community outreach projects, depending on where a need is found. One of the more recent projects was the Hug a Blanket drive, where over 1,000 blankets were collected for NALC Disaster Relief.

MKL Women's Group

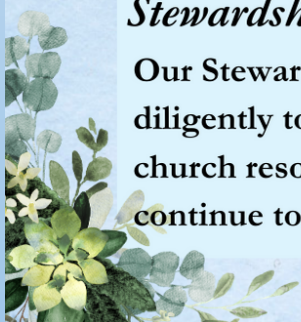
MKL encourages spiritual growth through prayer, programs, and devotions. They create crafts and then share them with our congregational shut-ins and youth, and show God's love through involvement in outreach programs.

Stewardship Committee

Our Stewardship Committee works diligently to be good stewards of our church resources so that we can continue to run all of our ministries.

CRS: Christiana Rowdy Seniors

CRS is our group of Seniors that meet and socialize with other Christians while enjoying a meal out.



Christiana's Brochure

► OUR MISSION

CHRIST CENTERED

Everything we do at Christiana is about JESUS. Without our Lord & Savior Jesus Christ, Christiana Lutheran Church does not exist.

SPIRIT LED

Everything we do as Christians and members of this congregation is to be at the leading of the Holy Spirit. We are to rely not on ourselves for guidance, wisdom or ability—rather, we rely on the Spirit in our daily lives and our ministry at Christiana.

MINISTRY FOCUSED

James 2:17 tells us faith without works is dead. We are the hands and feet of Jesus. He ministers His love and care to the world through people. Doing good works and helping others does not earn us favor with God. Instead, ministering to those in need and telling people about Jesus is merely a bi-product of Christ living in and through us. It's our natural response to what Jesus did for us while we were still sinners.

Confessing Jesus Christ as Lord, and the Gospel as the power of God for the salvation of all who believe.



► Christiana Lutheran Church
Salisbury, North Carolina

► Christiana Lutheran Church A Congregation of the NALC

6190 Hwy 52, Salisbury, NC 28146
Office: 704-279-4655
Mon-Thurs 8:30-1:30; Fri 8:30-12
christiana1@charlotte.lwcbc.com
ChristianaLutheran.org



SUNDAY WORSHIP 10:30 | SUNDAY SCHOOL 9:15

► THE WORD OF GOD

The utterly reliable and unshakeable Word of God is not hidden from us. By God's merciful gift, by the work of His Spirit, the Word of God abides in our midst in stable, written form.

God's powerful and life-giving Word accompanies us on our pilgrimage, and through it His Holy Spirit continually stirs up faithful witness and faithful worship.

Making Christ known, the Bible makes known God's commandments and His promises, His judgments and His mercies. Instructed by Scripture, we are equipped to be Christ's witnesses in the world.

From the Bible, we begin to appreciate the glory and goodness of the Lord, so that we may worship Him. In this way, through the Scriptures, the Holy Spirit fulfills the promise of Christ: "I am the light of the world. Whoever follows me will not walk in darkness, but will have the light of life" (John 8:12 ESV).

► MINISTRIES WE SUPPORT

Rowan Helping Ministries
Rowan County Veterans
One Church One Child
Pregnancy Support Center
Nazareth Children's Home
Salvation Army
American Red Cross
Family Crisis Council
Soul Hope
Haiti Missions

And Brand New in 2022...



Jesus Making a Difference in the World Through Our Lives.

► ALL ARE WELCOME

Jesus said, "Remain in me, as I also remain in you."

Do you know what it means to live the Christian life experientially? Are you interested in being more than a church member and moving to become a disciple of Christ? Is God calling you to serve the community and be where life giving ministries are an integral part of the congregation? Do you want to be where there's an exciting, vibrant youth experience?

Perhaps God is leading you to a fresh start. Come be our special guest this Sunday morning at 10:30 and see if Christiana Lutheran Church is the door you've been waiting for God to open.

We look forward to seeing you Sunday morning!



CHRISTIANA LUTHERAN CHURCH






From our congregation,

We were asked to provide a list of the top five “things”, or characteristics, that we hope for in our next pastor. While we believe this was an important congregational exercise that perhaps brought us to a collective understanding in terms of basic “qualifications”, we are not simply checking off boxes—as we have no guide other than the Holy Spirit.

As previously stated in this profile, we firmly believe God has already chosen Christiana’s next pastor and are fervently seeking to discern His good and perfect will. Our Transitional Prayer Team was created at the beginning of this process and is continually lifting up the congregation, the call committee and our next pastor. Our Heavenly Father knows exactly what we need and therefore we are completely relying on Him to reveal our next shepherd in His way and in His timing.

We pray that you, as a pastor exploring God’s call, are also seeking His good and perfect will and that He will place you where your particular gifts are most needed.



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](https://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.

Christiana Lutheran Church Video:

https://drive.google.com/file/d/15LD7e_qDcUtlFXs9FLElsMwVitZ-kUJH/view

Christiana Lutheran Church Website:

<https://www.christianalutheran.org/>

Christiana Lutheran Church Facebook:

<https://www.facebook.com/ChristianaLutheran>

Completed by: Christiana Lutheran Church Call Committee

Date: 06/09/23

SUBMISSION INSTRUCTIONS:

SAVE A COPY OF THIS PROFILE TO YOUR COMPUTER. Use “Save As” and specify document file name as: State, City, Congregation name, Date

****Email a copy of the completed profile to the NALC Call Process Coordinator, callprocess@thenalc.org**

Alternative submission method ONLY if you do not have email: Print and mail the complete profile to:

North American Lutheran Church
Attn: Pastor 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/).

Should you have questions, call Pastor Shelly Schultz, NALC Call Process Coordinator, at 888-551-7254.

PLEASE KEEP A COPY OF THIS DOCUMENT FOR YOUR RECORDS.