Section One

A Self Evaluation Tool for Congregations

A number of years ago, the Council of Presidents of the Lutheran Church - Missouri Synod began the practice of asking each pastor to fill out a Self Evaluation Tool (SET) describing his basic approach to ministry and his practice with regard to selected issues. Congregations have found this SET to be extremely helpful in evaluating the qualities of candidates for the pastoral office of their congregation. The instrument below is based on the pastoral SET. It is our hope that it will be a help in discerning the proper match between pastor and congregation.

Name of Congregation: EMMANUEL LUTHERAN CHURCH (ELC)

Address: 51 WILBURN PLACE

City, State, Zip: ASHEVILLE, NORTH CAROLINA 28806

1. What is your understanding of the mission of the church?

   **Our Mission:** Feeding God’s Lambs His Love and Hope!

   **Our Motto:** Preach – Reach – Teach

   **Core Values:** Meaningful Worship; Christian Education/Bible Study; Family/Fellowship; Caring for One Another; Outreach; Faith and Courage to Grow; and The Future.

   These were developed during the Faithful Christians—Faithful Congregations Process (1994) and reaffirmed in the Strategic Ministry Planning Process (2004)

2. Why was your congregation founded? Why does it exist today?

   ELC was founded and its constitution was adopted on December 11, 1904, as Immanuel Evangelical Lutheran Congregation UAC, in Asheville, North Carolina. Emmanuel Lutheran School opened in September 1958

   It was founded as a mission outreach from the Catawba County, North Carolina region. It exists today to fulfill its mission of feeding God’s lamb’s His love and hope.

3. Describe your commitment to the doctrine and practice of the Lutheran Church - Missouri Synod.

   We are fully committed to the doctrine and practices of the LCMS
4. What are the chief priorities in your present ministry?

The chief priorities of our present ministry are: to equip the congregation to be caring spiritually mature disciples; to be effective witnesses; a staff able to shepherd us into a culture of servant-hood; and with facilities to house a diverse ministry.

5. Our congregation’s strengths in ministry (in no particular order) are:
   1. School
   2. Bible study in multiple settings and age groups
   3. Sunday School
   4. The members of the congregation
   5. The variety of offerings in our music program
   6. Mission outreach, e.g., Asheville-Buncombe Community Christian Ministry (ABCCM), Manna Food Bank, Habitat for Humanity
   7. Servant Event
   8. Lutheran Women’s Missionary League (LWML)
   9. Prison ministry
   10. Participation of retired LCMS Pastors
   11. Stephen Ministry

6. Areas in our ministry needing improvement (in no particular order) are:
   1. Youth program
   2. Ministry to young adults, retirees, and the elderly
   3. Intergenerational fellowship opportunities
   4. Mission outreach to the immediate and broader communities
   5. Ministry to the non-needy
   6. Cross-cultural ministry, e.g., Latino
   7. Exploration of worship variety, e.g., contemporary worship services
   8. Addition of ministerial staff
   9. Intentionality in ministry to un-churched school families
   10. Evangelism
   11. Singles Ministry
   12. Enable members to discern/develop their spiritual gifts
   13. Increased participation in adult Bible study

7. In what community outreach or service activities does your congregation participate?

   1. Asheville-Buncombe Community Christian Ministry, Manna Food Bank, Habitat for Humanity
   2. Servant Event
   3. Emmanuel Outreach Singers, e.g., correctional center, nursing homes
   4. Prison ministry
   5. West Fest (West Asheville street festival)
   6. Emergency Response Team, e.g., Hurricane Katrina
   7. Singing at local sporting events
   8. First Light (outreach singing group)
8. Briefly describe your congregational practice and/or preference toward the following:
The Lutheran Hymnal/Lutheran Worship/Lutheran Book of Worship/Other

We use Lutheran Worship and supplementary contemporary songs. We also offer a contemporary service monthly. We hope that our new pastor will be familiar with The Lutheran Service Book, in order to lead us in deliberations regarding possible adoption.

Pastoral services (weddings, funerals, visitation, etc.) to non-members, non-Lutherans, or the un-churched.

Our most recent pastor performed some of these functions on an individual basis, after counseling them. The congregation is willing to follow a pastoral lead in these issues.

c. The Charismatic/Renewal Movement

We don’t do this corporately in our worship.

d. Women’s suffrage/service of women in the church

In our congregation women may serve as....

__X__ Voters __X__ President

__X__ Board Members __X__ Vice President

__X__ Board Chair __NA__ Elders (we do not have Elders)

__X__ Lectors __X__ Ushers

__X__ Communion Assistants __X__ Other (Describe) ELC employs the Board of Directors and Ministry Coordinators system, and women may serve.

The place and participation of lay people in the life of the church – What is your understanding of the role of the laity in the congregation?

The laity are to Teach, Reach and Serve (witness, service, fellowship, nurture, stewardship, spiritual growth)
Laity do not serve in those roles specifically reserved to the Pastoral ministry. Laity distribute both elements in Communion.

9. What is your understanding of the role of the ordained ministry in the church?

The role of the ordained minister is to shepherd the congregation; to be the spiritual leader; help members be better servants; to visit the sick; preach the word of God; administer sacraments; advise, teach, counsel and keep order in all situations; to equip the saints for a responsible life of service to our Lord; Evangelist, servant, leader, counselor, teacher, care-giver, and steward.

10. What are the advantages and disadvantages of multi-staff ministry? (Pastor-pastor, Pastor-DCE, Pastor-school staff, etc.).

**Advantages:** Diversity of gifts; expanded ministry; maximize the unique strengths of individuals; division of responsibility

**Disadvantages:** Potential for conflict; jealousy; miscommunication

11. Describe your feelings about the church’s involvement in social ministries in the community.

We should be involved, by providing a Lutheran presence in the community. Follow-through is not always as rich as needed in terms of numbers (see #7 above)

12. Describe briefly your congregational practice or preference toward the following:

Writing of “own liturgies” or special services.

Occasionally. The preference is to follow the pastor’s lead with concurrence from the congregation.

The frequency of the Lord’s Supper
The Lord’s Supper is celebrated every Sunday, in alternating services (8:30 first and third Sundays; 11:00 second and fourth Sundays) during the regular Church year. Holy Communion is celebrated weekly in Wednesday noon services. Holy Communion is celebrated on Festival Days. Communion is not currently celebrated on fifth Sundays.

The priority of the Lord’s Supper in parish worship.

We consider it a central part of our worship.

The use of common or individual cups.
The common cup and individual cups are offered to all communicants, in most
services, with the choice determined by the communicant. Intinction is also practiced. We also offer non-alcoholic wine.

. The use of lay people to assist in worship.

Yes! (see #8e)

Do you have a Lutheran School or are you planning to start one? How do you understand the ministry of the Lutheran School?

We have a Lutheran School from infant to eighth grade with 86 in preschool and 113 in K-8. There are 2 administrators, 18 teachers, 7 teaching assistants, and 4 support staff members. The ministry is to provide a Christian education for children for today, for tomorrow, forever! The school also provides support for parents, e.g., pastoral counseling.

. An interview by a calling congregation before a call is issued.

We hope to interview prior to the call.

. First communion: Before or after confirmation.

First Communion is celebrated prior to confirmation, after six weeks of instruction. Prior to first communion, the children may come to the Communion rail for a blessing.

What is your communion policy with regard to those who are not members of your congregation?

A statement of our belief that Christ’s body and blood are present in the bread and wine is included in the bulletin for every communion service. Baptized Christians who have been instructed in the Lord’s Supper and share the faith in Christ we proclaim are welcomed at the Lord’s Table.

. Inter-Lutheran relationships.

We welcome children to our school without regard to religious affiliation. With prior pastors, they have met with fellow Lutheran ministers, but have not shared pulpits. Members participate in Via de Cristo

Inter-Christian relationships.

We share the Upward Sports Program with West Asheville Baptist Church. Our school welcomes children without regard to religious affiliation and the school sports programs compete with other Christian schools. Our Handbell and Choir groups have performed for other congregations. Members participate in Emmaus
Walks; Chrysalis Communities; Bible studies; and youth retreats and events. The Prodigal Sons (Buncombe Correctional Center) sing in our worship occasionally.

13. What provision in time and finances do you make for the pastor’s continuing education?

We do budget for the pastor’s continuing education and pastoral resources, on a case-by-case basis. Time is allocated in addition to vacation. We do not have a sabbatical policy at this time.

14. How can the District/Synod assist you to have a more effective ministry?

The District/Synod can assist us by identifying what resources are available and how they might be used in our ministry, e.g., ABLAZE, periodic conferences, leadership and congregational workshops.

15. What strengths or ministries would you like to share with other congregations?

- Youth involvement
- Music
- School
- Facilities
- Adult and youth Religious Education curricula

16. What provision for housing is offered to the pastor?

___ parsonage
__X__ housing allowance (as a part of the salary)
__X__ negotiable (percentage)

17. Is there anything else in your present ministry that you would like to share that might be pertinent to a new pastor?

We work well together. We strive to serve when asked. We are dependable and faithful. We don’t expect perfection. We are all human. All are not given the same gifts. We are praying for the pastor God has already chosen for us.
18. Use of this Self Evaluation Tool:
   Who prepared the answers to this document?

   The Call Committee with direct input and concurrence of the congregation.

   . Was the Mission and Ministry Facilitator consulted?
     Yes.

   . Was this information shared with and discussed by the congregation?
     Yes.

   . Was a congregational survey done? If so, attach results.
     No.

   Do you plan to share this information with the pastor you are calling?

     Yes.

Date completed: ___October 10, 2006; October 29, 2006; November 2, 2006 ________

Section Two
Demographics

1. Your Mission and Ministry Facilitator can provide you with a sheet giving the statistics you have submitted over the past ten years. Please bring this sheet up to date and attach to this document.

If these figures are not available, please complete the following:

<table>
<thead>
<tr>
<th></th>
<th>Current</th>
<th>5 yrs. ago</th>
<th>10 yrs. ago</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Worship attendance:</td>
<td>281</td>
<td>297</td>
<td>296</td>
</tr>
<tr>
<td>Average weekly attendance:</td>
<td>295</td>
<td>314</td>
<td>316</td>
</tr>
<tr>
<td>Baptized membership:</td>
<td>583</td>
<td>560</td>
<td>594</td>
</tr>
</tbody>
</table>
Communicant membership: 453 459 474
Sunday School enrollment: 81 89 104
Bible Class enrollment: 85 93 NA
Total budget for current expense: $639,393 $610,245 $253,313

2. Your Mission and Ministry Facilitator can describe a community demographics survey available through the Lutheran Church Extension Fund. If you order that survey, please order an extra copy (and bill the SED for the cost) and have it sent to the Facilitator.

If you do not order the survey, please describe your community giving attention to . . .

These data are based on a 25-mile radius of Emmanuel Lutheran Church.

Size of community: The 2000 census is 372,673. The 2005 estimate is 389,804. The 2010 projection is 407,644.

Economy: The 2005 mean household income estimate is $52,847. The median household income estimate is $40,783. The per capita income is $22,695. The employed population aged 16 and over is 47% of the total population.

Racial composition: The 2005 estimate is Hispanic 4%; African American 5%; Other 4%; Caucasian 87%

Growth projections: The 2005 population is up 4.6% over the 2000 census. The number of households is up 5.2% between 2000 and 2005. The projection is that by 2010 the population will increase by 4.4%

General description: Asheville is a diverse community, composed of an employed population over 16 years of age: 10.9% management, business, financial operations; 19.3% professional and related occupations; 15.6% service; 24.5% sales or office; 0.7% farming, fishing, forestry; 11.2% construction, extraction, maintenance; 17.8% production, transportation, material moving.

Does your congregation reflect the general population of the community? Explain:

No. ELC is composed of approximately 6% professional; 14% business; 34% general laborers; 3% college students; 43% retired. The congregation does not reflect the community in terms of racial/ethnic diversity.

ELC ages include 5.27% under age four; 17.9% ages 5 to 18; 8.05% ages 19 to 30; 15.7% ages 31 to 45; 20% ages 46 to 65; 11.3% ages 66 to 79; 7.5% ages 80 to 99; 14% unknown.
What percentage of your membership lives within two miles of the church?

   Less than 5%

Section Three

Financial Information

1. Please provide a copy of your current budget and latest financial report.

2. What did you pay your last pastor?

   Salary:   $63,217 (July 1, 2005 – June 30, 2006)

   Housing: included in salary

3. What do you plan to pay your next pastor? Give a figure or a range.

   Salary: $58,000 -- $68,000

   Housing: included in salary

4. Do you offer Concordia Plans Benefits? Describe coverage.

   Concordia Health Plan is offered to employees only who pay 20% of the monthly premium.
   All fulltime employees (over 30-hours per week) are covered by the Concordia Retirement Plan. We will join the “Churches Plan” as of December 1, 2006.

5. Compare your compensation figures with the SED guidelines in the call manual. (Remember that the figures listed are for salary only. They do not include housing or other benefits.) If your figures fall short, do you think this will impact your ability to call a pastor?

   Currently all professional staff salaries are at 80% of the SED guidelines. We are working toward improving our position in this area.

   According to OM-330 (2007 salary scale) the SED salary guidelines do include housing.

6. When was the last time you had an organized stewardship campaign directed primarily towards financial commitment? What kind of program did you use?

   In May 2006, we used a locally developed series of communication ideas including sermons, newsletters, and bulletin messages. The Pastor and Stewardship chairman developed ideas.
In 2001-03 Phase I of VISION 2010, a major stewardship campaign, was implemented and resulted in raising over one million dollars in cash. The purpose of the campaign was to build an addition to our school.

Section Four

Missional Information

1. If possible, attach a missional history of the congregation - not just dates and names, but the story of significant attempts at mission and outreach. Your Mission and Ministry Facilitator can explain the difference.

For detailed descriptions of Missional Information, see The History of God With Us.

Mission congregations – Preaching Station begun in Waynesville in January, 1961
Bristol, VA preaching station started in 2004
North Buncombe failed attempt in late 1990s.

2. If you have one, attach a copy of your mission statement or vision statement.

Our Mission: Feeding God’s Lambs His Love and Hope!

Our Motto: Preach – Reach – Teach

These were developed during the Faithful Christians—Faithful Congregations Process (1994) and reaffirmed in the Strategic Ministry Planning Process (2004)

3. If you have a list of core values, please attach. If not, please answer the following question:

Core Values: Meaningful Worship; Christian Education/Bible Study; Family/Fellowship; Caring for One Another; Outreach; Faith and Courage to Grow; and The Future.

These were developed during the Faithful Christians—Faithful Congregations Process (1994) and reaffirmed in the Strategic Ministry Planning Process (2004)

Any pastor coming to serve this congregation should know the following things about us - for good or bad. (List things such as: “We are a conservative/progressive/traditional congregation.” “We value diversity.” “We don’t know how to handle conflict” “We like to fight.” “We like variety in our worship.” “We are very liturgical and want someone who can chant well,” etc.)