

2020

2018 Congregational Self Study
Please complete and return to the District Office

Date prepared: July 11, 2020

I. For the Record

Name and Location of Congregation: Mount Olive Lutheran Church

7301 N 28th Ave, Omaha, NE 68112-2816

E-mail Address: mountolv@msn.com

Website: https://www.mountoliveomaha.com

Social Media Address: https://www.facebook.com/mountolive.lutheranchurch.9/

Circuit Visitor: Rev. Dr. William G. Moorhead, IV

Address: 9521 W Center Rd, Omaha, NE 68124-1951

Phone: 402-651-2239

E-mail Address: revhawk@cox.net

Social Media Address: https://www.facebook.com/search/top?q=bill%20moorhead

Vacancy Pastor: Rev Glenn D Meyer, Intentional Interim Pastor

Address: 12088 Elmwood Dr, Bennington, NE 68007-1716

Phone: 402-580-2929

E-mail Address: gmeyeriim@gmail.com

Social Media Address: https://www.facebook.com/glenn.meyer.524

Date when pastoral vacancy began: Pastor Jank retired Jun 30, 2019

Who is the "official contact person" in the congregation?

Name: Victor A Padron, Executive Director

Address: 13815 N 42 St, Omaha, NE 68112-3812

Phone: 402-453-1045 (Home); 402-707-8311 (Mobile)

E-mail Address: mairangi28@gmail.com

Social Media Address: https://www.facebook.com/victor.padron.735

II. <u>Statistical Information</u>	2019 or 2020 (as available) <u>Present</u>	2017 <u>3 years ago</u>	2009 <u>10 years ago</u>
Communicant membership:	<u>187</u>	<u>189</u>	<u>234</u>
Baptized membership:	<u>253</u>	<u>258</u>	<u>326</u>
Average worship service attendance:	<u>92</u>	<u>115</u>	<u>135</u>
Sunday School enrollment:	<u>35</u>	<u>36</u>	<u>33</u>
Average Sunday School attendance:	<u>14</u>	<u>16</u>	<u>n/a</u>
Bible classes (combined total weekly attendance)			
Adult Bible classes:	<u>33</u>	<u>43</u>	<u>60</u>
Youth Bible classes:	<u>2</u>	<u>4</u>	<u>4</u>
Total congregational budget:	<u>\$297,753</u>	<u>\$262,252</u>	<u>\$234,793</u>
Synod/District mission offerings:	<u>\$39,329*</u>	<u>\$17,700</u>	<u>\$16,694</u>
*Includes \$10k (budgeted) plus \$10.7k (designated) for District "Building Together..." pledge			
Average per communicant giving for all purposes:	<u>\$1,628**</u>	<u>\$1,592</u>	<u>\$983</u>
**Excludes one-time gifts: \$63.6k LCEF note, \$36.3k insurance bequest; \$23.8k Pastor's retirement			
Designated mission giving	<u>\$6,867***</u>	<u>\$5,918</u>	<u>\$11,932</u>
***Excludes \$10.7k incl above as Synod/District			
Age profile of the membership ****			
<u>5</u> % under 5; <u>12</u> % 5-17; <u>6</u> % 18-24; <u>7</u> % 25-34; <u>20</u> % 35-54; <u>12</u> % 55-64; <u>37</u> % 65+			
****Totals 99% due to rounding			

III. General Information

How long did the previous pastor serve? 45 years

Average length of ministry of the last 3 pastors? (14 + 15 + 45)/3 = 25

List or Describe:

Other ministry staff Organist/Worship Planner/Choir Director (one person)

Church support staff Church Secretary

School support staff n/a

Other support staff n/a

Community Description

Note: Member households in relation to church: within 2 miles (34%), 2+ to 20 miles (51%, and beyond 20 miles (15%).

Would you describe your community as:

_____ growing; _____ declining; X stable; _____ changing

If changing, describe the change(s)

Slight aging trend; generational turnover in single-family housing

The people of our community can be best described as (check all that apply, * the largest)

- X Retirees
- X Empty nesters
- X* Families with school age children
- X Families with very young children
- X Single parent families
- X Single adults

With respect to these categories, our neighborhood is relatively heterogeneous. Single-parent households slightly outnumber married families (53.6% of 1353 family households in our study area) but that number is trending down over time. Married couples with no children represent the largest share of non-family households, with 66.8% of 1179 non-family households.

Describe ethnic groups in your community/rural area

Non-Hispanic White (55%); Black/African American (31%); Hispanic (8%); Asian (5%)

Describe socio-economic groups in your community/rural area

Relatively high % in poverty (16%); wide range of household types & incomes; predominately working-class with slight plurality of blue-collar workers and retirees. Median income is \$44k. Most owner-occupied homes valued between \$100k and \$149k.

Does the membership of your congregation reflect the ethnic and socio-economic groups of your community/rural area?

No. Membership is significantly whiter, somewhat older and wealthier than our neighbors.

What are the major occupations of your membership?

Retired, sales, financial services, health care, administrative services, and maintenance

Have you conducted an LCEF demographic study in the last three years and had it interpreted? Yes: spring 2020

IV. Christian Education

Vacation Bible School

Do you conduct a Vacation Bible School? Yes Most recent enrollment 47

Members? 25 Other Christians? ?? No Church Affiliation? ?? **22 Non-members**

Follow up process for evangelism prospects? VBS children sing during the worship

service following VBS in hopes of getting parents to attend. Letters are sent inviting the children to Sunday School and worship. In August, letters go out inviting the children to join Sunday School for Rally Sunday.

Desired pastoral role in VBS? Openings, closings, and music (if Pastor's gifts permit)

Sunday School

Are special qualifications or training sessions required for Sunday School teachers? Yes

Desired pastoral role with Sunday School? Teacher training, recruitment advisor, staff support; curriculum advice

Preschool

Do you offer a Preschool? No Most recent enrollment? n/a

Members? n/a Other Christians? n/a No Church Affiliation? n/a

Follow up process for evangelism prospects? _____

n/a

Desired pastoral role in Preschool? n/a

Daycare

Do you offer a Daycare? No Most recent enrollment? n/a

Members? n/a Other Christians? n/a No Church Affiliation? n/a

Follow up process for evangelism prospects? n/a

Desired pastoral role in Daycare? n/a

Lutheran School

Do you operate a Lutheran School? No Most recent enrollment? n/a

Members? n/a Other Christians? n/a No Church Affiliation? n/a

Follow up process for evangelism prospects? _____

n/a

Desired pastoral role in the Lutheran School? n/a

Bible Studies

Besides the pastor, how many others are involved in teaching adult Bible classes? 2

If so, are special qualifications or training sessions required? No

How many Bible studies are offered weekly? 2 Monthly (LLL, LWML,...)? 1@2X's/Mo

Total number adults participating in Bible study including Sunday and weekdays? 50
Sunday Bible class; occasional special classes; training &

Desired pastoral role with Bible studies? support for lay Bible class leaders

How are elders/leaders regularly involved in Bible study? Recruitment and nomination
qualification process emphasizes regular worship and Bible study

V. Worship Practices

Hymnals used by the congregation? Lutheran Book of Worship and With One Voice

Other worship services Draw from a variety of LCMS, ELCA and other Lutheran materials

Organ? Yes Praise band ensembles? No

Other instrumentation utilized in worship Occasional use of violins or other instruments
when available and as appropriate.

Projection screens for worship? No Printed worship folders; hymnals available

Is the pastor expected to chant? ? It would be a bonus for us if Pastor had that gift

Are children's sermons regularly offered? Yes By Pastor? X By others? X

Desired pastoral role in preparing worship? Work cooperatively with Worship Coordinator

VI. Outreach

Does the congregation have a regular outreach program? Yes

If so, how many members are involved? +/-20

Is a particular outreach "method" used? No

If yes, describe it here: Normally have two training sessions per year during Bible class

Annually sponsor neighborhood Easter Egg hunt and National Night Out event

If not, do you feel a regular evangelism program is needed or desired? Yes

Why or why not? We are just not very effective

Desired pastoral role in outreach? Train, encourage, lead, and hold us accountable

Community Engagement

What are some of the pressing needs in your community or communities? Health and access
to healthcare, both physical and mental; Financial and food insecurity; Parenting; Concern over violence
across the community; Spiritual needs.

With what community groups is the congregation involved? Miller Park-Minne Lusa

Neighborhood Association; occasionally host Florence Neighborhood Watch

Community service projects? Project Hope (food pantry & clothing)

Desired pastoral role(s) in community? Encourage and support lay people in involvement; pick one or two local organizations to join and serve

VII. Congregational Growth or Decline

How many people were brought into the congregation during the past year? 6

By adult confirmation/baptism? 0 Profession of faith? 2 Transfer? 1 Infant Baptism? 3

How many people were removed from the congregation during the past year? 8

By removal? 2 By transfer? 2 By death? 4

Your average worship attendance is 92 which is 36 % of your total baptized membership.

How many of your membership communed at least once during the past year? 164

VIII. Christian Stewardship

What type of Stewardship education/ program do you use?

Every Member Visit

Cottage (group) meetings

Personal interviews

Commitments made during the church service

A variety of programs

No specific program

Desired pastoral role in stewardship? Biblical teaching, guidance, and advice

What percent of your members make a regular financial pledge? 46 %

Do offerings for District/Synod work come from:

A regular percent of total offerings

A fixed budget amount

We budget a tithe of planned expenses and allocate to various ministries including District & Synod. Have made a separate commitment (over and above our tithe) to the District's "Building Together..." project.

How does your congregation evaluate its ministry? Very informal

How often? Not as often as we should; infrequent 5 year plans

How does your congregation evaluate the staff's performance? Board of Lay Ministry meets

monthly with Pastor and periodically with Worship Coordinator/Organist/Choir Dir & Secretary

How often? See above

Which of the following best describes the approach your congregation takes toward leadership, planning, and oversight of the congregational ministry? (Check all that apply)

<u>3</u> constitution-driven	_____ policy-driven	<u>1</u> board-driven
_____ staff-driven	_____ pastor-driven	<u>2</u> consensus/ collaborative
_____ leadership developed strategic plan	_____ influential family (ies)	

XI. If Congregation is Part of a Multiple-Congregation Parish

How long have you been in a multiple parish arrangement? n/a

Do you have a written multi-congregation parish agreement? n/a

How many miles between the congregations? n/a

What parish activities are conducted on a joint basis? n/a

What more could be done jointly? n/a

In what areas? n/a

Is there an inter-parish council or committee that meets regularly? n/a

Any particular problems in the multiple parish arrangement? n/a

On what basis are pastoral compensation, benefits, housing and other financial matters determined? (By percentage, dollar amount, or other?) n/a

NOTE: Compensation resolution for 2019 is attached for info, as is the vacation/holiday/sick leave policy. Compensation would have increased at least 2% in 2020.

XII. Pastor's Compensation

Do you conduct an annual evaluation of the pastor's ministry? No Not formal

Do you follow the salary guidelines provided by the District? No Not strictly

Is your pastor's salary _____ above; X below; or _____ equal to the guidelines figure?

Is the pastor's salary regularly reviewed? Yes By whom? Board of Lay Ministry

Amount of car allowance: _____> IRS allowed mileage rates

Do you furnish:	Parsonage	<u>No</u>	
	Utilities	<u>No</u>	
	Housing allowance	<u>Yes</u>	(amount? <u>*</u>)
	Housing equity allowance	<u>No</u>	(amount? <u>n/a</u>)
	The Church's Plan	<u>Yes</u>	*Pastor allocates maximum housing allowance permitted under IRS rules. Intentional Interim Pastor elected not to participate in CRSP.
	Concordia Health Plan	<u>Yes</u>	
	Disability and Survivor Plan	<u>Yes</u>	
	Retirement and Survivor Plan	<u>Yes</u>	
	Allowance for Cont. Ed.	<u>Yes</u>	(amount? <u>\$1,000</u>) (incl Library allowance)
	Pastoral conference expenses	<u>Yes</u>	

If a parsonage is furnished: How many bedrooms? n/a

What size family can the parsonage comfortably accommodate? n/a

Square footage of livable space? n/a What appliances are furnished? n/a

What are the arrangements for day(s) off and vacation? See attachment for vacation, holiday & sick leave policy.

Is the study/office provided in the church or in the parsonage? Yes, church office

Do you conduct a regular inspection of the parsonage? n/a

Do you permit pets in the parsonage? n/a

XIII. Congregational Goals

We should always start any journey with a roadmap, this survey is our map. It is important to take time now in the call process to get a snapshot of our congregation and the path we see ourselves traveling in the future. When a church skips this step, there is a tendency to lengthen or muddy the time of the vacancy. This quick survey gives the call committee and President Snow a direction. This also helps the candidate you chose to call.

Congregational Purpose and Opportunities

What is the mission of our congregation, both to our own members and to the community?

By survey response, our mission is to be a sharing, caring, serving, and loving community of believers: sharing Christ's love to our neighbors and members, caring, serving, and loving as Christ has first loved us.

Our adopted mission statement is: Mount Olive Lutheran Church is committed to bringing Christ to people in our surrounding neighborhoods. We live the Gospel by caring, sharing, and serving in Christ's name. We accomplish this through outreach in tangible services and relationship development.

What are the unique opportunities God has given us to serve our community?

Mount Olive is located in a diverse community, both racially and economically. There is a large mission field around us for outreach to youth, young families, senior ministries, and neighbors needing to hear God's Word. Our community has well-established events and organizations we can (and in some cases do) work with and through to increase our impact. We have been blessed with financial stability and facilities that can be used in support of outreach and ministry. God help us to use our time and talents wisely to do so.

List up to three strengths of our congregation that help us accomplish this mission?

Mount Olive's strengths include: (1) We are blessed with strong belief and teaching of the one true faith. (2) We are a welcoming, loving, and genuine congregation that loves each other as family and desires to serve God, each other, and our neighborhood. (3) We are financially sound with a strong tradition of financial stewardship (and a newly established neighborhood scholarship fund).

List up to three weaknesses that hinder our congregation from accomplishing this mission?

LEADERSHIP DEVELOPMENT—Mount Olive has no intentional process to recruit and develop new volunteers, leading to burnout and a sense among some that others are excluded from leadership roles. **LACK OF ZEAL/FEAR OF FAILURE**—There is reluctance to try new things and an expectation that old endeavors will not bear fruit. Efforts are often considered a failure if they do not increase membership. **LACK OF DIVERSITY**—We recognize the difference between our membership and the makeup of the surrounding community. This presents a challenge in understanding how to better minister to the needs of our neighbors.

What are two things that you believe your congregation as lay-members need to be doing more than anything else right now, to be most effective?

The most common response, by far, calls us to be present in our neighborhood as members and as a church. Second most common is a need to listen and show care for our fellow members, look to each other's needs (especially among our elderly), and, broadly, to serve one another.

Other common responses included praying that God's will be done as we seek a new pastor, faithful participation in worship and Bible study, and finding ways to meet the needs of our congregation's youth.

XIV. Pastoral Expectations

We recognize that the following is challenging, but it will be helpful to you and President Snow in the selection process try to rank the following personal qualities and skills and pastoral abilities according to what you feel is the order of importance for your parish. A list of explanations for each category is appended to assist you. Please rate the Personal Qualities column with the top nine qualities, numbering from 1 to 9, with 1 being the “most important,” down through 9 as “less important” and mark the remaining qualities with a 10. In the same way then prioritize the top nine Pastoral Skills column from 1 to 9, with all the remaining skills as 10.

Personal Qualities		Pastoral Skills	
<u>3</u>	Tact	<u>8</u>	Children’s ministry
<u>4</u>	Patience	<u>7</u>	Youth ministry
<u>5</u>	Cooperation	<u>10</u>	Singles ministry
<u>6</u>	Initiative	<u>10</u>	Young Adult ministry
<u>10</u>	Administration	<u>10</u>	Older adult ministry
<u>1</u>	Leadership	<u>5</u>	Family ministry
<u>7</u>	Innovation	<u>10</u>	Ministry to inactives
<u>8</u>	Creativity	<u>10</u>	Small group ministries
<u>2</u>	People Skills	<u>10</u>	Assimilation of new members
<u>9</u>	Community involvement	<u>6</u>	Lay leadership development
<u>10</u>	Personal grooming	<u>10</u>	Personal witnessing
<u>10</u>	Participation in continuing ed.	<u>10</u>	Counseling
<u>10</u>	Conference participation	<u>1</u>	Preaching content
<u>10</u>	Use of computer	<u>3</u>	Preaching delivery
<u>10</u>	Use of social media	<u>4</u>	Teaching ability
		<u>2</u>	Worship
		<u>10</u>	Stewardship
		<u>9</u>	Sick & shut-in visitation
		<u>10</u>	Outreach visitation
		<u>10</u>	Home visitation

What do you believe are the most important personal qualities for a pastor to have?

Leadership in church and community; passion and enthusiasm for sharing and teaching the Gospel; people skills, including listening, grace, patience, humility, and authenticity; wise use of time and talents of others; receptivity to and appreciation of the culture of the congregation.

What are the most important things you as laity need to be doing to maintain good relationships with your new pastor?

Realization that God has led him to our congregation; and flexibility and openness to make changes needed to further the goals and mission of our congregation. Participation in worship and Bible study. Willingness to serve in different roles. Maintain open and honest communication, with grace, during transition. Be accountable. Pray for him and his family, encourage them, demonstrate our care for them, and welcome them into our church family.

Annualized Compensation for 2019

RESOLVED, that the Reverend Roland A. Jank, Jr., (Pastor Jank) Minister of the Gospel for Mount Olive Evangelical Lutheran Church, Omaha, Nebraska, shall be paid for the year 2019 the sum of **\$56,136** for salary, and **\$12,500** for housing allowance, and **\$2,800** for utilities allowance, a total of **\$71,436**; and

BE IT FURTHER RESOLVED, that Pastor Jank shall be reimbursed **\$5,465** during 2019 as a taxable salary adjustment for the equivalent of the employer's share of social security and Medicare taxes for which Pastor Jank is personally liable; and

BE IT FURTHER RESOLVED, that for purposes of reporting Pastor Jank's salary to Concordia Plan Services, the taxable salary adjustment of **\$5,465** shall be included in the amount reported as salary; and

BE IT FURTHER RESOLVED, that Pastor Jank shall be reimbursed for mileage driven in his personal auto on congregational business in 2019 at the IRS-approved business mileage rate; and

BE IT FINALLY RESOLVED, that the Director of the Board of Lay Ministry is hereby directed to authorize the Treasurer to pay any positive difference between (i) the 2019 budgeted amount of Travel and Car Expense (**\$2,000**) and (ii) the 2019 mileage reimbursement claimed by Pastor Jank directly to Pastor Jank as a taxable salary adjustment.

Additional benefits:

- Concordia Health Plan
- Concordia Disability & Survivor Plan
- Concordia Retirement Plan
- Concordia Retirement Savings Plan (2% match from congregation)

Also see Vacation, Holiday & Sick Leave policy

NOTE: Future IRS resolutions will be limited to identifying only the Housing Allowance as per the LCMS Treasurer's manual samples. The above form was preferred by the incumbent pastor.

Vacation, Holiday & Sick Leave Policy for Fulltime Workers at Mt. Olive Lutheran Church (Adopted October 9, 2008, by the Board of Lay Ministry)

This policy applies to regular, fulltime (more than 20 hours per week) church workers at Mt. Olive Lutheran Church, Omaha, Nebraska.

Vacations

Vacation Allowances

Paid vacations are provided to fulltime workers according to the following table:

Length of Service	Vacation Allowance
Six months through one year	One week
One through four years of service	Two weeks
Five through fourteen years of service	Three weeks
Fifteen or more years of service	Four weeks

One week of vacation means five workdays. A year of service means 365 consecutive days (or 366 days if the service period includes a February in a leap year) that commence on a worker's initial hire date (or the anniversary of a worker's initial hire date).

Vacation Carryover

A worker who does not use all of his/her vacation allowance in a year may carry over to the next year a maximum of one week of vacation allowance. Such carryovers are not cumulative.

Vacation Accrual

Vacation accrues pro rata during a year of service in which a worker resigns or is terminated. Unused accrued vacation shall be paid to the worker at the worker's regular rate of pay.

Holidays

The following six paid holidays will be provided to fulltime workers: New Years Day, Memorial Day, 4th of July, Labor Day, Thanksgiving & Christmas. If a holiday falls on weekend, a paid day off may be scheduled before or after weekend.

Sick Days & Personal Time

Up to three paid days per calendar year shall be allowed for *bona fide* worker illnesses. Mt. Olive also provides coverage (at no cost to fulltime workers) under the Concordia Disability and Survivor Plan (the Plan or CDSP). When a fulltime worker becomes disabled due to a qualifying disability (subject to the terms and conditions of the Plan), CDSP pays a monthly income benefit equal to 70% of monthly compensation. However, except as provided above, no paid time off is provided for additional sick days or other personal time off.

Scheduling

Vacation, holiday, and other time off must be scheduled in advance with the worker's work supervisor.