



**Our Savior Lutheran Church
Three Rivers, Texas**



Congregational Profile

We are an NALC-affiliated church in the Southwest District seeking a Full-time pastor whom God has selected to lead our congregation.

Contact Information:

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Congregational President:

Terry Retzloff

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Call Committee Chair:

Judy Weber-Jendrusch

PO Box 890, Three Rivers, Texas 78071

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We have (1) Pastor position, (1) part-time office manager, and (4) Lay Ministers. Our office staff is supported by dedicated volunteers.

Worship

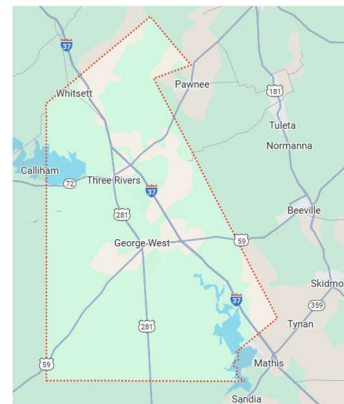
Sunday Worship begins with Prayer group at 9:00 am, then Sunday School for all ages is from 9:30 to 10:30 am. Worship service begins at 10:45 am. Average worship attendance is about 75-90 and Sunday School attendance is about 11-15 adults and children.



Our Community

Three Rivers is located in Live Oak County, Texas. George West is the county seat with several smaller towns in the area. The population of the county is about 12,000. The area is South Texas, located about midway between the cities of San Antonio and Corpus Christi.

Three Rivers and the surrounding area has everything you may need or want with its lush farming and ranching community, opportunities for hunting, fishing, and boating, grocery stores, local pharmacies, childcare facilities, fitness center, community swimming pool, several community parks, the recently upgraded Live Oak Community Health Center, and several small boutiques with unique finds. Just as the name says, there are three rivers -Atascosa, Nueces, and Frio- that run through the city providing many scenic areas for relaxing, camping, and having fun.



The largest employers in the county are the Three Rivers and George West ISD's, the Valero Refinery, several oil field businesses, and the Federal Prison. These businesses offer residents lifelong careers.

The area supports a variety of amenities, civic groups, and opportunities for service in such organizations as the Three Rivers & George West Public Libraries, the local Garden Club, Boys and Girls Club of America, Choke Canyon State Parks, VFW, American Legion, local Chambers of Commerce, Lions Club, Rotary Club, and Masonic Lodge, just to name a few.

Three Rivers is proud to have a recently built elementary and high school with many safety features, and active extracurricular activities for the students such as sporting events, FFA, FCCLA, UIL, and PTA events. The Three Rivers and George West ISD's have active Education Foundation membership that promote education and learning.

Live Oak County residents work together to provide community events such as Market Days, the Live Oak County Fair and Rodeo, Choke Canyon and Lake Corpus Christi State Parks, Little League, 4-H, the Dobie West Theater, the annual Dobie Dichos celebration, active food banks, and the Pastor's Ministry in which all churches collaborate for a greater cause. There are multiple social groups that host Bridge, Bunco, Mahjonn and other games for individuals and/or families.

Congregation

Our congregation and the surrounding area are mostly Caucasian and Hispanic descent, with a mix of working-class families, farmers, and ranchers. The age distribution of our congregation is from birth to elderly, with the majority being in the upper age range of over 60. We have a multi-generational congregation with many members being related. Currently, we have about 433 baptized members, with approximately 140 voting members.

Our Mission and Vision

Our mission statement is "As a community of believers, we will grow in our relationship with Jesus Christ and share God's love through worship, learning, fellowship and service."

This mission statement is clear and concise. We feel this statement, which is read at the conclusion of each service, gives us motivation to use what we have just heard in the sermon to grow in our faith and spread the message to others.

Congregational Goals

Our goals are to provide a Bible-based place of worship that is centered in scripture by teaching from the word of God, so we can fulfill His will and live as disciples of God. We desire to reach more people to build our congregation and bring in new families.

We want to strengthen our youth groups- from the Sunday School classes to the Young Adult Groups. We also want to bring back families that are struggling in their faith, those who come sparingly, and those who are seeking a church family. We want to learn how to better share God's message. We also want to encourage a faith-based life for our current children and keep them coming to church and Sunday School so they can grow as a group to build a solid foundation for the future of our church.

Our goals are also to obtain a pastor that meets our needs, is willing to work with our congregation to define those needs and who will be a light that leads others to the good news of the Gospel.

How We Worship



Each Sunday, Our Savior Lutheran begins with prayer group at 9:00 am, then Sunday School for all ages from 9:30 am -10:30 am, then one worship service at 10:45 am. We have four assistant ministers that aid in worship services and Sunday School.

The liturgy is compiled from the Lutheran Book of Worship, Sola Publishing, and "Sundays and Seasons." Our music includes an organist, choir, and occasional guitar. Much of our music comes from CCLI copyright and *Worship Today*. We have Holy Communion and a children's message each week as part of the service. During Lent, Our Savior Lutheran hosts a soup supper at 6:00 pm with a Lenten Service at 7:00 pm. We also provide worship services at the Live Oak Nursing & Rehabilitation Center in George West every Tuesday.



Worship services and special events are live streamed through the church's Facebook page.

Our Savior is compliant with NALC requirements and 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 and making disciples.

Christian Education Ministry

The Christian Education committee at Our Savior Lutheran meets monthly to discuss and plan events to help build a strong foundation for our children and train them to be disciples of God. The committee organizes the curriculum and activities for Sunday School, prepares teachers for Pre-K to High School classes, and plans church events.

Christian Education consists of our two youth groups- the Good News Youth Group, which is the high school group, and the Faith Followers, which is the 3rd through 6th graders. The 7th and 8th graders are considered the Confirmation group and can participate in either or both groups.

The Good News Youth group went to their first NALC Youth gathering in Boerne, Texas in the summer of 2024. These groups plan trips and excursions throughout the year.

Plans for the summer of 2025 included a trip to the Kalahari Waterpark resort in Round Rock, Texas at the end of May. Then, in June, the sponsors and parents are taking the Faith Followers to Eureka Springs, Arkansas and Branson, Missouri to see 'The Great Passion Play,' and the Sight and Sound Theater, plus a few other local tourist attractions for a week of fun and fellowship. Both groups are planning a trip to Williamstown, Kentucky to see The Ark and The Creation Museum for a long weekend trip.



Confirmation students are able to attend a week of Confirmation camp at no expense to their families. These groups have always been very active with the few children that we have.

We have First Communion training for all 5th graders and Acolyte training for all 3rd -6th graders. Vacation Bible School is held every summer and is open to all the children in the community. We usually host about 50-60 kids of all ages.



We celebrate back to school with a Rally Day where each child brings their backpack to the altar to receive a blessing prayer for the new school year.

Christian Education provides Bibles for all 3rd graders, crosses for all confirmation students, and gifts for all high school graduates. College students are sent care packages and birthday cards are given to all Sunday school age children. The children host many fundraisers throughout the year such as silent auctions, meals, and bake sales to help fund the events, travels, and activities planned.

The Christian Education Committee consists of active parents and other adults in the congregation that are involved to ensure their children are able to get the lessons needed to grow in their relationship with Christ. Sadly, not all parents are involved. This small group gets tired and over-worked and needs help to continue. Our Savior Lutheran prays for young adults to step up to help keep these activities going.

Mission and Outreach

Our Savior Lutheran Women's (WNALC) group is active in all of the church's activities. They organize several projects; some are listed below:

- Each year the group decides on a disaster relief related project, such as: personal care kits, kitchen supply kits, or health kits.
- The group appeals to the congregation to assist in supplying the items needed for the kits. The kits are assembled during the annual Daughter's of God Brunch held in May each year. Kits are taken to the warehouse in Rosenberg for disaster relief efforts.
- Box fans are collected in the summer with an appeal to the congregation for the Sunshine Room- a local outlet for struggling families that is supported by all churches in the city.



- They host a drive to provide school supplies to kids for both schools in the county.
- They participate in the Teacher Appreciation Week in which they send special treats with scripture attached to Three Rivers ISD for all teachers.
- They give all the high school seniors a treat bag, and,
- They give a donation for Halloween candy for Trunk or Treat every year.

Other activities are: helping organize and/or host the World Day of Prayer in conjunction with area churches, coordinate the monthly pot luck lunches on the first Sunday of each month, host an annual Christmas party and cookie exchange, and organize a secret prayer pal program for the year. The group organizes the Lenten soup suppers and free-will donations are gifted to a deserving project each year. They also participate in the Quilting group that makes quilts for local charitable organizations.



The women's group request donations from the congregation for the annual Thank-offering drive in November. In the past, funds collected have gone to local charities, but support has also been sent to the Fisher House and the Ronald McDonald houses in San Antonio and to the Wounded Warriors program.

Then we have the Christian Education group. The sponsors, parents and children have organized and participated in the following activities that are for fellowship and/or fundraising.

- A Valentine's "Love of Christ" dinner night out.
- A community concert with other local musicians.
- Sponsoring one Lenten soup supper and helping during Lenten services.
- Participate in "Meet at the Flagpole" with other churches.
- On Easter Sunday, there is an egg hunt following the Sunrise service and the annual Easter breakfast prepared by the men of the church.
- Trunk or Treat is a community event with other local churches that is hosted on church grounds at Halloween. There is a large turn-out from the town due to the location of the church. With the air-conditioned Family Life Center this event can be inside with carnival like games and activities. We gather tons of candy and prizes to hand out along with snacks and drinks. All ages come to enjoy the fellowship and festivities.
- Christmas caroling to congregation members homes.
- Organizing a Giving Tree with envelopes for donations from congregation members that benefits the Sunshine Room, the Children's Home, Toys for Tots, Boys & Girls Club, Heavenly Angels (a business for challenged adults), and/or the Pastor's Fellowship.
- Members are involved with the Monthly Food Distribution by volunteering time, resources, and donations of food.
- At Christmas time, Christian Education puts on a Nativity play during the worship service followed by a ham and dressing meal with all the trimmings to thank the congregation for supporting the youth.
- Christian Education provides a Christmas ornament for every child.

- Collection of items for Disaster Relief buckets such as diapers, wipes, towels, and tools. Funds have been raised to purchase these items, then the buckets are put together, and delivered to the Rosenberg warehouse.
- They also send college students care packages and birthday cards for all Sunday school age children.
- The Christian Ed groups host many fundraisers through the year such as, silent auctions, bake sales and hosting of meals.

We have a Mission/Vision Chairperson who coordinates Community Bazaars, Progressive Dinners, and a Night in Bethlehem community event and she works to bring our church together, build morale, and support all groups.

We have a recently built Family Life Center that is able to host a variety of events. This has been a major upgrade to the congregation's locality. It has a full kitchen, showers in the bathroom, separate activity room, portable basketball goals, and an upstairs area that will be built into a high school activity room. The building is completely air-conditioned with roll-up doors on three sides.

The Pastor's Fellowship is a collaboration of churches that share information through Facebook and other media to work together for the good of Live Oak County. Vacation Bible School dates are coordinated among the churches giving the children the opportunity to attend all community church events. Food, such as cereal and canned goods, is collected for the local Food bank. Toys are collected for the Toys for Tots campaign for the county.



Live Oak County is a special place where everyone knows most everyone, and we support each other. It is amazing at the turnout for a fundraiser when someone is in need. For people who are new to town, or if a disaster strikes a family that may need food or clothing, the community provides.

The saying is that it takes a village to raise a child, and this describes the small town of Three Rivers.

It takes a church family to nurture faithful Christians, and that describes Our Savior Lutheran Church.

The Call Process and Pastor Attributes

At the beginning of this call process, 32 members of the congregation attended a Call Process Workshop designed to lead the congregation in the realization that God is in the center of this process and that we call on the Holy Spirit to lead and guide us through the process of calling the pastor He intends for our church.

Significant results of the workshop

- Increased awareness of the call process and the need to take time to fully participate in the process and to continually ask God to guide and lead us.

- Participants provided insight in our current ministry and qualities that we are looking for in our next pastor.
- Expectations for the call process were identified and the awareness of the group was that discernment, patience, prayer, and scripture are necessary to the call process.

Pastor Attributes

From the congregational workshop, meetings of the call committee and a polling of the congregation, the following hoped-for attributes of our next Pastor were identified:

1. A knowledgeable and passionate pastor to teach God's word, with a sincere love for the Lord, that will lead us deeper in the Word of God and connect the Word to our daily lives.
2. A pastor that will participate in youth activities that will bring in our children.
3. A pastor that will be active and visible in our community.
4. A pastor that will maintain regular office hours to work with committees, office staff, and volunteers to plan services, Sunday School, perform baptisms, go to home visits, etc., and one that communicates well with the church members.
5. An enthusiastic, spirit-filled pastor who will relate to all age groups.

Our History

- This congregation has grown through the years with the start of the Evangelical Lutheran St. Michaels's congregation forming in 1925 at Ray Point, Texas. In 1963 members reorganized as Our Savior Lutheran and moved to land purchased in Three Rivers with the church being dedicated in 1965.
- In 2001 a Sunday School wing was built that doubled the size of the existing structure.
- In 2010, Our Savior was one of the founding congregations of the NALC.
- In 2016, four lay ministers came into service to assist the pastor.
- In 2021, the Family Life Center was built and dedicated. Even though it is a work in progress, there have been many events held there, with goals to continue to host retreats, fellowship, and outreach.



Embracing Change and Resolving Conflicts Within Our Church Family

In the last few years, our church has experienced multiple transitions. A long-time pastor felt the call to another church, and in due time, the call process was started. That Call Committee worked diligently to bring in a new pastor.

The relationship with the called pastor struggled because there were differences in expectations and a lack of communicating those expectations between the congregation, council, and the pastor.

Conflicts arose due to the struggles with the pastor and relating to some changes in church procedures. Issues were discussed with affected parties and resulted in the loss of some members. 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.

The church council has worked to keep the congregation informed of upcoming events and resolved to implement conflict resolution processes.

In order to avoid future conflict, the Church Council is proposing to ratify the constitution at the next annual meeting to form a Mutual Ministry Committee. The purpose of this committee will be to address any potential conflicts as they arise.

Congregational and Pastoral Financial Profile

Our Savior is governed by a constitution and a church council of which the Pastor is a voting member.

Financials:

ITEM	2025 Budget
Total Budget	\$221,106
Total Debt	None
Savings, Reserves, Endowments (ao 5/31/25)	\$393,496
Benevolence to NALC	\$16,689
Benevolence (Other)	\$43,500

*Salary based on experience

**See parsonage information below

Pastor Compensation	
Base Salary *	\$45,000
Pension	\$4,500
Social Security Offset	\$3,595
Health Insurance	\$20,000 est.
Housing Equity and Furniture Allowance**	\$2,500 \$2,000
Vacation	4 weeks
Continuing Education	2 weeks / \$1,500
Travel Reimbursement	Mileage \$.70/mile -\$7000
Professional Expense Reimbursement	\$1,500

Parsonage:

The parsonage is located near the church property. It is a 4-bedroom, 3-bathroom brick home, approximately 2,300 sq. ft., with office space, an attached garage, and privacy fencing.



Summary Statement

Our congregation is currently without a full-time pastor. We are seeking the pastor that God is calling to be with us. Our congregation is active and eager to hear God's message and learn how to implement that in our daily lives. We are a family-oriented church with multi-generational congregants. We desire a pastor who can connect and inspire all ages. Community involvement is important. Our location in South Texas is rural and yet is central to larger urban areas and points of interest. We are looking for a long-term shepherd to help us grow and reach out to our community in faith and fellowship.

We think it is important for an incoming pastor to know that we are a congregation steeped in tradition and while we are open to changes, we want someone to come in and get a full understanding of what and why the church does what it does before making changes that will benefit the community as a whole.

Completed by: Our Savior Lutheran Church Call Committee

Date: June 26, 2025
