

Congregational Profile

(Revised January 2017)

Form Revised 9-28-17

Position Being Filled: <u>Part-Time Pastor</u>		
Name of Congregation: <u>White Church Christian Church</u>		
Street Address: <u>2200 N. 85th St</u>		Phone: <u>(913) 299-4056</u>
City: <u>Kansas City</u>	State: <u>Kansas</u>	Zip: <u>66109</u>
Search Committee Chair: <u>Janice Burns</u>		
Address: <u>10010 W 52nd St</u>		
City: <u>Merriam</u>	State: <u>KS</u>	Zip: <u>66203</u>
Email: <u>churchpotlucks@yahoo.com</u>	Preferred Phone Number: <u>(913) 449-5610</u>	

II. Membership Profile

1. Total Number of Members: 100 Number of Participating Members: 40
 Number of Participating Non-members (including children): 50

2. Number of Participants: Are these figures- Estimated or Actual

A. Ages 1-11: _____	D. Ages 25-34: <u>5</u>	G. Ages 55-64: <u>10</u>
B. Ages 12-17: _____	E. Ages 35-44: _____	H. Ages 65-79: <u>10</u>
C. Ages 18-24: _____	F. Ages 45-54: _____	I. Above 80: <u>15</u>

3. Church Family Profile: Are these figures- Estimated Actual *Note: Percentage may add up to more than 100%*

_____ % Single Adults 18-35	<u>5</u> % Single w/children at home	<u>80</u> % Married
_____ % Single Adults 36 +	_____ % Married w/children at home	_____ % Blended Families

4. Education Level of Adults: Are these figures- Estimated or Actual

_____ % High School	<u>1</u> % College	_____ % Graduate School	_____ % Specialty Training
_____ % Other: Please Specify _____			

5. Occupations of Participants: Are these figures- Estimated or Actual *Note: Percentage may add up to more than 100%*

<u>5</u> % Business/Retail	_____ % Service	_____ % Agriculture	_____ % Homemaker
_____ % Construction	_____ % Education	<u>5</u> % Professional	<u>2</u> % Student
_____ % Military	_____ % Technical	_____ % Manufacturing	_____ % Other (Specify Below)

(other explanation): _____

A. From totals above: <u>10</u> % Employed full time	<u>80</u> % Retired
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III. Organizational Information (Check those currently active)

1. **Worship** How many worship services per week? 1

<input checked="" type="checkbox"/> Traditional	<input checked="" type="checkbox"/> On Site	<input type="checkbox"/> Off Site	Average Attendance	<u>40</u>
<input type="checkbox"/> Contemporary	<input type="checkbox"/> On Site	<input type="checkbox"/> Off Site	Average Attendance	_____
<input type="checkbox"/> Other, Specify _____			Average Attendance	_____

Total weekly average attendance from all services: 40

2. **Educational Ministries**

Average weekly attendance: Children's Church School _____	Adult's Church School _____
Weekly Children's Program _____	...(name of program)- _____
Weekday Adult group(s) <u>3</u>	...(name of program)- <u>Sunday & Wednesday Bible Study</u>
	...(name of program)- _____

Total average weekly education attendance: 3

3. **Administrative and Oversight Groups**

- Board Cabinet Personnel Pastoral Relations
 Elders Diaconate Deacons Deaconesses
 Planning/Functional Committees How many? _____
 Other Groups- Specify: Trustees

4. **Ministries and Service Groups Within the Congregation (List all)**

List all active ministry and service groups and share information about their activities, focus and ministry.

CWF

IV. Staff (label those presently employed/serving as "FT"- full time; "PT"- part time; or "V" - Volunteer)

FT	Pastor		FT	Youth Minister/Director	PT	Office Staff #	<u>1</u>
FT	Co-Pastor(s)	# _____	FT	Education Director	FT	Other (Please Specify)	
FT	Associate Minister(s)	# _____	PT	Organist/Accompanist			
FT	Music Minister/Director	# _____	FT	Administrator			

V. Property

- | | | Year Erected | Adequate-- | Yes | No |
|---|---|-------------------------------------|--|-------------------------------------|--------------------------------------|
| 1. Sanctuary: | Seating Capacity-- <u>300</u> / <u>1832</u> | | | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 2. Education Unit: | Number of Classrooms-- <u>6</u> / _____ | | | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 3. Fellowship Facility: | Seating Capacity -- <u>150</u> | | | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| | Tables -- <u>25</u> | | | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. Administrative Facility: | No. of Offices-- <u>2</u> / _____ | | | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. Off Street Parking: | No. of Spaces-- <u>50</u> Paved? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No | | | | |
| 6. Building Program: | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Projected? | | | | |
| | If Building Program answer is "Yes" or "Projected", describe: | | | | |
| 7. Church Location (check all which are applicable): | | | | | |
| | <input type="checkbox"/> Downtown | <input type="checkbox"/> Inner City | <input type="checkbox"/> Urban | <input type="checkbox"/> Suburban | <input type="checkbox"/> County Seat |
| | <input checked="" type="checkbox"/> Neighborhood | <input type="checkbox"/> Rural | <input type="checkbox"/> Bedroom Community | <input type="checkbox"/> Small Town | |
| 8. Parsonage: | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | | | | |
| | No. of Bedrooms-- _____ | No. of Bathrooms-- _____ | Garage? | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| | Age of Parsonage-- _____ | Condition: _____ | | | |
| 9. Other Facilities: (such as senior housing, pre-school, camp, etc.) | None | | | | |

VI. Community (check all which are applicable)

- | | | | | |
|------------------------|---|---|---|---|
| 1. Characteristics: | <input type="checkbox"/> Industrial | <input type="checkbox"/> Commercial/Retail | <input type="checkbox"/> College/University | <input type="checkbox"/> Medical Center |
| | <input type="checkbox"/> Agricultural | <input type="checkbox"/> Military | <input type="checkbox"/> Tourist/Recreational | |
| 2. Population Trend: | <input type="checkbox"/> Rapid Growth | <input checked="" type="checkbox"/> Slow Growth | <input type="checkbox"/> Other (describe): _____ | |
| | <input type="checkbox"/> Rapid Decline | <input type="checkbox"/> Slow Decline | <input type="checkbox"/> Other (describe): _____ | |
| 3. Concerns: | | | | |
| | <input type="checkbox"/> Teen Needs | <input checked="" type="checkbox"/> Senior Citizen Needs | <input checked="" type="checkbox"/> Race Relations | <input type="checkbox"/> Alcohol/Drugs |
| | <input type="checkbox"/> Population Changes | <input type="checkbox"/> Unemployment (<input type="checkbox"/> Seasonal or <input type="checkbox"/> Chronic) | <input type="checkbox"/> Other (specify on line below)- | |
| | (list other concerns here)-- _____ | | | |
| 4. Population Profile: | Total Population: _____ | (Are these figures <input type="checkbox"/> Estimated or <input type="checkbox"/> Actual | | |
| | _____ % Asian American | _____ % African American | _____ % Hispanic American | |

X. Congregational Dynamics / Dealing with Conflict

Many congregations experience conflict at various times. Characterize your congregation's experience with conflict given the following possibilities. Indicate the extent to which each statement describes your congregation: C= closely, S= somewhat, N= not at all.

- S As a church, we respect and listen to each other and work things through without generating divisiveness.
- S 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.
- C Some have left our church because of conflict.
- C Conflict hurts our sense of unity, but we tend not to talk about it.
- C Painful experience with conflict has been present, but it has been worked through, and we have learned form the experience.
- C We have had some painful experiences with conflict, and they linger in the background.
- S Open conflict is present, and we need a minister who can help us deal with it.
- S Other (Specify:) _____

Comments:

XI. Congregational Discernment

The following questions are beneficial to a process of discernment that helps you look at yourself and also provide important information to your candidates. It is our hope that you'll spend significant time in reflecting on these ten questions prior to you providing the answers on this form. You may likely want to involve discussion of them in various congregational venues to provide the Search Committee with a breadth of input. Discuss with your Regional Minister how this might be accomplished. We are encouraging answers on the Congregational Profile that are both succinct and well thought through.

1. What has God uniquely called you to be and do as a congregation (both now, and looking to the future)?
Take care of our people and our community.

2. Describe the processes you used to hear God's unique call for your congregation.
Watch for what is needed around us.

3. Describe the Spiritual Disciplines that are regularly practiced throughout this congregation.
During our worship service, we express prayer concerns and listen to everyone's praises and concerns.

4. Describe your sense of God's covenantal call to be a part of the Christian Church (Disciples of Christ) and broader ecumenical/interfaith ministries.
God has called us to be a part of this ministry and to care about it.

5. In what ways have members of the congregation been engaged in the Search and Call discernment process?
Keeping the whole congregation involved by giving weekly updates, sending out letters and most importantly, listening to what each one has to say and take that into consideration.

6. What are the ministry opportunities you see in your particular context? What are the resources and gifts you have within the congregation to respond to these opportunities (including particular talents represented by members of the congregation; financial and other resources you have; the traditions you have manifested over the years)?
1. Food kitchen 2. Thanksgiving baskets 3. Mitten & glove tree 4. After school program 5. Bible Study 6. CWF

7. Describe the congregation's strengths and growing edges.
Caring about each other and feeling free to express our prayers and concerns.

8. Describe the ways you make decisions and carry them out as a congregation.
Board meetings and then they present to the congregation for approval.

9. How is this congregation relevant to the needs of (a) the local community, (b) Disciples mission, and (c) the world?
After school programs, daycare, bible studies and people using their personal talents to help people in various ways such as visiting the sick, making and delivering cookies to the fire and police stations, helping people who need transportation, caring for our church property.

10. How does this congregation bear witness in tangible ways to God's healing, welcoming, reconciling presence in a broken world?
We are an open congregation to welcome everyone into our church and care about them whatever the need may be.

XII. Goals of the Congregation for the Next Five Years - List four, attach recent congregational mission statement and goals if available.

1. Growing our church family
2. Daycare return
3. Children's ministries
4. More programs for the senior citizens

XIII. Personal and Professional Qualifications

1. Name the personal / professional qualifications you desire in your pastor:

A. <u>Calling or just a place to preach</u>	E. <u>Counselling experience & Good listener</u>
B. <u>Caring</u>	F. <u>Women in leadership roles</u>
C. <u>Conflict handler</u>	G. <u>Worship experience</u>
D. <u>Flexible (especially regarding time)</u>	H. <u>Experience with older congregations & kids</u>

2. Educational Level (*check one*)

High School/GED Undergraduate Seminary Doctoral Other (*explain*) _____

XIV. Compensation, Housing, Benefits, Expenses - Our congregation will provide the following:

Salary/Housing	We can provide a cash salary (including social security offset) and housing (incl. utilities, furnishings, insurance, etc.) in the range checked below:				
<input type="checkbox"/> 15 - \$17,999	<input type="checkbox"/> 18 - \$21,999	<input type="checkbox"/> 22 - \$25,999	<input type="checkbox"/> 26 - \$29,999	<input type="checkbox"/> 30 - \$34,999	<input type="checkbox"/> 35 - \$39,999
<input type="checkbox"/> 40 - \$49,999	<input checked="" type="checkbox"/> 50 - \$59,999	<input type="checkbox"/> 60 - \$69,999	<input type="checkbox"/> 70 - \$79,999	<input type="checkbox"/> 80 - \$99,999	<input type="checkbox"/> \$100,000 +
					<input type="checkbox"/> <i>Negotiable</i>

Provided Housing: Parsonage Fair Rental Value \$ _____ (*Per Month*)

Pension: Pension Fund (*14% of combined value of cash salary & housing allowance/parsonage fair rental value*) \$ _____

Vacation: Days _____ including _____ Sundays \$ _____

Continuing Education: Days _____ including _____ Sundays \$ _____

Sabbatical: _____ Months after _____ years \$ _____

Family/Medical Leave: _____ Weeks Negotiable

Health Insurance: Taxable Stipend Negotiated Plan Other - Canada Supplemental Health Plan

Reimbursable Professional Expenses: Auto Allowance- \$ _____

Assembly/Meeting Expenses- \$ _____ Books- \$ _____ Miscellaneous- \$ _____

Reimbursement for cost of mandatory Criminal Background Check (CBC) -\$160.00 Yes **OR** No

Moving Expenses: The congregation will provide all **OR** up to \$ _____ (*Negotiable*)

XV. Discerning Areas of Greatest Need for Ministerial Leadership

The list below is based on the requirements found in "Theological Foundations and Policies and Criteria for the Ordering of Ministry of the Christian Church (Disciples of Christ)". It is used for describing a minister's areas of skill and expertise (which you will observe on the Ministerial Profiles you receive). It is expected that all ministers will demonstrate competency in each of these areas, but will excel in some more than others. Part of the Search & Call process is discerning a good match between the skills of the pastor and the needs of the congregation. In light of where growth is desired and God is calling you please indicate the top 4 skills needed in your next pastor.

Biblical Knowledge

Rooted and grounded in scripture and able to interpret and apply the scriptures in ways that are appropriate to original and contemporary contexts.

Church Administration and Planning

Able to practice the principles of good administration, planning and implementing short- and long-range goals to enhance Congregational life in collaboration with teams and committees.

Communication

Be an effective communicator and able to facilitate effective communication within and on behalf of the church.

Cross Cultural and Anti Racism Experience

Sensitive to the different manifestations of racism and prejudice in the culture and committed to confronting and overcoming them.

Ecumenism

Exhibit a commitment to working with other Christians and denominations, and with other faiths, in programs of common witness and service – articulating the vision of the ecumenical and global church as a starting place for mission.

Education and Leader Development

Knows the foundations of Christian education and principles of leader development, and can demonstrate competency in teaching children, youth, and adults, including lay leaders and staff.

Ethics

Able to help parishioners think critically about the relationship of their faith to issues of justice, ethics and morality.

Evangelism

Able to motivate congregational members to share their faith through word and action.

Mission of the Church in the World

Understand and articulate the centrality of the call to mission given by Jesus Christ and the prophets, and can empower congregations to engage in mission from our doorsteps to the ends of the earth.

Pastoral Care

Able to engage other persons with empathy and assess situations and relationships with the compassion of Christ, with sensitivity to culture and context, and to convey the healing power of God to those who suffer.

Proclamation of the Word

Know the practice and theory of Christian preaching, and can proclaim the Word of God, share the Good News of Jesus Christ, and help congregational members apply their faith to daily life.

Spiritual Development

Establish and maintain spiritual disciplines that lead to personal growth and help others develop a rich spiritual life.

Stewardship

Able to develop and encourage healthy stewards who recognize and share generously God's abundant gifts for all creation.

Theology

Able to articulate a coherent view of God's nature and activity in relation to the Christian tradition, critically engage human situations from a perspective of faith, and help persons recognize theological issues in their daily lives.

Understanding of Heritage

Know and appreciate the history and thought of Christianity and the history, structure, practices, and ethos of the Christian Church (Disciples of Christ).

Worship

Know the purpose and elements of Christian worship, and can plan and lead meaningful worship by working with the worship team, musicians, and congregational members.

Optional: Please include any comments regarding the 4 skills identified and/or how you identified them.

XVI. Congregational Conduct

Our Congregation has taken official Action to adopt and abide by the "Ethical Guidelines for Congregational Conduct" Yes No

A PDF copy of the **Ethical Guidelines for Congregational Conduct** can be downloaded from the following website:

<https://www.discipleshomemissions.org/wp-content/uploads/2012/10/SC-EthicalGuidelines.pdf>

XVII. Additional Information *(Please use space below or attach your document to this packet)*