

Congregational Profile

(Revised February 2016)

Ministerial Position to be Filled: Pastor

Date: October 5, 2016

I. General Information

Name of Congregation: Woods Memorial Christian Church
Address: 417 Concourse Phone: (816) 630-2759
City: Excelsior Springs State: MO Zip: 64024 Website: WoodsMemorialChurch.org
Search Committee Chairperson: Jerri Oliva
Address: _____
City: _____ State: _____ Zip: _____ Email: Woods4church@gmail.com
Cell Phone: (816) 550-6977 Work Phone: () _____ Fax Number: () _____

II. Membership Profile

1. Total Number of Members: 234 Number of Participating Members: 76
Number of Participating Non-members (including children): 158
2. Number of Participants: (Are these figures- Estimated ☒ or Actual ☐)
A. Ages 1-11: 6 D. Ages 25-34: 4 G. Ages 55-64: 12
B. Ages 12-17: 4 E. Ages 35-44: 4 H. Ages 65-79: 16
C. Ages 18-24: _____ F. Ages 45-54: 10 I. Above 80: 4
3. Church Family Profile: (Are these figures- Estimated ☒ or Actual ☐) *Note: Percentage may add up to more than 100%*
7 % Single Adults 18-35 _____ % Single w/children at home 30 % Married
_____ % Single Adults 36 + 10 % Married w/children at home _____ % Blended Families
4. Education Level of Adults: (Are these figures- Estimated ☒ or Actual ☐)
10 % High School 50 % College 30 % Graduate School 10 % Specialty Training
_____ % Other: Specify- _____
5. Occupations of Participants: (Are these figures Estimated ☒ or Actual ☐) *Note: Percentage may add up to more than 100%*
_____ % Business/Retail _____ % Service _____ % Agriculture _____ % Homemaker
_____ % Construction _____ % Education 25 % Professional _____ % Student
_____ % Military _____ % Technical _____ % Manufacturing 75 % Other (Specify Below)
(other explanation): _____
A. From totals above: 20 % Employed full time 80 % Retired

III. Organizational Information (Check those currently active)

1. **Worship** How many worship services per week? 1
☒ Traditional ☒ On Site ☐ Off Site Average Attendance 25-50
☐ Contemporary ☐ On Site ☐ Off Site Average Attendance _____
☒ Other, Specify Looking into more contemporary style Average Attendance _____
Total weekly average attendance from all services: 25
2. **Educational Ministries**
Average weekly attendance: Children's Church School 0 Adult's Church School 6
Weekly Children's Program yes ... (name of program)- Children's church if children come
Weekday Adult group(s) no ... (name of program)- _____
_____ ... (name of program)- _____
Total average weekly education attendance: 6
3. **Administrative and Oversight Groups**
☒ Board ☐ Cabinet ☐ Personnel ☐ Pastoral Relations
☒ Elders Diaconate ☒ Deacons ☒ Deaconesses
☒ Planning/Functional Committees How many? 11

☐ Other Groups- Specify: _____

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.

Good Samaritan Center, Homeless Outreach, Veterans Ministry, Chamber of Commerce, Regional Outreach donations,
Jesus Fund for emergency needs locally, Fifth Sunday collections for the Good Samaritan Center needs, Support Annual After Prom
Program, Annual Open House for Christmas Electric Parade, Narcotics Anonymous weekly meetings held at Church,
Mitten tree at Christmas donated to the Meet the Need and the Good Samaritan Center.

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

PT	Pastor	V	Youth Minister/Director	V	Office Staff	#	_____
_____	Co-Pastor(s)	#	_____	_____	Education Director	_____	Other (Please Specify) _____
_____	Associate Minister(s)	#	V	Organist/Accompanist	_____	Looking for a Music Director/	_____
_____	Music Minister/Director	#	_____	Administrator	_____	_____	_____

V. Property

1.	Sanctuary:	Seating Capacity--	250	/	1921	Year Erected	Adequate--	Yes	No
2.	Education Unit:	Number of Classrooms--	7	/	_____	_____	_____	<input type="checkbox"/>	<input type="checkbox"/>
3.	Fellowship Facility:	Seating Capacity/Tables-	60-10	/	_____	_____	_____	X	<input type="checkbox"/>
4.	Administrative Facility:	No. of Offices--	3	/	_____	_____	_____	X	<input type="checkbox"/>
5.	Off Street Parking:	No. of Spaces--	12	Paved	X	Ys	<input type="checkbox"/>	No	
6.	Building Program:	<input type="checkbox"/> Yes	X No	<input type="checkbox"/> Projected?	No				

Further information on parking, we have a public paved _____ Parking lot beside the church and street parking front and rear.

7. Church Location (check all which are applicable):

X Downtown ☐ Inner City ☐ Urban ☐ Suburban ☐ County Seat
X Neighborhood ☐ Rural ☐ Bedroom Community X Small Town

8. Parsonage: ☐ Yes ☒ No

No. of Bedrooms-- _____ No. of Bathrooms _____ Garage? ☐ Yes ☐ No
Age of Parsonage-- _____ Condition: _____

9. Other Facilities: (such as senior housing, pre-school, camp, etc.) _____

VI. Community (check all which are applicable)

1. Characteristics: X Industrial ☐ Commercial/Retail ☐ College/University X Medical Center

X Agricultural ☐ Military ☐ Tourist/Recreational

2. Population Trend: ☐ Rapid Growth X Slow Growth ☐ Other (describe): _____
☐ Rapid Decline ☐ Slow Decline _____

3. Concerns:

X Teen Needs X Senior Citizen Needs ☐ Race Relations X Alcohol/Drugs ☐ Crime
☐ Population Changes ☐ Unemployment (☐ Seasonal or ☐ Chronic) ☐ Other (specify on line below)-
(list other concerns here)-- _____

4. Population Profile: Total Population: 11,840 (Are these figures Estimated X Actual ☐)
_____ % Asian American 3 _____ % African American 1 _____ % Hispanic American
_____ % Haitian _____ % Pacific Islander 1 _____ % Native American
_____ % Middle Eastern _____ % Euro American _____ % Other _____

5. Demographic Trends: Ethnic trends, Religious trends, Economic trends, Political/Issue Trends - Describe your perceptions in narrative form and how you've arrived at them. How has your locale changed over the last 6 months, 5 years and 10 years?

Excelsior Springs has a website, so does the Chamber of Commerce with information on our town. Very little change. Small town politics

VII. Financial Information

1. Income & Expenses for the last five years, beginning with the most recent year: (*Year Book Information*)

Year	Operating Receipts	Capital Receipts	Total Outreach Paid (include Disciples outreach)	Total Disciples Outreach Paid (DMF, WOC, Reconciliation, etc.)
A. 2015	59,470.46	n/a	437.29	437.29
B. 2014	67,046.67		360.00	360.00
C. 2013	66,322.27		360.00	360.00
D. 2012	70,610.22		458.00	458.00
E. 2011	68,165.76		558.95	558.95

- | | | |
|----|---|---|
| 2. | Current Total Debt: \$ <u>0</u> | Monthly Payment on this Debt: \$ <u>0</u> |
| 3. | Reserve / Restricted / Endowment Funds: Building- \$ _____
Merrill Lynch- \$ <u>38,961</u> | Savings- \$ <u>170,000</u> Permanent- \$ _____
Other, (specify)- \$ <u>Church Board of Extension \$25k</u> |

VIII. Congregational Outreach Ministries *(please list)*

- | | |
|----|---|
| 1. | Community Ministries Program (<i>e.g. food pantry, tutoring, etc.</i>) |
| | Good Samaritan, Homeless Program, Meet the Need, |
| | Narcotics Anonymous weekly meetings held at our Church |
| 2. | Participation in Christian Church (Disciples of Christ)- (<i>district/area, cluster, regional, general</i>) |
| | Would like to be more involved in our region; without clerical assistance and lack of people, we don't have the dedication from |
| | Anyone person to keep track of the region. |
| 3. | Ecumenical and Interfaith Activities (<i>with other denominations, religious groups, local and regional</i>) |
| | Ministerial Alliance of Excelsior Springs, MO. Chamber of Commerce. |
| | Mom's in Prayer International |

IX. Previous Pastoral Leadership History for Past Twenty Years

Beginning with most recent, provide a listing of all clergy (*including installed and interim/transitional ministers, whether in senior, or associate positions*) who have served your congregation during the past 20 years, and the requested information about those persons.

[illegible]

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.
- N Conflict hurts our sense of unity, but we tend not to talk about it.
- S Painful experience with conflict has been present, but it has been worked through, and we have learned from the experience.
- S We have had some painful experiences with conflict, and they linger in the background.
- N Open conflict is present, and we need a minister who can help us deal with it.
- 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 your 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.

- What has God uniquely called you to be and do as a congregation (both now, and looking to the future)?
Outreach to our community, Jesus Fund is an outreach for needs, Good Samaritan Center, Homeless Ministry.
Musical ministry as a congregation is needed. We are wanting looking for guidance for our future as a congregation

- Describe the processes you used to hear God's unique call for your congregation.
Prayer group is held between Sunday School and Church. Pastor Don took a survey of our spiritual gifts in the congregation.
We have stayed in our downtown area when all other congregations left.

- Describe the Spiritual Disciplines that are regularly practiced throughout this congregation.
Weekly worship with communion.
Prayers are said at any meetings held by members or committees.

- Describe your sense of God's covenantal call to be a part of the Christian Church (Disciples of Christ) and broader ecumenical/inter-faith ministries.
We currently haven't interacted with the Region due to our size. We are willing to and need the guidance.

Community day of Thanksgiving for area churches, Baccalaureate for graduates held each year.

- In what ways have members of the congregation been engaged in the Search and Call discernment process?
We had a congregational meeting with members, forms were filled out for their input on qualifications, skills,
Duties and what is important to them in a pastor. All members were asked to be involved in the search committee.

- 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)?
Homeless Mission, Good Samaritan we have members actively involved.
We also have the Jesus Fund which assist needy in an immediate need basis. Finances are available for our programs.
Caring community of Christians – reaching out to others and our community hospitality

7. Describe the congregation's strengths and growing edges.
Church family is our strength. We need to grow; however, we need the guidance.
8. Describe the ways you make decisions and carry them out as a congregation.
Committees report to the Board and if necessary a congregational meeting is held when necessary according to the by-laws.
9. How is this congregation relevant to the needs of a) the local community, b) Disciples mission, and c) the world?
 a) Locally support the outreach charities in our community.
 b) Support the world outreach regional programs
 c) For the light of Christ in the downtown community.
10. How does this congregation bear witness in tangible ways to God's healing, welcoming, reconciling presence in a broken world?
Jesus Fund is used for this, again the hospitality we offer for local programs. Communion for our shut-ins.
Meals for our congregation when needed. College Care packages. Card Ministry for birthdays, anniversaries, get well,
Sympathy, etc. Bereavement Dinners.

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

1. Music Ministry
2. Youth Ministry
3. Adult Bible study
4. Growth

XIII. Personal and Professional Qualifications

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

A. <u>Good Oral speaking, i.e. Sermons</u>	E. <u>Well organized</u>
B. <u>Teaching Sermons</u>	F. <u>Strong grasp of theology</u>
C. <u>Good Communications Skills</u>	G. <u>Technology savvy</u>
D. <u>Actively listens</u>	H. <u>Ability to nurture and shepherd others</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 checked="" 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 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 +
	<i>X Negotiable</i>

Provided Housing: ☒ Parsonage Fair Rental Value \$ 500.00 (Per Month)

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

Vacation: ☒ Days 10 Including 2 Sundays \$ _____

Continuing Education: ☒ Days _____ including _____ Sundays **as needed we can fund educational enrichment.** \$ _____

Sabbatical: ☐ _____ Months after _____ years \$ _____

Family/Medical Leave: ☒ _____ Weeks x Negotiable AS NECESSARY

Health Insurance: ☐ USA- Church-Wide Health Care Plan **OR** ☒ Other Health Care Plan **Up to \$800 per month available**

Reimbursable Professional Expenses:

Auto Allowance- \$ NORMAL

REIMBURSEMENT

Assembly/Meeting Expenses- \$ As needed

Books- \$ As needed

Miscellaneous- \$ Cell phone reimburse

Reimbursement for cost of mandatory Criminal Background Check (CBC) --\$160.00

X Yes **OR** ☐ No

Moving Expenses:

The congregation will provide all ☐ **OR** up to \$ _____

X *Negotiable*)

Please note above XIV is negotiable as either individual or as a whole salary.

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.

X 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.

X 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.

X 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).

X 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.

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>

We can work on these guidelines.

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