

Congregational Profile

(Revised February 2016)

Ministerial Position to be Filled: SENIOR PASTOR Date: 06/30/2017

I. General Information

Name of Congregation: FIRST CHRISTIAN CHURCH
Address: 602 N FIRST STREET / P.O. BOX 865 Phone: (913) 837-4760
City: LOUISBURG State: KS Zip: 66053 Website: www.fcclouisburgks.org
Search Committee Chairperson: Raymond L. McLanahan
Address: 6044 W 327th Street
City: Louisburg State: KS Zip: 66053 Email: Rmclanahan66053@gmail.com
Cell Phone: (913) 201—8855 Work Phone: (913) 239-2716 Fax Number: (913) 239-2861

II. Membership Profile

1. Total Number of Members: 343 Number of Participating Members: 200 (est)
Number of Participating Non-members (including children): 10
2. Number of Participants: (Are these figures- Estimated ☒ or Actual ☐)
A. Ages 1-11: 33 D. Ages 25-34: 23 G. Ages 55-64: 32
B. Ages 12-17: 23 E. Ages 35-44: 18 H. Ages 65-79: 54
C. Ages 18-24: 17 F. Ages 45-54: 44 I. Above 80: 19
3. Church Family Profile: (Are these figures- Estimated ☒ Or Actual ☐) *Note: Percentage may add up to more than 100%*
_____ % Single Adults 18-35 _____ % Single w/children at home _____ % Married
_____ % Single Adults 36 + _____ % Married w/children at home _____ % Blended Families
4. Education Level of Adults: (Are these figures- Estimated ☒ or Actual ☐)
43 % High School 45 % College 10 % Graduate School 2 % Specialty Training
_____ % Other: Please Specify- _____
5. Occupations of Participants: (Are these figures Estimated ☒ or Actual ☐) *Note: Percentage may add up to more than 100%*
8 % Business/Retail 8 % Service 35 % Agriculture 8 % Homemaker
3 % Construction 12 % Education _____ % Professional 25 % Student
_____ % Military _____ % Technical _____ % Manufacturing _____ % Other (Specify Below)
(other explanation): _____
A. From totals above: 65 % Employed full time 20 % Retired

III. Organizational Information (Check those currently active)

1. **Worship** How many worship services per week? Two
☒ Traditional ☒ On Site ☐ Off Site Average Attendance 30
☐ Contemporary ☐ On Site ☐ Off Site Average Attendance 67
☐ Other, Specify _____ Average Attendance _____
Total weekly average attendance from all services: 97
2. **Educational Ministries**
Average weekly attendance: Children's Church School 10 Adult's Church School 18
Weekly Children's Program 3 ...(name of program)- Youth Group
Weekday Adult group(s) 4 ...(name of program)- Men's Group
16 ...(name of program)- Adult Bible Study
Total average weekly education attendance: 51
3. **Administrative and Oversight Groups**
☒ Board ☐ Cabinet ☐ Personnel ☒ Pastoral Relations
☒ Elders ☒ Diaconate ☐ Deacons ☐ Deaconesses
☒ Planning/Functional Committees How many? 7
☒ 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.

Men's Bible Study – Meets Wednesday Evenings; Topics vary

Women's Bible Study – Meets Sunday Evenings; Topics vary

Adult Bible Study – Meets Thursday mornings; Topics vary

Shut-In Communion to shut-ins, assisted living, and nursing homes – Performed by Elders, 4th Wednesday of the month

Youth Groups – Meets Wednesday Evenings; Topics vary

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

1 Pastor		Youth Minister/Director	1 Office Staff #
Co-Pastor(s) #	1 Education Director	1 Other (Please Specify)	Custodian
Associate Minister(s) #	1 Organist/Accompanist		
Music Minister/Director #	Administrator		

V. Property

		Year Erected	Adequate--	Yes	No
1. Sanctuary:	Seating Capacity-- 170 /			<input checked="" type="checkbox"/>	<input type="checkbox"/>
2. Education Unit:	Number of Classrooms-- 7 /			<input checked="" type="checkbox"/>	<input type="checkbox"/>
3. Fellowship Facility:	Seating Capacity/Tables-- /			<input type="checkbox"/>	<input type="checkbox"/>
4. Administrative Facility:	No. of Offices-- 2 /			<input checked="" type="checkbox"/>	<input type="checkbox"/>
5. Off Street Parking:	No. of Spaces-- Open Lot Paved? <input type="checkbox"/> Yes <input checked="" 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: Completed July 2014 – Sanctuary, new narthex, and classrooms, fellowship hall updated, installed elevator.

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

☐ Downtown ☐ Inner City ☐ Urban ☐ Suburban ☐ County Seat
☒ Neighborhood ☒ Rural ☒ Bedroom Community ☒ 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: ☐ Industrial ☒ Commercial/Retail ☐ College/University ☐ Medical Center
☒ Agricultural ☐ Military ☐ Tourist/Recreational

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

3. Concerns:

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

4. Population Profile: Total Population: 4382 (Are these figures Estimated ☒ or Actual ☐)

0.08 % Asian American	0.50 % African American	1.50 % Hispanic American
% Haitian	% Pacific Islander	0.40 % Native American
% Middle Eastern	98.00 % 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?

Population has continued to grow steadily over the past 10 years. School district is a highly rated – recognized as a National Blue Ribbon School in 2011. Overall demographics have, likewise remained stable.

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. 06/2017	\$91,454	\$16,597	\$4,150	\$2,397
B. 2016	\$178,371	\$37,166	\$12,739	\$2,942
C. 2015	\$172,277	\$42,475	\$8,221	\$2,123
D. 2014	\$181,025	\$144,198	\$6,862	\$2,033
E. 2013	\$155,079	\$155,422	\$7,856	\$2,058

- | | | |
|----|---|---|
| 2. | Current Total Debt: \$ <u>None</u> | Monthly Payment on this Debt: \$ <u>N/A</u> |
| 3. | Reserve / Restricted / Endowment Funds: Building- \$ <u>**\$1,076</u> | Savings- \$ <u>\$46,524</u> Permanent- \$ <u></u> |
| | Memorial- \$ <u>\$12,725</u> | Other, (specify)- \$ <u>Emergency Fund - \$10,000</u> |

** Just completed major building addition in 2014 and paid off all associated debt in June 2017.

VIII. Congregational Outreach Ministries *(please list)*

1. Community Ministries Program (*e.g. food pantry, tutoring, etc.*)

Agape Food Pantry (Community effort – provide monetary support as well as labor for food distribution)

Louisburg Senior Center (Community effort – provide monetary support as well as other support needs when needed)

Charter organization for Louisburg Boy Scouts

2. Participation in Christian Church (Disciples of Christ)- (*district/area, cluster, regional, general*)

Regularly donate to special offerings. Our youth attend the Tall Oaks Camp. Staff periodically attends training provided by the region.

- ### 3. Ecumenical and Interfaith Activities *(with other denominations, religious groups, local and regional)*

Louisburg Ministerial Alliance – Provide monetary support. Current Pastor tends to be the “go to” person for the group

Participate and/or host community Easter, Thanksgiving, and Christmas services

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, co-, 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**.

- C As a church, we respect and listen to each other and work things through without generating divisiveness.
 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.
 N 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.
 N 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: All questions were answered as of present day.

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.

1. What has God uniquely called you to be and do as a congregation (both now, and looking to the future)?
To be stewards of God's way and to reach out to our local community and to the whole world. To be a place where you can go and feel unconditional love, be supported, encourage and uplifted by people in your congregation. To be a place where close bonds with people who share your faith in Jesus are built. To be a place of unity in a divided world, and to disprove the stigmas of what some people believe "church" is.
2. Describe the processes you used to hear God's unique call for your congregation.
We hear God's call through prayer, song, and praise. We also met with Regional staff who introduced us to tools for analyzing our current and future mission opportunities, strengths, and areas for growth.

3. Describe the Spiritual Disciplines that are regularly practiced throughout this congregation.

<u>Outreach</u>	<u>Active/regular communion</u>
<u>Missions</u>	<u>Presentation of Holy Scripture</u>
<u>Acceptance</u>	
<u>Prayer</u>	
4. 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 participate with the Louisburg Ministerial Alliance and actively support it. We participate with all the local churches during Holy Week events, Thanksgiving, and Christmas services. We support our Pastor's active participation in our local community.

5. In what ways have members of the congregation been engaged in the Search and Call discernment process?
The Pulpit Committee is diverse and represents a wide cross-section of our congregation. Both the congregation and Board are kept up-to-date on the progress of the Committee regularly.

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)?
We believe outreach opportunities abound (i.e. Food Panty, City Union Mission, etc.). Additionally, we believe our youth represent both an opportunity and asset. All of our members bring their talents and treasure to the table for the good of the church. We are healthy both financially and spiritually. We all continue working for the good of the church. Lastly, we have several retired ministers from varying denominational backgrounds that call our church home.

7. Describe the congregation's strengths and growing edges.
Strengths: Elders. Strong financial and spiritual health. Strong leaders. Newly remodeled/expanded facility. Very welcoming to guests and new members.
Growing Edges: Adding membership, particularly younger members and/or young families
8. Describe the ways you make decisions and carry them out as a congregation.
Decisions are generally made at the committee level. Some decisions go to the Board for approval prior to implementation. Big items tend to go through the Board for approval and then on to the congregation for final approval. Implementation and action happens once the appropriate approval is granted. We don't dither. We tend to take action immediately.
9. How is this congregation relevant to the needs of a) the local community, b) Disciples mission, and c) the world?
We are active with the Ministerial Alliance. We support our local food pantry, Salt and Light scholarship, senior center, and several other local community groups. We continue to support the Disciples Mission Fund on a regular basis. Additionally, we actively support international organizations such as Heifer International, Samaritan's Purse, and the Congo (CDCC).
10. How does this congregation bear witness in tangible ways to God's healing, welcoming, reconciling presence in a broken world?
We each live as an example. We donate monetarily through special offerings. We welcome all visitors. And we teach our children to live the life that God has called us to live.

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

1. Membership growth with a focus on young families
2. Strong in the local community
3. Expand evangelical programming
4. Continued growth in outreach and missions

XIII. Personal and Professional Qualifications

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

A. <u>Truth, Honesty, and Dependability</u>	E. <u>Administration skills</u>
B. <u>Pulpit Experience / Good Sermons</u>	F. <u>Good listener / Effective Communicator</u>
C. <u>Willingness to make Louisburg their home</u>	G. <u>Apolitical / Personally approachable</u>
D. <u>Evangelistic Spirit / Strong Bible Knowledge</u>	H. <u>Conflict Resolution</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 checked="" type="checkbox"/> 40 - \$49,999	<input checked="" type="checkbox"/> 50 - \$59,999
<input checked="" type="checkbox"/> 60 - \$69,999	<input checked="" type="checkbox"/> 70 - \$79,999
<input checked="" type="checkbox"/> 80 - \$99,999	<input type="checkbox"/> \$100,000 +
** Salary commensurate with experience. <input checked="" 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: ☒ **USA- Church-Wide Health Care Plan** **OR** ☐ Other Health Care Plan ☐ **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.

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.

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.

X **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>

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

Our church has enjoyed a long tenure with our existing pastor, and we wish him the best in his retirement.

We believe our relationship was successful because of his high moral character, honesty, and integrity. As many of us on the Pulpit Committee have come to realize, we have placed a significant amount of trust in our Pastor over the years. That trust was, obviously, built over time. However, we believe our church home has become the stable welcoming place that it is because we were not distracted by the hazards that can come from strife and mistrust.

Our community is a small town, with great schools, and wonderful people who still check-in on their neighbors just to see how they’re doing. As a congregation, it’s not unusual to get a card, letter, or phone call when you need it the most. And when you need help, the members of this congregation stand ready to assist you however they can. We are not perfect, but we strive to be worthy ambassadors of the One who is.

We know that God already knows who our next pastor is and that this process is simply the path that leads us to each other. We look forward to the day when we meet.