

## CONGREGATIONAL PROFILE

(Form Revised October 3, 2017)

Position Being Filled: Transitional Minister – PT (or if also willing to also serve with youth ministry to make the position full-time)					
Name of Congregation: New Market Christian Church (Disciples of Christ)					
Street Address: 18 Mill Street				Phone: (816)992-3793	
City: Dearborn		State: Missouri		Zip: 64439	
Search Committee Chair: Steve Goodlet					
Address: 40 Elm					
City: Dearborn		State: MO		Zip: 64439	
Email Address: nmccsearch@gmail.com			Preferred Phone: (816) 896-6303		
<b>II. MEMBERSHIP PROFILE</b>					
1. Total Number of Members: 130			Number of Participating Members: 65		
Total Number of Participating Non-Members: 10					
2. Number of Participants:		Are these figures -		Estimated <input checked="" type="checkbox"/>	Actual <input type="checkbox"/>
Ages 1-11: 10		Ages 25-34: 1		Ages 55-64: 10	
Ages 12-17: 10		Ages 35-44: 6		Ages 65-79: 30	
Ages 18-24: 3		Ages 45-54: 6		Above 80: 5	
3. Church Family Profile: <i>(Note: Percentage may add up to more than 100%)</i>		Are these figures -		Estimated <input type="checkbox"/>	Actual <input type="checkbox"/>
Single Adults 18-35 2 %		Single w/children at home 0 %		Married 84 %	
Single Adults 36+ 2 %		Married w/children at home 12 %		Blended Families 0 %	
4. Education Level of Adults:		Are these figures -		Estimated <input type="checkbox"/>	Actual <input type="checkbox"/>
High School	80 %	College	20 %	Graduate School	Click here to enter text. %
Specialty Training	Click here to enter text. %	Other	Click here to enter text. %	Please Specify: Click here to enter text.	
5. Occupations of Participants: <i>(Note: Percentage may add up to more than 100%)</i>		Are these figures -		Estimated <input type="checkbox"/>	Actual <input type="checkbox"/>
Business/Retail	3 %	Service	Click here to enter text. %	Agriculture	5 %
Construction	2 %	Education	8%	Professional	3 %
Military	Click here to enter text. %	Technical	5 %	Manufacturing	5 %
Other <i>(specify below)</i>	15 %	Homemaker	Click here to enter text. %	Student	15 %
Other Explanation: Advetising , Banking, Health Care					

From Totals Above:	Employed Full Time 80 %	Retired 20 %
<b>III. ORGANIZATIONAL INFORMATION</b> <i>(Check those currently active)</i>		
<b>1. Worship</b>	How many worship services per week?	<b>40-70</b>
<input type="checkbox"/> Traditional	<input checked="" type="checkbox"/> On Site	<input type="checkbox"/> Off Site
		Average Attendance: 50
<input type="checkbox"/> Contemporary	<input type="checkbox"/> On Site	<input type="checkbox"/> Off Site
		Average Attendance: <a href="#">Click here to enter text.</a>
<input type="checkbox"/> Other	Specify <a href="#">Click here to enter text.</a>	Average Attendance: <a href="#">Click here to enter text.</a>
Total weekly average attendance from all services: <a href="#">Click here to enter text.</a>		
<b>2. Educational Ministries – Average Weekly Attendance</b>		
Children's Church School	<b>12</b>	Adult's Church School <b>10</b>
Weekly Children's Program	<b>7</b>	(Name of Program) <b>Youth Group on Wednesdays</b>
Weekday Adult Groups	<a href="#">Click here to enter text.</a>	(Name of Program) <b>N/A</b>
	<a href="#">Click here to enter text.</a>	(Name of Program) <a href="#">Click here to enter text.</a>
Total Average Weekly Education Attendance		<a href="#">Click here to enter text.</a>
<b>3. Administrative and Oversight Groups</b>		
<input checked="" type="checkbox"/> Board	<input type="checkbox"/> Cabinet	<input type="checkbox"/> Personnel
	<input checked="" type="checkbox"/> Pastoral Relations	
<input checked="" type="checkbox"/> Elders	<input checked="" type="checkbox"/> Diaconate	<input type="checkbox"/> Deacons
	<input type="checkbox"/> Deaconesses	
<input type="checkbox"/> Planning/Functional Committees	How many? <a href="#">Click here to enter text.</a>	<input checked="" type="checkbox"/> Other Groups
		Specify other groups Junior Deacons
<b>4. Ministries and Service Groups Within the Congregation (List all)</b>		
List all active ministry and service groups and share information about their activities, focus and ministry. Often when something needs to be done the Board oversees and volunteers step up. Building and Benevolent Committees		

IV. STAFF (label those presently employed/serving as "FT" - full time; "PT" - part time; or "V" - Volunteer)							
Choose an item.	Pastor		PT	Youth Minister/Director	PT	Office Staff	# Click here to enter text.
Choose an item.	Co-Pastor(s)	# Click here to enter text.	Choose an item.	Education Director	Choose an item.	Other (Please Specify) <b>Janitor</b>	
Choose an item.	Associate Minister(s)	# Click here to enter text.	Choose an item.	Organist/Accompanist			
Choose an item.	Music Minister/Director	# Click here to enter text.	Choose an item.	Administrator			
V. PROPERTY							
				Year Erected	Adequate?		
1. Sanctuary	Seating Capacity	110	1868	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
2. Education Unit	# of Classrooms	6	1970's	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
3. Fellowship Facility	Seating Capacity/	120	1980's – 1990's	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
	Tables	14		Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
4. Administrative Facility	# of Offices	1	1980's-1990's	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
5. Off Street Parking	# of Spaces	45		Paved?			
				Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>		
6. Building Program:		Yes <input checked="" type="checkbox"/>		No <input type="checkbox"/>	Projected? <input type="checkbox"/>		
If Building Program is "Yes" or "Projected", describe: The congregation is completing a community use building on property it owns next to the church							
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 type="checkbox"/> Neighborhood	<input checked="" type="checkbox"/> Rural		<input type="checkbox"/> Bedroom Community			
<input type="checkbox"/> Small Town							
8. Parsonage:		<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No					
# of Bedrooms Click here to enter text.	# of Bathrooms Click here to enter text.	Garage? <input type="checkbox"/> Yes <input type="checkbox"/> No		Age of Parsonage Click here to enter text.	Condition of Parsonage Click here to enter text.		
9. Other Facilities: (such as senior housing, pre-school, camp, etc.) Click here to enter text.							

VI. COMMUNITY					
1. Characteristics					
<input checked="" type="checkbox"/> Industrial	<input checked="" type="checkbox"/> Commercial/ Retail	<input type="checkbox"/> College/ University	<input type="checkbox"/> Medical Center		
<input checked="" type="checkbox"/> Agricultural	<input type="checkbox"/> Military	<input type="checkbox"/> Tourist/Recreational			
2. Population Changes					
<input type="checkbox"/> Rapid Growth	<input checked="" type="checkbox"/> Slow Growth	<input type="checkbox"/> Other ( <i>describe</i> )			
<input type="checkbox"/> Rapid Decline	<input type="checkbox"/> Slow Decline	Click here to enter text.			
3. Concerns					
<input type="checkbox"/> Teen Needs	<input type="checkbox"/> Senior Citizen Needs	<input type="checkbox"/> Race Relations	<input type="checkbox"/> Alcohol/Drugs		
<input type="checkbox"/> Crime	<input type="checkbox"/> Population Changes	<input type="checkbox"/> Unemployment ( <input type="checkbox"/> Seasonal or <input type="checkbox"/> Chronic)			
<input type="checkbox"/> Other	(List other concerns here) Food Pantry is needed and serves 15-40 families once a month-ecumenical effort				
4. Population Profile					
Total Population 1200 – immediate area/15,775 w/in 10 miles		<input type="checkbox"/> Estimated		<input checked="" type="checkbox"/> Actual	
Asian American Click here to enter text. %		African American 0.5 %		Hispanic American 2.9 %	
Haitian Click here to enter text. %		Pacific Islander Click here to enter text. %		Native American Click here to enter text. %	
Middle Eastern Click here to enter text. %		Euro American 92.7 %		Other 1.5 % Pacific Islander	
5. Demographic Trends: Ethnic trends, Religious trends, Economic trends, Political/Issue Trends – Describe your perception 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?					
MissionInsite report (2019) based in a survey of a 10 mile radius and input from leaders of the church					
VII. FINANCIAL INFORMATION					
1. Income & Expenses for the last four years, beginning with the most recent year: ( <i>Year Book Information</i> )					
	Year	Operating Receipts	Capital Receipts	Total Outreach Paid (Include Disciples Outreach)	Total Disciples Outreach Paid (DMF, WOC, Reconciliation, etc.)
A	2019	\$100,000	\$Click here to enter text.	\$12,000	\$Click here to enter text.
B	Click here to enter text.	\$Click here to enter text.	\$Click here to enter text.	\$Click here to enter text.	\$Click here to enter text.
C	Click here to enter text.	\$Click here to enter text.	\$Click here to enter text.	\$Click here to enter text.	\$Click here to enter text.
D	Click here to enter text.	\$Click here to enter text.	\$Click here to enter text.	\$Click here to enter text.	\$Click here to enter text.

2. Current Total Debt: \$0		Monthly Payment on this Debt: \$0	
3. Reserve/Restricted/ Endowment Funds:		Building - \$Click here to enter text.	Savings - \$Click here to enter text.
Permanent - \$500,000	Memorial - \$Click here to enter text.	Other - \$Click here to enter text. (Specify) Click here to enter text.	
<b>VIII. CONGREGATIONAL OUTREACH MINISTRIES</b> (please list)			
1. Community Ministries Program (e.g. food pantry, tutoring, etc.) <b>Samaritans Purse, Card outreach, Playground and new Community use building</b>			
2. Participation in Christian Church (Disciples of Christ) (district/area, cluster, regional, general) <b>We have not recently participated in regional or general ministries</b>			
3. Ecumenical and Interfaith Activities (with other denominations, religious groups, local and regional) <b>We participate in a community food pantry</b>			
<b>IX. PREVIOUS PASTORAL LEADERSHIP HISTORY FOR PAST TWENTY YEARS</b>			
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 <b>past 20 years</b> , and the requested information about those persons.			
Name of Minister	Position	Date Began	Date Ended
Rev. Dr. Jimmy Albright	Pastor	July 2013	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.
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Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.

**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.
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.
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.
Choose an item.	Other ( <i>Specify</i> ) Click here to enter text.
	Comments: <b>We tend to handle conflict well, preferring to work through challenges together quickly before they become a big problem.</b>

**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.

- What has God uniquely called you to be and do as a congregation (both now, and looking to the future)?  
**Win people to faith in Jesus Christ and commit them actively to the church, to help them grow in the grace and knowledge of Christ that increasingly they may know and do his will, and to work for the unity of all Christians and with them to engage in the common task of building the kingdom of God.**
- Describe the processes you used to hear God's unique call for your congregation.  
**This congregation's leaders are deeply involved in community and church life. They also participated in completing the Ministry Blueprint tool which provided an opportunity to take a comprehensive look at the makeup, mission, and future opportunities of the congregation and the community.**
- Describe the Spiritual Disciplines that are regularly practice throughout this congregation.  
**Prayer, Scripture study, worship**
- Describe your sense of God's covenantal call to be a part of the Christian Church (Disciples of Christ) and broader ecumenical/interfaith ministries.

<p><b>We share in the call to welcome to the table of the Lord all who claim Jesus as their Lord and Savior. We work well with all Christians within our geographic area.</b></p>	
<p>5. In what ways have members of the congregation been engaged in the Search and Call discernment process?  <b>We have reached out to the Regional Minister for assistance and have met with him, worked on the Ministry Blueprint, and reviewed results with him. What we have learned about ourselves is reflected in this profile.</b></p>	
<p>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)?  <b>Relationships in our rural community are important to us. We know and care for each other and our neighbors. Recently we built and paid for an enclosed shelter at a small park that we own on the church campus. Our goal is to offer that space for use by nonprofit organizations, wedding receptions, family reunion celebrations, etc.</b></p>	
<p>7. Describe the congregation's strengths and growing edges.  <b>We have been actively serving our community for a long time and we are known for our hospitality and care for our community. We are at our best when responding to individual and community needs. Change happens a little slower here in the rural countryside. We adapt but do so carefully. Our youth, like many others, have competing commitments on the weekends and weeknights. Keeping up with technology has become a higher priority as is making more and better connections with youth and younger families and absent congregation members that are not participating in church.</b></p>	
<p>8. Describe the ways you make decisions and carry them out as a congregation.  <b>Our congregational board makes most decision regarding oversight of day-to-day operations. Major decisions are made by the congregation.</b></p>	
<p>9. How is this congregation relevant to the needs of (a) the local community, (b) Disciples mission, and (c) the world?  <b>We believe in promoting the unity of all Christians as we serve our community. We support outreach efforts locally and globally regardless of denominational affiliation.</b></p>	
<p>10. How does this congregation bear witness in tangible ways to God's healing, welcoming, reconciling presence in a broken world?  <b>We welcome all. We respect and honor one another. We share the love of God in tangible, supportive ways.</b></p>	
<p><b>XII. GOALS OF THE CONGREGATION FOR THE NEXT FIVE YEARS</b>  <i>List four. Attach recent congregational mission statement and goals if available.</i></p>	
<p><b>1. Grow in membership so that we can sustain this ministry well into the future</b></p>	
<p><b>2. Improve our digital presence in the community</b></p>	
<p><b>3. Grow our youth ministry</b></p>	
<p>4. <a href="#">Click here to enter text.</a></p>	
<p><b>XIII. PERSONAL AND PROFESSIONAL QUALIFICATIONS</b></p>	
<p>1. Name the personal/professional qualifications you desire in your pastor.</p>	
<p><b>A. Grounded in the Word of God</b></p>	<p><b>B. Accepting of all people</b></p>

C. <b>Accessible</b>		D. <b>Help us to grow spiritually</b>		
E. <b>Work with us in providing pastoral care</b>		F. <a href="#">Click here to enter text.</a>		
G. <a href="#">Click here to enter text.</a>		H. <a href="#">Click here to enter text.</a>		
2. Educational Level ( <i>check one</i> )				
High School <input type="checkbox"/>	Undergraduate <input type="checkbox"/>	Seminary <input checked="" type="checkbox"/>	Doctoral <input type="checkbox"/>	Other <input type="checkbox"/>
If other, please explain. <a href="#">Click here to enter text.</a>				



XIV. COMPENSATION, HOUSING, BENEFITS, EXPENSES. OUR CONGREGATION WILL PROVIDE THE FOLLOWING:					
1. Salary/Housing We can provide a <b>cash salary</b> and <b>housing</b> (including utilities, furnishing, insurance, etc.) in the range checked below:					
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 checked="" 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+ <input type="checkbox"/>
Negotiable <input type="checkbox"/>					
2. Provided Housing					
<input type="checkbox"/> Parsonage Fair Rental Value \$ <a href="#">Click here to enter text.</a> (per month)					
3. Pension <input checked="" type="checkbox"/> Pension Fund (14% of combined value of cash salary and housing allowance/parsonage fair rental value)					\$ <a href="#">Click here to enter text.</a>
4. Vacation <input type="checkbox"/> Days <a href="#">Click here to enter text.</a> including <a href="#">Click here to enter text.</a> Sundays					\$ <a href="#">Click here to enter text.</a>
5. Continuing Education: <input type="checkbox"/> Days <a href="#">Click here to enter text.</a> including <a href="#">Click here to enter text.</a> Sundays					\$ <a href="#">Click here to enter text.</a>
6. Sabbatical <input type="checkbox"/> <a href="#">Click here to enter text.</a> Months after <a href="#">Click here to enter text.</a> years					\$ <a href="#">Click here to enter text.</a>
7. Family/Medical Leave <input type="checkbox"/> <a href="#">Click here to enter text.</a> Weeks <input type="checkbox"/> Negotiable					
8. Health Insurance					
<input type="checkbox"/> Taxable Stipend	<input type="checkbox"/> Negotiated Plan	<input type="checkbox"/> Other	<input type="checkbox"/> Canada Supplemental Health Plan		
9. Reimbursable Professional Expenses					
Auto Allowance \$ <a href="#">Click here to enter text.</a>	Assembly/Meeting Expenses \$ <a href="#">Click here to enter text.</a>	Books \$ <a href="#">Click here to enter text.</a>	Miscellaneous \$ <a href="#">Click here to enter text.</a>		
10. Reimbursement for cost of mandatory Criminal Background Check (CBC) \$160				Yes <input type="checkbox"/>	No <input type="checkbox"/>
11. Moving Expenses The congregation will provide <input type="checkbox"/> all OR <input type="checkbox"/> up to \$ <a href="#">Click here to enter text.</a>					Negotiable <input type="checkbox"/>
XV. DISCERNING AREAS OF GREATEST NEED FOR MINISTERIAL LEADERSHIP					
The list below is based on the requirements found in <i>Theological Foundations and Policies and Criteria for the Ordering of Ministry of the Christian Church (Disciples of Christ)</i> . 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 <b>top 4 skills</b> needed in your next pastor.					

<input checked="" type="checkbox"/>	<b>Biblical Knowledge</b> Rooted and grounded in scripture and able to interpret and apply the scriptures in ways that are appropriate to original and contemporary contexts.
<input type="checkbox"/>	<b>Church Administration and Planning</b> 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.
<input type="checkbox"/>	<b>Communication</b> Be an effective communicator and able to facilitate effective communication within and on behalf of the church.
<input type="checkbox"/>	<b>Cross Cultural and Anti-Racism Experience</b> Sensitive to the different manifestations of racism and prejudice in the culture and committed to confronting and overcoming them.
<input type="checkbox"/>	<b>Ecumenism</b> 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.
<input type="checkbox"/>	<b>Education and Leader Development</b> 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.
<input type="checkbox"/>	<b>Ethics</b> Able to help parishioners think critically about the relationship of their faith to issues of justice, ethics and morality.
<input checked="" type="checkbox"/>	<b>Evangelism</b> Able to motivate congregational members to share their faith through word and action.
<input type="checkbox"/>	<b>Mission of the Church in the World</b> 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.
<input checked="" type="checkbox"/>	<b>Pastoral Care</b> 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.
<input checked="" type="checkbox"/>	<b>Proclamation of the Word</b> 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.
<input type="checkbox"/>	<b>Spiritual Development</b> Establish and maintain spiritual disciplines that lead to personal growth and help others develop a rich spiritual life.
<input type="checkbox"/>	<b>Stewardship</b> Able to develop and encourage healthy stewards who recognize and share generously God's abundant gifts for all creation.
<input type="checkbox"/>	<b>Theology</b> 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.
<input type="checkbox"/>	<b>Understanding of Heritage</b> Know and appreciate the history and thought of Christianity and the history, structure, practices, and ethos of the Christian Church (Disciples of Christ).
<input type="checkbox"/>	<b>Worship</b> 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.  
Click here to enter text.

**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 documentation to this packet)*

**We are open to a full-time ministry if the person called is also willing to provide guidance and assistance with our youth ministry. We will also consider a part-time pastor and a part-time youth minister. We anticipate that the minister who is called will divide up his or her compensation total in a way that they think best. Additional items such as vacation and reimbursable expenses are negotiable. We have not been in a search and call process with the help of our Region for several years, nor have we connected with the Region much until now. We desire to be in partnership and we are working with our Regional Minister to begin to rebuild our relationship with the Christian Church (Disciples of Christ)**