

(Revised January 2017)

Position Being Filled: Part -Time Pastor		
Name of Congregation: Weston Christian Church		
Street Address: 540 Washington Street		Phone: (816) 640-2846
City: Weston	State: MO	Zip: 64098
Search Committee Chair: Melissa Hickman		
Address: 1101 River Run Drive		
City: Platte City	State: MO	Zip: 64079
Email: jazzmusique2@aol.com	Preferred Phone Number: (816) 739-3189	

[illegible]

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

<input checked="" type="checkbox"/> Traditional	<input checked="" type="checkbox"/> On Site	<input type="checkbox"/> Off Site	Average Attendance	<u>50</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: 50

2. **Educational Ministries**

Average weekly attendance: Children's Church School	<u>12</u>	Adult's Church School	<u>10</u>
Weekly Children's Program	_____	...(name of program)-	_____
Weekday Adult group(s)	_____	...(name of program)-	_____
	_____	...(name of program)-	_____

Total **average weekly** education attendance: 22

3. Administrative and Oversight Groups

- ☒ Board
 ☐ Cabinet
 ☐ Personnel
 ☒ Pastoral Relations
☒ Elders
 ☐ Diaconate
 ☒ Deacons
 ☒ Deaconesses
☒ Planning/Functional Committees
 How many? 2
☐ 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.

Christ and a Cup of Coffee- Bible Study meets twice monthly
 Aged to Perfection- Senior Adult Group meets every other month
 Men's Prayer group meets monthly
 Soup Ministry- provides soup to needy families in the Weston Community once a month
 Micah Ministry- takes clothing and works serving meals to homeless outreach center in the city- monthly
 RoseVine- womens group meets quarterly/ church's prayer chain

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

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

V. Property

- | | | Year Erected | Adequate-- | Yes | No |
|--|---|-------------------------------------|--|---|--------------------------------------|
| 1. Sanctuary: | Seating Capacity-- <u>170</u> / <u>1906</u> | | | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 2. Education Unit: | Number of Classrooms-- <u>4</u> / <u>1906</u> | | | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 3. Fellowship Facility: | Seating Capacity -- <u>80</u> / <u>2010</u> | | | <input type="checkbox"/> | <input type="checkbox"/> |
| | Tables -- <u>10</u> | | | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. Administrative Facility: | No. of Offices-- <u>2</u> / <u>1906</u> | | | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. Off Street Parking: | No. of Spaces-- <u>25</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 type="checkbox"/> Neighborhood | <input type="checkbox"/> Rural | <input type="checkbox"/> Bedroom Community | <input checked="" type="checkbox"/> Small Town | |
| 8. Parsonage: | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No | | | | |
| | No. of Bedrooms-- <u>3</u> | No. of Bathrooms-- <u>2</u> | | Garage? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No | |
| | Age of Parsonage-- <u>100 year</u> | Condition: <u>remodeled in 2011</u> | | | |
| 9. Other Facilities: (such as senior housing, pre/chool, camp, etc)- | | | | | |
| | Newly remodeled Kitchen and basement area in 2011 | | | | |

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 checked="" type="checkbox"/> Agricultural | <input checked="" type="checkbox"/> Military | <input checked="" type="checkbox"/> Tourist/Recreational | |
| 2. Population Trend: | <input type="checkbox"/> Rapid Growth | <input type="checkbox"/> Slow Growth | <input checked="" type="checkbox"/> Other (describe): <u>controlled growth</u> | |
| | <input type="checkbox"/> Rapid Decline | <input type="checkbox"/> Slow Decline | <input type="checkbox"/> Other (describe): _____ | |
| 3. Concerns: | | | | |
| | <input checked="" type="checkbox"/> Teen Needs | <input checked="" type="checkbox"/> Senior Citizen Needs | <input 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: <u>1400</u> | (Are these figures <input checked="" type="checkbox"/> Estimated or <input type="checkbox"/> Actual | | |
| | <u>0</u> % Asian American | <u>1</u> % African American | <u>0</u> % Hispanic American | |

0 % Haitian 0 % Pacific Islander 0 % Native American
 0 % Middle Eastern 0 % 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?

the area residents are predominately Caucasian with a very small percentage of other races living in Weston. Typically we have major protestant religions represented and an active Catholic congregation. The community is seeing more people wanting to move into the community due to the excellent school system. Available affordable housing is a problem

VII. Financial Information

Income & Expenses for the last four 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. 2017	\$ 107,153.19	\$ 50,450.00	\$ 4,732.00	
B. 2018	\$ 109,816.60	\$ 1,685.00	\$ 11,583.70	
C. 19-05/31	\$ 363,798.09	\$ 1,732.10	\$ 3,103.65	
D.				

2. Current Total Debt: \$ 0.00 Monthly Payment on this Debt: \$ 0.00
3. Reserve / Restricted / Endowment Funds: Building- \$ Savings- \$ Permanent- \$
 Memorial- \$ 587,413.00 Other- (specify)- \$ 205772.00 endowment

VIII. Congregational Outreach Ministries *(please list)*

- Community Ministries Program *(e.g. food pantry, tutoring, etc.)*
 Soup Ministry Outreach to Young singles and married couples in Living room fellowship
 Aged to Perfection
 Christ and a Cup of Coffee
 Community Men's prayer breakfast
- Participation in Christian Church (Disciples of Christ) - *(district/area, cluster, regional, general)*
 Participate in all District and regional activities
- Ecumenical and Interfaith Activities *(with other denominations, religious groups, local and regional)*
 Participate in all community shared services, sing-a-longs and community need projects sponsored by ministerial alliance EX.
 flooding in local communities

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.

<u>Name of Minister</u>	<u>Position</u>	<u>Date Began</u>	<u>Date Ended</u>
Dr. Casey Sigmon	Pastor	2018	2019
Mary Bolan	transitional pastor	2014	2017
Dustin Morris	Pastor	2012	2014
Janet Weiblen	Interum	2009	2012
Ann Kircher	Pastor	2000	2009

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.
- C 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.
- S Some have left our church because of conflict.
- N 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 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.
- N 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)?
We have been a cornerstone in this community since the church has been here for over 150 years. We feel it is our responsibility to reach out to other with the good news of Christ. Open our doors to those who are in need of help and to maintain a non-judgmental environment as we share the love of Christ with others
2. Describe the processes you used to hear God's unique call for your congregation.
We pray, look for direction in the scriptures, have open discussions, and act on what we feel is the spirit's leading.
3. Describe the Spiritual Disciplines that are regularly practiced throughout this congregation.
communion, prayer, worship
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.
We support the Disciples of Christs ministries by giving to special collections being taken for specific ministries as well as paying our church's portion of annual dues.

5. In what ways have members of the congregation been engaged in the Search and Call discernment process?

We have a search and call committee established that is active in interviewing potential candidates. We have polled the congregation to see what qualities and qualifications they want to see in a minister. We have invited all members to feel free to sit in on any interviews that they may wish to attend

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 have a strong music presence in our congregation which includes talented musicians both vocal and instrumental. Variety of musical backgrounds such as jazz, classical, folk etc. We have retired CEO's from major companies as well as attorneys, judges, financial managers, bankers, teachers, independent business owners and a long history of being a well established church presence in our community

7. Describe the congregation's strengths and growing edges.

We are growing in size. We are reaching out to our community by establishing programs for all age groups. Music is a large part of our service and a definite plus. We are a loving, accepting congregation that tries to be welcoming to all.

8. Describe the ways you make decisions and carry them out as a congregation.

The board is the major decision making group. It is comprised of 9 members including representatives from the elders and deacons. It's members represent all age groups and the board oversees and cares for all aspects of the financial needs of the church

9. How is this congregation relevant to the needs of (a) the local community, (b) Disciples mission, and (c) the world?

We are active in local needs and have programs that support those that are less fortunate or who have special needs. We support all Disciple missions and charities. Our church supports a local out reach charity started by one of our members entitled LAUGH foundation which support education and medical needs in South America as well as trying to establish LAUGH in Kansas City.

10. How does this congregation bear witness in tangible ways to God's healing, welcoming, reconciling presence in a broken world?

Weston Christian Church is active in pastoral care not only for it's members but to anyone who is need of prayer and spiritual guidance or support. The Rosevine group is activated when a family member of either a WCC member or non-member gives us permission to put them on the prayer chain. We are accepting of others who have different backgrounds and lifestyles. We try to show God's love by being inclusive of others. We share the love of Christ through outreach ministries such as Micah and Soup ministry to those in need.

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

1. Praying God will send us a pastor that will be able to stay with us for a longer period of time
2. Church budget is supported entirely by tithe and congregational giving
3. Identify and establish more programs based on congregational needs
4. Maintain the building

XIII. Personal and Professional Qualifications

1. Name the personal / professional qualifications you desire in your pastor:
 - A. He or She professes to be a Christian and serves Christ
 - B. Delivers appropriate sermons biblically based
 - C. Theological sound according to Disciples teaching
 - D. Intelligent
 - E. Available (within reason) for congregational needs
 - F. Offers insight and direction
 - G. Flexibility
 - H. Kind and loving
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 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 \$ 1,000.00 (*Per Month*)

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

Vacation: ☒ Days 7 including 1 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- \$ 500.00

Assembly/Meeting Expenses- \$ as needed Books- \$ negotiable 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)*

This is a part time position and we are happy to negotiate several of the above listed package items once we can determine need.