

CONGREGATIONAL PROFILE

(Form Revised October 3, 2017)

Position Being Filled: Senior Minister					
Name of Congregation: Eastgate Christian Church					
Street Address: 4010 S. River Blvd				Phone: 816-252-6828	
City: Independence		State: MO		Zip: 64055	
Search Committee Chair: Judy Standley					
Address: 16505 E 51st St Ct					
City: Independence		State: MO		Zip: 64055	
Email Address: judithjane47@gmail.com				Preferred Phone: 816-914-0364	
II. MEMBERSHIP PROFILE					
1. Total Number of Members: 269			Number of Participating Members: 130		
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: 2		Ages 25-34: 2		Ages 55-64: 16	
Ages 12-17: 4		Ages 35-44: 4		Ages 65-79: 49	
Ages 18-24: 3		Ages 45-54: 10		Above 80: 40	
3. Church Family Profile: <i>(Note: Percentage may add up to more than 100%)</i>			Are these figures -	Estimated <input checked="" type="checkbox"/>	Actual <input type="checkbox"/>
Single Adults 18-35 5 %		Single w/children at home 1 %		Married 43 %	
Single Adults 36+ 40 %		Married w/children at home 5 %		Blended Families 5 %	
4. Education Level of Adults:			Are these figures -	Estimated <input checked="" type="checkbox"/>	Actual <input type="checkbox"/>
High School	34 %	College	37 %	Graduate School	6 %
Specialty Training	4 %	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 checked="" type="checkbox"/>	Actual <input type="checkbox"/>
Business/Retail	34 %	Service	10 %	Agriculture	Click here to enter text. %
Construction	4 %	Education	10%	Professional	7 %
Military	2 %	Technical	6 %	Manufacturing	4 %
Other <i>(specify below)</i>	Click here to enter text. %	Homemaker	Click here to enter text. %	Student	Click here to enter text. %
Other Explanation: Click here to enter text.					
From Totals Above:		Employed Full Time 20 %		Retired 80 %	

III. ORGANIZATIONAL INFORMATION <i>(Check those currently active)</i>				
1. Worship	How many worship services per week?		1 + 1 Hispanic	
<input checked="" type="checkbox"/> Traditional	<input checked="" type="checkbox"/> On Site	<input type="checkbox"/> Off Site	Average Attendance:	67
<input type="checkbox"/> Contemporary	<input type="checkbox"/> On Site	<input type="checkbox"/> Off Site	Average Attendance:	Click here to enter text.
<input checked="" type="checkbox"/> Other	Specify El Santa de Israel – nesting congregation		Average Attendance:	15
Total weekly average attendance from all services: 67				
2. Educational Ministries – Average Weekly Attendance				
Children’s Church School	2	Adult’s Church School	26	
Weekly Children’s Program	1-3	(Name of Program) Children’s Worship and Wonder (1/monthly)		
Weekday Adult Groups	12	(Name of Program) Bible Study		
	10	(Name of Program) Prayer Partners		
Total Average Weekly Education Attendance		50		
3. Administrative and Oversight Groups				
<input checked="" type="checkbox"/> Board	<input type="checkbox"/> Cabinet	<input checked="" type="checkbox"/> Personnel	<input type="checkbox"/> Pastoral Relations	
<input checked="" type="checkbox"/> Elders	<input checked="" type="checkbox"/> Diaconate	<input type="checkbox"/> Deacons	<input type="checkbox"/> Deaconesses	
<input checked="" type="checkbox"/> Planning/Functional Committees	How many? 3	<input checked="" type="checkbox"/> Other Groups	Specify other groups Disciples Woman	
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. Sharing Christ Ministry – Disciples Women Ministry, Game Day Seeking God Ministry – Prayer Partner Group Serving Others Ministry – Prayer Shawl Ministry, Plarn Making Group Groups to Enrich Worship – Bell Choir, Choir Service Groups – Cub Scout Pack 4483, Cub Scout Pack 4267				

IV. STAFF (label those presently employed/serving as "FT" - full time; "PT" - part time; or "V" - Volunteer)							
FT	Pastor		Choose an item.	Youth Minister/Director	PT	Office Staff	# 1
Choose an item.	Co-Pastor(s)	# Click here to enter text.	Choose an item.	Education Director	PT	Other (Please Specify) Custodian Nursery Attendant	
Choose an item.	Associate Minister(s)	# Click here to enter text.	Choose an item.	Organist/Accompanist			
PT	Music Minister/Director	# 2	Choose an item.	Administrator			
V. PROPERTY							
				Year Erected	Adequate?		
1. Sanctuary	Seating Capacity	125-200	1961	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
2. Education Unit	# of Classrooms	8	1961	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
3. Fellowship Facility	Seating Capacity/	70	1965	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>		
	Tables	Set up as needed		Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
4. Administrative Facility	# of Offices	3	1961	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
5. Off Street Parking	# of Spaces	75		Paved?			
				Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
6. Building Program:		Yes <input type="checkbox"/>		No <input checked="" type="checkbox"/>	Projected? <input type="checkbox"/>		
If Building Program is "Yes" or "Projected", describe: N/A							
7. Church Location (check all which are applicable)							
<input type="checkbox"/> Downtown	<input type="checkbox"/> Inner City	<input type="checkbox"/> Urban		<input checked="" 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					
# 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.) Community park with walking trail, playground, basketball court, large field to west of church							
VI. COMMUNITY							
1. Characteristics							

<input checked="" type="checkbox"/> Industrial	<input checked="" type="checkbox"/> Commercial/ Retail	<input checked="" type="checkbox"/> College/ University	<input checked="" type="checkbox"/> Medical Center		
<input type="checkbox"/> Agricultural	<input type="checkbox"/> Military	<input checked="" 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 checked="" type="checkbox"/> Teen Needs	<input checked="" type="checkbox"/> Senior Citizen Needs	<input checked="" type="checkbox"/> Race Relations	<input checked="" type="checkbox"/> Alcohol/Drugs		
<input checked="" type="checkbox"/> Crime	<input type="checkbox"/> Population Changes	<input checked="" type="checkbox"/> Unemployment (<input type="checkbox"/> Seasonal or <input checked="" type="checkbox"/> Chronic)			
<input type="checkbox"/> Other	(List other concerns here) Click here to enter text.				
4. Population Profile					
Total Population 116,715 – Based upon estimated 2020 census	<input checked="" type="checkbox"/> Estimated	<input type="checkbox"/> Actual			
Asian American 1.3%	African American 7.2 %	Hispanic American 10. %			
Haitian Click here to enter text. %	Pacific Islander 1.07 %	Native American .56 %			
Middle Eastern Click here to enter text. %	Euro American 81.08 %	Other 6.10 % Click here to enter text.			
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?					
Current population of Independence is declining according to data over the last 5 years. Average household income is \$63,837 with a poverty rate of 14.48%. There is more ethnic diversity in our neighborhood. High school diploma is the highest education attained by majority of residents (37%).					
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 (<i>Include Disciples Outreach</i>)	Total Disciples Outreach Paid (<i>DMF, WOC, Reconciliation, etc.</i>)
A	2019	\$215,605.	\$50.	\$31,892	\$25,912
B	2018	\$181,084.	\$615.	\$33,571.	\$25,934.
C	2017	\$174,139.	\$20,151.	\$35,414.	\$30,852
D	2016	\$184,349.	\$41,857.	\$39,279.	\$32,229.

2. Current Total Debt: \$0		Monthly Payment on this Debt: \$0	
3. Reserve/Restricted/ Endowment Funds:		Building - \$130,562.89	Savings - \$337,482.55 (combination of Hale fund, Dehart fund and Building fund.
Permanent - \$0	Memorial - \$59,461.50	Other - \$\$5600 (Specify) DeHart (endowment fund)	
VIII. CONGREGATIONAL OUTREACH MINISTRIES (please list)			
1. Community Ministries Program (e.g. food pantry, tutoring, etc.) 15% of Eastgate Income goes to outreach. Outreach includes: Luff Elementary School various needs, CAPA, Hope House, Micah Ministries, Uplift, Church Food Pantry, Community Services League, Eastgate members Love Fund, I Share, Mother's Refuge, Pet Resource Center of KC, Raytown Summer Lunch Ministries, Restart, Tabitha's Closet, and Veteran's Community Project.			
2. Participation in Christian Church (Disciples of Christ) (district/area, cluster, regional, general) Special Offerings sponsored by General Church, Tall Oaks Conference Center, Stop Human Trafficking, GKC Region, Eastgate was among the top 100 Christian Churches in support of Disciples Mission Fund.			
3. Ecumenical and Interfaith Activities (with other denominations, religious groups, local and regional) Micah Ministry – meals and food, Salvation Army, Ministerial Alliance, Eastgate sponsors yearly salary of doctor in Haiti, KC Metro Men's Chorus.			
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.			
Name of Minister	Position	Date Began	Date Ended
Rev. Tom Minges	Interim Minister	Oct 2020	present
Rev. Joshua Patty	Senior Minister	Sept 2011	Oct 2020
Dr. Clarence Tucker	Interim Minister	Sept 2010	Sept 2011
Rev. Jill Standley Sullins	Senior Minister	2002	July 2010
Dr. Don Bordenero	Senior Minister	1997	2002
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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.
S	Some have left our church because of conflict.
S	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.
Choose an item.	Other (<i>Specify</i>) Click here to enter text.
	Comments: Click here to enter text.

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 are called to celebrate the love of Jesus Christ. We are also called to be ministers to those around us, both in our congregation and our community. We would like to grow in faith (and numbers)!
2. Describe the processes you used to hear God's unique call for your congregation. We hear God's call through prayer and discussions with others. We also present ideas to others through board and committee meetings.
3. Describe the Spiritual Disciplines that are regularly practice throughout this congregation. Prayer – We utilize the power of prayer to assist us in our everyday lives. Shepherding - Shepherds communicate with their "flock" regularly, to inform, assist, and comfort.

<p>Bible Study Fellowship Ministries Stewardship/Giving</p>
<p>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.</p> <p>Eastgate is very involved with regional ecumenical/interfaith ministries, both financially and in service. As a result, Eastgate was in the list of top 100 congregations in giving for past years.</p>
<p>5. In what ways have members of the congregation been engaged in the Search and Call discernment process? A committee was selected/approved with a focus on member diversity.</p> <p>The congregation was informed of the Search and Call discernment process through our newsletter. Questionnaires/surveys were mailed to each congregational member with a request for input in our search for a new minister.</p> <p>Request for prayers for guidance in our search</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)?</p> <p>Our building facility is utilized by groups in the area such as Boy Scouts and square dancing group. We have also nested two Hispanic church congregations. Additionally, our church has been a polling place in the past. We have hosted Bible School in the summer in past summers, inviting children from the neighborhood to attend. We have a nearby elementary school, Luff School, which we support with school supplies and other needs throughout the school year. We also have a small playground and walking trail which is utilized by neighborhood residents regularly.</p>
<p>7. Describe the congregation's strengths and growing edges.</p> <p>We are a very giving congregation. We are accepting and welcoming to visitors. We have immense life experience and educational experience. We are a church family.</p>
<p>8. Describe the ways you make decisions and carry them out as a congregation.</p> <p>We have an active board that meets monthly. Proposals must go before the board and be approved by board action.</p>
<p>9. How is this congregation relevant to the needs of (a) the local community, (b) Disciples mission, and (c) the world?</p> <p>We are involved in community outreach through financial support and donations to various organizations in our area. We also assist in paying the salary of a doctor in Haiti on a yearly basis.</p>
<p>10. How does this congregation bear witness in tangible ways to God's healing, welcoming, reconciling presence in a broken world?</p> <p>Our congregation bears witness in tangible ways to God's healing, welcoming and reconciling presence by identifying and supporting organizations for community outreach. We look beyond our community to give to regional efforts. We provide yearly support for a doctor in Haiti. We open our facility to be utilized by groups in our community.</p>
<p>XII. GOALS OF THE CONGREGATION FOR THE NEXT FIVE YEARS</p> <p><i>List four. Attach recent congregational mission statement and goals if available.</i></p>
<p>1. Strive to seek God, serve others and share Christ by increasing bonds of relationships within the church community.</p>

2. Expand number of congregational members involved in our mission goals.				
3. Increase opportunity for outreach beyond church walls.				
4. Manage/advance the church in the midst of a global pandemic.				
XIII. PERSONAL AND PROFESSIONAL QUALIFICATIONS				
1. Name the personal/professional qualifications you desire in your pastor.				
A. Spiritual Leader		B. Proclaim the gospel		
C. Disciple Theology		D. Pastoral minister		
E. Positive, creative, energetic, enthusiastic		F. Mentor - Motivator		
G. Confidential		H. Discerning		
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. DOC theology is preferable.				

XIV. COMPENSATION, HOUSING, BENEFITS, EXPENSES. OUR CONGREGATION WILL PROVIDE THE FOLLOWING:					
1. Salary/Housing We can provide a cash salary and housing (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 type="checkbox"/>	35-\$39,999 <input type="checkbox"/>
40-\$49,999 <input type="checkbox"/>	50-\$59,999 <input type="checkbox"/>	60-\$69,999 <input checked="" type="checkbox"/>	70-\$79,999 <input type="checkbox"/>	80-\$99,999 <input type="checkbox"/>	\$100,000+ <input type="checkbox"/>
Negotiable <input checked="" type="checkbox"/>					
2. Provided Housing					
<input type="checkbox"/> Parsonage Fair Rental Value \$ Click here to enter text. (per month)					
3. Pension <input checked="" type="checkbox"/> Pension Fund (14% of combined value of cash salary and housing allowance/parsonage fair rental value)					\$9123
4. Vacation <input checked="" type="checkbox"/> Days 20 including 4 Sundays					\$ Click here to enter text.
5. Continuing Education: <input checked="" type="checkbox"/> Days 5 days spiritual retreat with board approval including Click here to enter text. Sundays					\$ Click here to enter text.
6. Sabbatical <input checked="" type="checkbox"/> 3 Months after 5 years					\$ Click here to enter text.
7. Family/Medical Leave <input type="checkbox"/> Click here to enter text. Weeks <input checked="" type="checkbox"/> Negotiable					
8. Health Insurance					
<input type="checkbox"/> Taxable Stipend	<input type="checkbox"/> Negotiated Plan	<input checked="" type="checkbox"/> Other	<input type="checkbox"/> Canada Supplemental Health Plan		
9. Reimbursable Professional Expenses					
Auto Allowance \$.51/mile	Assembly/Meeting Expenses \$1000.	Books \$200	Miscellaneous \$ Click here to enter text.		
10. Reimbursement for cost of mandatory Criminal Background Check (CBC) \$160				Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
11. Moving Expenses The congregation will provide <input type="checkbox"/> all OR <input type="checkbox"/> up to \$ Click here to enter text.					Negotiable <input checked="" 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 top 4 skills needed in your next pastor.					

<input type="checkbox"/>	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.
<input type="checkbox"/>	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.
<input checked="" type="checkbox"/>	Communication Be an effective communicator and able to facilitate effective communication within and on behalf of the church.
<input type="checkbox"/>	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.
<input type="checkbox"/>	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.
<input type="checkbox"/>	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.
<input type="checkbox"/>	Ethics Able to help parishioners think critically about the relationship of their faith to issues of justice, ethics and morality.
<input type="checkbox"/>	Evangelism Able to motivate congregational members to share their faith through word and action.
<input type="checkbox"/>	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.
<input checked="" type="checkbox"/>	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.
<input checked="" type="checkbox"/>	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.
<input type="checkbox"/>	Spiritual Development Establish and maintain spiritual disciplines that lead to personal growth and help others develop a rich spiritual life.
<input type="checkbox"/>	Stewardship Able to develop and encourage healthy stewards who recognize and share generously God's abundant gifts for all creation.
<input type="checkbox"/>	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.
<input type="checkbox"/>	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).
<input checked="" type="checkbox"/>	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. These skills were checked by a majority of congregational members in response to a survey sent.

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)

Please note that we will take action on the “Ethical Guidelines for Congregational Conduct” at board meeting in immediate future. Action was not taken prior to submitting Congregational Profile.