**CONGREGATIONAL PROFILE**

(Form Revised October 3, 2017)

<table>
<thead>
<tr>
<th>Position Being Filled: Senior Pastor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Name of Congregation: Saint Andrew Christian Church</td>
</tr>
<tr>
<td>Street Address: 13890 W. 127th Street</td>
</tr>
<tr>
<td>City: Olathe</td>
</tr>
<tr>
<td>Search Committee Chair: Mark Dugan</td>
</tr>
<tr>
<td>Address:</td>
</tr>
<tr>
<td>City:</td>
</tr>
<tr>
<td>Email Address: <a href="mailto:search@sacchome.org">search@sacchome.org</a></td>
</tr>
</tbody>
</table>

## II. MEMBERSHIP PROFILE

1. **Total Number of Members: 347**
   - Number of Participating Members: 309
   - Total Number of Participating Non-Members: 51

2. **Number of Participants:**
   - **Ages 1-11:**
     - Ages 25-34: 25
     - Ages 55-64: 51
   - **Ages 12-17:**
     - Ages 35-44: 35
     - Ages 65-79: 75
   - **Ages 18-24:**
     - Ages 45-54: 73
     - Above 80: 9

3. **Church Family Profile:**
   - **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:**
   - **High School**
   - **College**
   - **Graduate School**
   - **Specialty Training**
   - **Other**
   - **Please Specify:**

5. **Occupations of Participants:**
   - **Business/Retail**
   - **Service**
   - **Agriculture**
   - **Construction**
   - **Education**
   - **Professional**
   - **Military**
   - **Technical**
   - **Manufacturing**
   - **Other (specify below)**
   - **Homemaker**
   - **Student**
   - **Other Explanation:**
   - **From Totals Above:**
     - **Employed Full Time**
     - **Retired**
     - **60 %**
     - **20 %**
### III. ORGANIZATIONAL INFORMATION (Check those currently active)

<table>
<thead>
<tr>
<th>1. Worship</th>
<th>How many worship services per week?</th>
<th>Two</th>
</tr>
</thead>
<tbody>
<tr>
<td>☑ Traditional</td>
<td>☑ On Site</td>
<td>☐ Off Site</td>
</tr>
<tr>
<td>☐ Contemporary</td>
<td>☐ On Site</td>
<td>☐ Off Site</td>
</tr>
<tr>
<td>☐ Other</td>
<td>Specify</td>
<td></td>
</tr>
</tbody>
</table>

Total weekly average attendance from all services: 191

#### 2. Educational Ministries – Average Weekly Attendance

<table>
<thead>
<tr>
<th>Children’s Church School</th>
<th>30</th>
<th>Adult’s Church School</th>
<th>30</th>
</tr>
</thead>
<tbody>
<tr>
<td>Weekly Children’s Program</td>
<td>20</td>
<td>(Name of Program)</td>
<td></td>
</tr>
<tr>
<td>Weekday Adult Groups</td>
<td></td>
<td>Angels, Chi Rho and SAY</td>
<td></td>
</tr>
</tbody>
</table>

| Total Average Weekly Education Attendance | 80 |

#### 3. Administrative and Oversight Groups

| ☑ Board | ☑ Cabinet | ☑ Personnel | ☑ Pastoral Relations |
| ☑ Elders | ☐ Diaconate | ☐ Deacons | ☐ Deaconesses |
| ☑ Planning/Functional Committees | How many? 14 | ☑ Other Groups | Specify other groups |

#### 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. Stewardship, Church Growth, Mission, Christian Education – Children, Christian Education – Youth, Christian Education – Adult, Church Life, Pastoral Partners (like elders), Sister Community/El Higueral in El Salvador, SAGE (Environmental group), Worship.
### IV. STAFF

<table>
<thead>
<tr>
<th>FT</th>
<th>PT</th>
<th>FT</th>
<th># 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pastor</td>
<td>Youth Minister/Director</td>
<td>Education Director</td>
<td>Other (Please Specify)</td>
</tr>
<tr>
<td>Co-Pastor(s)</td>
<td></td>
<td></td>
<td>Minister Worship of Arts</td>
</tr>
<tr>
<td>Associate Minister(s)</td>
<td># 2 (FT and PT)</td>
<td>PT</td>
<td>Organist/Accompanist</td>
</tr>
<tr>
<td>Music Minister/ Director</td>
<td># 1</td>
<td>FT</td>
<td>Administrator</td>
</tr>
</tbody>
</table>

### V. PROPERTY

<table>
<thead>
<tr>
<th>Item</th>
<th>Year Erected</th>
<th>Adequate?</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Sanctuary</td>
<td>370 1999</td>
<td>Yes ☒ No ☐</td>
</tr>
<tr>
<td>2. Education Unit</td>
<td># of Classrooms 12</td>
<td>2003 Yes ☒ No ☐</td>
</tr>
<tr>
<td>3. Fellowship Facility</td>
<td>Seating Capacity 200</td>
<td>2003 Yes ☒ No ☐</td>
</tr>
<tr>
<td></td>
<td>Tables 40</td>
<td>Yes ☒ No ☐</td>
</tr>
<tr>
<td>4. Administrative Facility</td>
<td># of Offices 7</td>
<td>2003 Yes ☒ No ☐</td>
</tr>
<tr>
<td>5. Off Street Parking</td>
<td># of Spaces 125</td>
<td>Paved? Yes ☒ No ☐</td>
</tr>
<tr>
<td>6. Building Program:</td>
<td>Yes ☒ No ☐</td>
<td></td>
</tr>
</tbody>
</table>

If Building Program is “Yes” or “Projected”, describe:

### 7. Church Location (check all which are applicable)
- Downtown ☐ Inner City ☐ Urban ☒ Suburban ☒
- County Seat ☐ Neighborhood ☐ Rural ☐ Bedroom Community ☐
- Small Town ☐

### 8. Parsonage:
- # of Bedrooms ☐ Yes ☒ No ☐
- # of Bathrooms ☐
- Garage? Yes ☐ No ☒
- Age of Parsonage ☐
- Condition of Parsonage ☐

### 9. Other Facilities: (such as senior housing, pre-school, camp, etc.)
- None

### VI. COMMUNITY

1. Characteristics
- Industrial ☐ Commercial/ Retail ☒
- Agricultural ☐ Military ☐
- Other (describe) ☒ - Moderate growth is expected over the next ten years. This includes growth among families with young children.
3. Concerns

☐ Teen Needs  ☐ Senior Citizen Needs  ☐ Race Relations  ☐ Alcohol/Drugs

☐ Crime  ☐ Population Changes  ☐ Unemployment  (☐ Seasonal or ☐ Chronic)

☒ Other

(List other concerns here)
The economy, taxation, moderate vs. conservative politics, school funding, gun violence, immigration, homelessness, poverty, transportation, urban/suburban growth.

4. Population Profile

<table>
<thead>
<tr>
<th>Total Population 552,991 (from Johnson County 2010 Census)</th>
<th>☐ Estimated</th>
<th>☒ Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian American 4.3%</td>
<td>African American 4.7%</td>
<td>Hispanic American 7.3%</td>
</tr>
<tr>
<td>Haitian</td>
<td>Pacific Islander 0.1%</td>
<td>Native American 0.5%</td>
</tr>
<tr>
<td>Middle Eastern 81.6%</td>
<td>Euro American</td>
<td>Other</td>
</tr>
</tbody>
</table>

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?

The 5-mile radius surrounding Saint Andrew shows a population growth trend projected to continue for the next decade. The population is predominantly highly educated, white, and white collar. Families earn above average incomes, and poverty is less of a factor in comparison with other parts of the metro area. The two age groups with the fastest growth are 25-34 and 65+. Young professionals and young families comprise a large share of the population. Johnson County has a reputation for conservative political and religious influences, but there is a growing progressive spirit reflecting itself in both religion and politics. We see growing evidence in the community that many persons are seeking a church that shares their values.

VII. FINANCIAL INFORMATION

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

<table>
<thead>
<tr>
<th>Year</th>
<th>Operating Receipts</th>
<th>Capital Receipts</th>
<th>Total Outreach Paid (Include Disciples Outreach)</th>
<th>Total Disciples Outreach Paid (DMF, WOC, Reconciliation, etc.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>A 2017</td>
<td>$525,456</td>
<td>$54,831</td>
<td>$70,740</td>
<td>$25,754</td>
</tr>
<tr>
<td>B 2016</td>
<td>$533,691</td>
<td>$61,298</td>
<td>$61,633</td>
<td>$25,153</td>
</tr>
<tr>
<td>C 2015</td>
<td>$524,343</td>
<td>$200,040</td>
<td>$56,187</td>
<td>$19,653</td>
</tr>
<tr>
<td>D 2014</td>
<td>$549,719</td>
<td>$75,976</td>
<td>$61,063</td>
<td>$16,693</td>
</tr>
</tbody>
</table>
2. **Current Total Debt:** $0  
**Monthly Payment on this Debt:** $0

<table>
<thead>
<tr>
<th>3. Reserve/Restricted/Endowment Funds:</th>
<th>Building - $11,000</th>
<th>Savings - $24,000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Permanent - $26,000</td>
<td>Memorial - $</td>
<td>Other - $40,000</td>
</tr>
</tbody>
</table>

**VIII. CONGREGATIONAL OUTREACH MINISTRIES (please list)**

1. Community Ministries Program (e.g. food pantry, tutoring, etc.)  
   Center of Grace, Migrant Farmworkers, Washington Elementary, Hand of Welcome (HOW)

2. Participation in Christian Church (Disciples of Christ) (district/area, cluster, regional, general)  
   Week of Compassion, Church World Service, General Assembly; Regional – Board, Executive Committee, Youth Cabinet, Tall Oaks

3. Ecumenical and Interfaith Activities (with other denominations, religious groups, local and regional) Interfaith Hospitality Network (temporary housing for homeless families), House of Abraham, Dialogue Institute

**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.

<table>
<thead>
<tr>
<th>Name of Minister</th>
<th>Position</th>
<th>Date Began</th>
<th>Date Ended</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chuck Pickrel</td>
<td>Youth Minister PT</td>
<td>August 2018</td>
<td>Current</td>
</tr>
<tr>
<td>Mark Harmon</td>
<td>Associate Minister of Caring Ministries PT</td>
<td>July 2017</td>
<td>Current</td>
</tr>
<tr>
<td>Sara Wilcox Patty</td>
<td>Youth Minister PT</td>
<td>October 2015</td>
<td>July 2017</td>
</tr>
<tr>
<td>Erin Wathen</td>
<td>Senior Pastor FT</td>
<td>October 2013</td>
<td>January 2019</td>
</tr>
<tr>
<td>Chuck Rolen</td>
<td>Interim Senior Pastor FT</td>
<td>December 2011</td>
<td>September 2013</td>
</tr>
<tr>
<td>Erika Marksbury</td>
<td>Associate Pastor PT</td>
<td>August 2010</td>
<td>August 2015</td>
</tr>
<tr>
<td>Denise Dugan</td>
<td>Associate Pastor of Faith Formation FT</td>
<td>March 2004</td>
<td>Current</td>
</tr>
<tr>
<td>Gary Duncan</td>
<td>Minister of Worship and Arts PT</td>
<td>Commission March 2012</td>
<td>Current</td>
</tr>
<tr>
<td>Holly McKissick</td>
<td>Senior Pastor FT</td>
<td>August 1990</td>
<td>October 2011</td>
</tr>
<tr>
<td>Tom Minges</td>
<td>Associate Pastor PT</td>
<td>April 2005</td>
<td>October 2011</td>
</tr>
<tr>
<td>Allison Lanza</td>
<td>Assoc. Pastor/Pastoral Resident FT</td>
<td>July 2008</td>
<td>April 2010</td>
</tr>
<tr>
<td>Brandon Gilvin</td>
<td>Associate Pastor FT</td>
<td>July 2007</td>
<td>August 2009</td>
</tr>
<tr>
<td>Tom Hawley</td>
<td>Minister of Pastoral Care PT (on and off)</td>
<td>August 2003</td>
<td>May 2011</td>
</tr>
<tr>
<td>Tim Hessel-Robinson</td>
<td>Associate Pastor FT &amp; PT</td>
<td>February 2003</td>
<td>October 2004</td>
</tr>
<tr>
<td>Beth Hessel-Robinson</td>
<td>Associate Pastor PT</td>
<td>February 2003</td>
<td>August 2003</td>
</tr>
</tbody>
</table>
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.

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>C</td>
<td>As a church, we respect and listen to each other and work things through without generating divisiveness.</td>
</tr>
<tr>
<td>N</td>
<td>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.</td>
</tr>
<tr>
<td>S</td>
<td>Some have left our church because of conflict.</td>
</tr>
<tr>
<td>N</td>
<td>Conflict hurts our sense of unity, but we tend not to talk about it.</td>
</tr>
<tr>
<td>C</td>
<td>Painful experience with conflict has been present, but it has been worked through, and we have learned from the experience.</td>
</tr>
<tr>
<td>S</td>
<td>We have had some painful experiences with conflict, and they linger in the background.</td>
</tr>
<tr>
<td>N</td>
<td>Open conflict is present, and we need a minister who can help us deal with it.</td>
</tr>
</tbody>
</table>

The church experienced a schism in 2011.

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)?

Saint Andrew Christian Church is a unique congregation. Our mission statement of “seeking God, creating community, practicing justice” impacts all that we do. Modeling God’s mission in the world, Saint Andrew has been Open and Affirming from our Inception in 1990; we welcome and affirm all children of God of any color, class, sexual orientation, age, gender, ability or thought.

Saint Andrew proclaims its calling in a three-part mission statement:
- Seeking God—Saint Andrew stands solidly in the Christian faith where each person has a unique and valuable perspective of God’s word, purpose, and plan. We challenge each other by sharing these understandings; Saint Andrew is a place to grow spiritually, to ask questions, and to explore answers together. We celebrate communion weekly, and all are invited to participate.
- Creating Community—An active, broadly proclaimed welcome to all lies at the core of everything Saint Andrew is and does. Saint Andrew welcomes and affirms all children of God of any color, class, sexual orientation, age, gender, ability or thought. A brightly colored banner, recently hung from Saint Andrew’s front door, vividly proclaimed our welcome: “In our house refugees are welcome, women can lead, gay is OK, science is real, diversity is valued, nobody’s perfect, everyone is loved!”
- Practicing Justice—Saint Andrew recognizes the vast disparity in opportunity between those of privilege and those of want in our community and beyond. Saint Andrew’s ministries broadly seek to ease that disparity by
creating awareness through its educational programs and then applying our gifts of time, talent, and
treasure—for example, by serving meals to the hungry, supporting victims of domestic abuse, housing the
situationally homeless, aiding international refugees, and learning to live in harmony with and as faithful
environmental stewards of God’s creation.

2. Describe the processes you use to hear God’s unique call for your congregation.

Saint Andrew practices a grassroots leadership approach, which enables broad participation in discerning a new call to
action. The 2016 launch of the Hand of Welcome program to support international refugees illustrates that process. The
discernment process began with a general sense of the burgeoning global refugee crisis. That sense led to a series of
periodic gatherings that began with education on the parameters of the global crisis, on what support for refugee
resettlement was already underway locally, and on how Saint Andrew could help. After this six-month discernment
process, the new Hand of Welcome ministry was launched under the leadership of the Saint Andrew Mission Team.
Saint Andrew continues to keep this and other mission work a priority.

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

The practice of many spiritual disciplines aligns with Saint Andrew’s socially conscious beliefs. The SAGE group focuses
on stewardship of the earth and environment encouraging personal disciplines that call members to exercise restraint in
using and consuming goods that are harmful to the earth. Our sanctuary is a visual expression of our spirituality and of
the theological significance of each liturgical season, with banners and other materials designed by our Minister of
Worship & Arts and implemented by members of the congregation, and with prayer candles, which congregants light
during communion. Our theology of sacred space extends beyond the sanctuary to include the entire building and
grounds. We have paid particular attention to the approach to the building and the transition from public to sacred
space. This is an intentional effort to reflect a spiritual and holistic approach to the life of our faith community.
Our worship service does not include electronic screens, which reflects an appreciation for simplicity and the
importance of connecting with one another. The practice of joining hands and singing at the end of the worship service
illustrates our desire to emphasize community and reinforce connection with one another. Traditional expression of
spiritual disciplines is seen in the practice of prayer, communion, different studies that offered to enhance both the
spiritual life of members, social justice issues and the stewardship of the environment.

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 recognize that the covenantal call of God is universal, and that we experience it in deeply individual and personally
diverse ways. The many paths our members have taken to Saint Andrew have converged in a community in which our
practices remain deeply rooted and consistent with the recognized practices of the Disciples. Our ecumenical spirit, in
the tradition of the Disciples movement, is in evidence in that we are a community of believers from a wide variety of
faith backgrounds. Our interfaith commitment is also strong. Members of the Saint Andrew community, from early
childhood forward, are regularly and intentionally engaged in interfaith study and interfaith activities. For example,
Saint Andrew members recently joined Muslims friends for an iftar meal during Ramadan and attended worship services
with Jewish friends at their synagogue.

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

Saint Andrew’s congregation has framed the search process through the nearly 30 years of its existence. The
congregation has been intentionally progressive from the beginning, focused on social justice, open and affirming to
LGBTQ persons, and promoting progressive theological ideas. During the search and call process, we have sought input
from various groups within Saint Andrew, including the youth. We have kept the congregation informed about the
search and call process, and we have surveyed the congregation and held listening sessions about how people see Saint
Andrew continuing to evolve and what qualities and experiences we’d like to see in our next pastor.
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)?

Saint Andrew is a liberal congregation in a demographically conservative area, and for that reason, we draw people from around the Kansas City area. Our congregation is rich with talented persons with a broad span of abilities, e.g. the practical skills required to assist in building and development activities with our church friends in El Higueral, El Salvador; the leadership skills required to invite the voices of the local community to speak out and affect public opinion on issues such as gun violence; the organizational skills required to establish St Andrew as a site which invites and shelters the activities of disenfranchised populations; etc. We identify local mission opportunities (such as with a nearby elementary school that serves many low-income students), regional opportunities (such as programs to combat racism, assist refugees, and feed the hungry), and in the broader community, by encouraging members to share their voices in public discussions regarding the issues facing our local, state and federal governments. Congregational theological education is also important to us. Our membership includes many with formal theological and instructional educational backgrounds, from many churches, including Disciples, Evangelicals, Catholics and others. We value and welcome the opportunity to be regarded as a safe place for open-minded thinking, progressive social spirit, and acceptance of all identities.

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

Saint Andrew is a congregation that encourages spiritual growth, and that has from our inception advanced a strong public reputation as an open and progressive faith community. We welcome and encourage those who ask questions and seek answers. We embrace those with doubts, or who struggle in their faith journey. We invite those who have felt excluded in their prior faith experiences to be a part of our community. We take seriously our role as citizens. We want the public discussion of social issues to include progressive voices, and not be dominated by conservative or narrow theologies. We know (because we have welcomed them) that many persons of faith seek a church affiliation that reflects a more progressive and outspoken attitude on social issues. We are invested, organizationally and spiritually, in the proposition that all are welcome, and that "all means all."

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

Saint Andrew is led by members of the congregational community. Our leaders are informed and assisted by a strong staff in formulating our goals, planning our church life activities, managing finances, raising funds, establishing and supervising committees. The organization of the congregation is managed by the Leadership Circle, which consists of: Moderator, Vice-Moderator, Secretary, Treasurer, and the leaders of different church ministries and committees. The Leadership Committee meets monthly, urgent issues and pastoral guidance are handled by the Executive Committee. Decisions of the Leadership Circle are made by consensus when possible and by a majority vote of voting members when necessary. Carrying out of decisions is handled by several standing committees and staff. Standing committees include Finance, Pastoral Partners, Covenant Groups, Building and Grounds, Church Growth, Church Life, Adult Education, Children's and Youth Education, Sister Community, Mission, Personnel, Saint Andrew Group for Ecology (SAGE), Stewardship, Worship and Nominating.

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

The current Adult Education Sunday morning programs establish an educational foundation for our mission, including such education sessions as: Seeking God: Storytelling as a Spiritual Practice; The Value of Doubt; Loving and Forgiveness; Practicing Justice: Practicing Civility in Conversations; Mission Trip to Columbia; Rescuing Uganda Women; Environment; and Feminism.
We also invite members of the congregation, including youth and children, on fifth Sundays to complete a service program during the 9:30 education hour. Projects have included making and packing 300 peanut and butter sandwiches for Salvation Army; weaving plastic bags into waterproof mattresses for people sleeping outdoors; Toothbrush Sunday (collection of toothbrushes for children in need); and preparing sack lunches for students at nearby Washington Elementary School, a school in our neighborhood with numerous children who are in need of assistance.

Our Mission Committee engages the congregation in a variety of local activities, including regularly scheduled blood drives, financial and monthly volunteer support for the Center of Grace UMC meal site; Interfaith sponsored building projects for Habitat for Humanity; Interfaith Hospitality Network for situationally homeless individuals and families; the Migrant Farmworkers Project to help equip the children of migrant families with school supplies and backpacks, and in making regular contributions to the program; collecting coats for children in need at Washington Elementary school; providing safe and comfortable meeting space for an organization of young people who are LBGTQIA; and many more activities.

We also have a committee specifically to sponsor and fundraise for support and on-site assistance for our sister congregation in El Higueral, El Salvador; and to support the educational goals of their youth.

We founded the Hand of Welcome program, working with Catholic Charities of Northeast Kansas and other local resettlement agencies, to increase refugee awareness and support local refugee resettlement through volunteering, donation drives and monthly financial donations. Our youth mission activities working with the Heifer Project Ranch in Arkansas; Tennyson Children’s Center in Denver; Connect in Ft. Worth; and (summer 2019) on-site work with the Yakima Nation in Washington state. The ongoing focus is on justice and injustice.

Our congregation is a supporting congregation for the Disciples Mission Fund, supports Tall Oaks, our regional church camp, with financial donations and the participation of our children, youth and adults in the programs offered there. Our congregation’s regional participation includes long-standing efforts to provide support and leadership for Tall Oaks; for our regional refugee ministry; for regional committees; and for the regional Youth Cabinet.

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

See answer for question 9

<table>
<thead>
<tr>
<th>XII. GOALS OF THE CONGREGATION FOR THE NEXT FIVE YEARS</th>
</tr>
</thead>
<tbody>
<tr>
<td>List four. Attach recent congregational mission statement and goals if available.</td>
</tr>
</tbody>
</table>

1. Enhance the long-term stability of the congregation through responsible stewardship and enhancement of resources, and through the administration of church business.

2. Expand our progressive and compassionate theology, with ongoing attention to issues of peace, justice, interfaith dialogue, environmental sustainability and inclusion.

3. Enhance worship, study and service experiences reflecting our belief that God’s embrace is for all creation.

4. Maintain and enhance the diversity of the congregation in terms of race, color, class, sexual orientation, age, gender, ability, and thought.

<table>
<thead>
<tr>
<th>XIII. PERSONAL AND PROFESSIONAL QUALIFICATIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Name the personal/professional qualifications you desire in your pastor.</td>
</tr>
</tbody>
</table>

| A. Cultivates progressive values including stewardship of the earth, environmental sustainability, social justice and interfaith dialogue. |
| B. Experience being part of a multi-staff church and desire to work in a collaborative environment. |
| C. Dynamic preacher, theologically progressive, able to challenge and stimulate critical thinking. |
| D. Demonstrates spiritual/physical/emotional/relational health |
E. Life-long learner: demonstrates continuing education in preaching, pastoral care and administration.

F. Demonstrates professionalism, e.g. is punctual, accountable, can receive and give constructive feedback.

G. Competent in pastoral care: caring, nurturing, available.

H. Experience and ability with church finance issues.

<table>
<thead>
<tr>
<th>2. Educational Level (check one)</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School</td>
</tr>
</tbody>
</table>

If other, please explain.

---

### 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: (Salary, housing, and pension result in a package of approximately 80,000)

   | 15-$17,999 | 18-$21,999 | 22-$25,999 | 26-$29,999 | 30-$34,999 | 35-$39,999 | 50-$59,999 | 60-$69,999 | 70-$79,999 | 80-$99,999 | $100,000+ |
   | □          | □          | □          | □          | □          | □          | □          | □          | □          | □          | □          |

   - **Negotiable**: □

2. **Provided Housing**
   - □ Parsonage Fair Rental Value $ [Click here to enter text. (per month)]

3. **Pension**
   - □ Pension Fund (14% of combined value of cash salary and housing allowance/parsonage fair rental value)

   - □ Click here to enter text.

4. **Vacation**
   - □ Days: Four weeks

   - □ Click here to enter text.

5. **Continuing Education:**
   - □ Days: Click here to enter text. Including Click here to enter text. Sundays

   - □ Click here to enter text.

6. **Sabbatical**
   - □ Saint Andrew has established a policy for sabbatical leave for the full-time Staff who are ordained clergy. After the first six (6) years of service, and after every four (4) years thereafter, ordained clergy are eligible to apply for a three (3) month continuous sabbatical leave.

    - □ Click here to enter text.

7. **Family/Medical Leave**
   - □ Sick leave 12 days per year. Can accumulate up to 60 days. After 2 years of employment, maternity/paternity leave is provided.

8. **Health Insurance**
   - □ Taxable Stipend
   - □ Negotiated Plan
   - □ Other
   - □ Canada Supplemental Health Plan

9. **Reimbursable Professional Expenses** The budget line is $4,000 inclusive of all expenses.
   - □ Auto Allowance [Click here to enter text.]
   - □ Assembly/Meeting Expenses [Click here to enter text.]
   - □ Books [Click here to enter text.]
   - □ Miscellaneous [Click here to enter text.]

10
<table>
<thead>
<tr>
<th>10. Reimbursement for cost of mandatory Criminal Background Check (CBC) $160</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>11. Moving Expenses</td>
<td>The congregation will provide ☐ all OR ☐ up to $</td>
<td>Click here to enter text.</td>
</tr>
</tbody>
</table>

### 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**
<table>
<thead>
<tr>
<th>Checkbox</th>
<th>Skill</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Theology</td>
<td>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.</td>
</tr>
<tr>
<td></td>
<td>Understanding of Heritage</td>
<td>Know and appreciate the history and thought of Christianity and the history, structure, practices, and ethos of the Christian Church (Disciples of Christ).</td>
</tr>
<tr>
<td></td>
<td>Worship</td>
<td>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.</td>
</tr>
</tbody>
</table>

Optional: Please include any comments regarding the 4 skills identified and/or how you identified them. Noted pastoral care qualifications in section XIII as part of the overall skills desired for the interim, as Saint Andrew moves through this intentional time of transition, to help those who are grieving.

**XVI. CONGREGATIONAL CONDUCT**

Our Congregation has taken official Action to adopt and abide by the “Ethical Guidelines for Congregational Conduct”.

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>☐</td>
<td>☒</td>
</tr>
</tbody>
</table>

A PDF copy of the **ETHICAL GUIDELINES FOR CONGREGATIONAL CONDUCT** can be downloaded from the following website:


**XVII. ADDITIONAL INFORMATION**

*(Please use space below or attach your documentation to this packet)*

Our Shalom Statement

Saint Andrew Christian Church is a shalom community; a gathered people, seeking God’s peace, justice, healing, and wholeness in every part of our lives and world. Celebrating our diversity rejoicing in our unity, we welcome and affirm all children of God of any color, class, sexual orientation, age, gender, ability, or thought. As members of the family of God, we share our beliefs, doubts, struggles, and growth. Recipients of God’s boundless grace, forgiveness, and love, we in turn offer our gifts and invite the fellowship, gifts, leadership, and spirit of all who share God’s passion for shalom.