

CONGREGATIONAL PROFILE

(Form Revised October 3, 2017)

Position Being Filled: Minister/Transitional Minister					
Name of Congregation: Fairview Christian Church					
Street Address: 1800 N.E. 65th St.				Phone: 816-452-2829	
City: Gladstone		State: Missouri		Zip: 64118	
Search Committee Chair: Tom Salisbury				Church fax 816-452-2850	
Address: 4105 N.E. 58th Terr.					
City: Kansas City		State: Missouri		Zip: 64119	
Email Address: tomsalisbury74@gmail.com			Preferred Phone: 816-769-9591 816-454-8655		
II. MEMBERSHIP PROFILE					
1. Total Number of Members: 418			Number of Participating Members: 217		
Total Number of Participating Non-Members: 20					
2. Number of Participants:			Are these figures -		Estimated ☒
					Actual ☐
Ages 1-11: 14		Ages 25-34: 7		Ages 55-64: 37	
Ages 12-17: 4		Ages 35-44: 5		Ages 65-79: 58	
Ages 18-24: 4		Ages 45-54: 31		Above 80: 57	
3. Church Family Profile: (Note: Percentage may add up to more than 100%)			Are these figures -		Estimated ☒
					Actual ☐
Single Adults 18-35 2 %		Single w/children at home 1 %		Married 53 %	
Single Adults 36+ 45 %		Married w/children at home 4 %		Blended Families 1 %	
4. Education Level of Adults:			Are these figures -		Estimated ☒
					Actual ☐
High School	99 %	College	35 %	Graduate School	20 %
Specialty Training	Click here to enter text. %	Other	Click here to enter text. %	Please Specify: Click here to enter text.	
5. Occupations of Participants: (Note: Percentage may add up to more than 100%)			Are these figures -		Estimated ☒
					Actual ☐
Business/Retail	10 %	Service	Click here to enter text. %	Agriculture	Click here to enter text. %
Construction	Click here to enter text. %	Education	10%	Professional	10 %
Military	Click here to enter text. %	Technical	10 %	Manufacturing	Click here to enter text. %
Other (specify below)	Click here to enter text. %	Homemaker	20 %	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?	2
☒ Traditional	☒ On Site	☐ Off Site
☐ Contemporary	☐ On Site	☐ Off Site
☒ Other	Specify Fairview Connect—Interactive service bi- weekly	
Total weekly average attendance from all services: 140		
2. Educational Ministries – Average Weekly Attendance		
Children’s Church School	6	Adult’s Church School
Weekly Children’s Program	Click here to enter text.	(Name of Program) Click here to enter text.
Weekday Adult Groups	6	(Name of Program) Click here to enter text.
	Click here to enter text.	(Name of Program) Click here to enter text.
Total Average Weekly Education Attendance		57
3. Administrative and Oversight Groups		
☒ Board	☒ Cabinet	☒ Personnel
☒ Elders	☒ Diaconate	☒ Deacons
☒ Planning/Functional Committees	How many? 9	☐ Other Groups
		Specify other groups Click here to enter text.
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. Click here to enter text.		

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	FT	Office Staff	# secretary, program administrator
Choose an item.	Co-Pastor(s)	# Click here to enter text.	Choose an item.	Education Director	Choose an item.	Other (Please Specify) Custodial service Nursery attendants	
Choose an item.	Associate Minister(s)	# Click here to enter text.	PT	Organist/Accompanist			
PT	Music Minister/Director	# Click here to enter text.	Choose an item.	Administrator			
V. PROPERTY							
				Year Erected	Adequate?		
1. Sanctuary	Seating Capacity	356	1972	Yes ☒	No ☐		
2. Education Unit	# of Classrooms	8	1960s	Yes ☒	No ☐		
3. Fellowship Facility	Seating Capacity/	200	1960s	Yes ☒	No ☐		
	Tables	30		Yes ☒	No ☐		
4. Administrative Facility	# of Offices	3	1960s	Yes ☒	No ☐		
5. Off Street Parking	# of Spaces	100+		Paved?			
				Yes ☒	No ☐		
6. Building Program:		Yes ☐		No ☒	Projected? ☐		
If Building Program is "Yes" or "Projected", describe: Click here to enter text.							
7. Church Location (check all which are applicable)							
☐ Downtown	☐ Inner City		☐ Urban		☒ Suburban		
☐ County Seat	☒ Neighborhood		☐ Rural		☐ Bedroom Community		
☐ Small Town							
8. Parsonage:			☐ Yes ☒ No				
# of Bedrooms Click here to enter text.	# of Bathrooms Click here to enter text.		Garage? ☐ Yes ☐ 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					
☐ Industrial	☒ Commercial/ Retail	☐ College/ University	☐ Medical Center		
☐ Agricultural	☐ Military	☐ Tourist/Recreational			
2. Population Changes					
☐ Rapid Growth	☒ Slow Growth	☒ Other (describe)			
☐ Rapid Decline	☐ Slow Decline	Housing saturated, growth in apartments			
3. Concerns					
☐ Teen Needs	☒ Senior Citizen Needs	☐ Race Relations	☐ Alcohol/Drugs		
☐ Crime	☐ Population Changes	☐ Unemployment (☐ Seasonal or ☐ Chronic)			
☐ Other	(List other concerns here) Click here to enter text.				
4. Population Profile					
Total Population 50,000		☒ Estimated	☐ Actual		
Asian American Click here to enter text. %		African American Click here to enter text. %		Hispanic American Click here to enter text. %	
Haitian Click here to enter text. %		Pacific Islander 1 %		Native American Click here to enter text. %	
Middle Eastern Click here to enter text. %		Euro American Click here to enter text. %		Other No specific information, largely caucasian % 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? Click here to enter text.					
VII. FINANCIAL INFORMATION					
1. 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	2018	\$264,898	\$Click here to enter text.	\$43,915	\$17,143
B	2017	\$284,698	\$Click here to enter text.	\$40,692	\$14,239
C	2016	\$295,843	\$Click here to enter text.	\$38,985	\$16,168

D	2015	\$316,146	\$Click here to enter text.	\$52,688	\$32,194
2. Current Total Debt: \$0			Monthly Payment on this Debt: \$0		
3. Reserve/Restricted/ Endowment Funds:		Building - \$0		Savings - \$84,478	
Permanent - \$222,534		Memorial - \$23,655		Other - \$Click here to enter text. (Specify) Click here to enter text.	
VIII. CONGREGATIONAL OUTREACH MINISTRIES (please list)					
1. Community Ministries Program (e.g. food pantry, tutoring, etc.) Micah Ministries, Clay County Clothes Closet, Northland Christmas Store, Tutoring(NKC schools), Scouts, 4-H club, Food pantry, Rotary Club.....many groups use FCC facilities					
2. Participation in Christian Church (Disciples of Christ) (district/area, cluster, regional, general) CWF, CMF, Tall Oaks camp, Bible School					
3. Ecumenical and Interfaith Activities (with other denominations, religious groups, local and regional) Classic Crowd----monthly luncheon for older folks, many from other churches					
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
Travis Smith McKee		Co-Pastor		June 2014	Dec. 2019
Kassie Smith McKee		Co-Pastor		June 2014	Oct. 2019
Raymond Hankins		Interim Minister		Jan. 2014	June 2014
Donna Rose-Heim		Interim Minister		Aug. 2012	Dec. 2013
Frank Everett		Minister		2003	Aug. 2012
Rodger Kube		Interim Minister		Click here to enter text.	2002
Lloyd Gentry		Minister		1975	2002
Ron Bowen		Assistant Minister		2000	2003
Clarence Tucker		Assistant Minister		2004	2010
Sandra Bowers		Youth Minister		2003	2003
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.		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.		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.	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.	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.		
C	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.		
C	We have had some painful experiences with conflict, and they linger in the background.		
S	Open conflict is present, and we need a minister who can help us deal with it.		
Choose an item.	Other (Specify) Church is a people business. People have disagreements. FCC serves God and its congregation		
	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 uniquely called to share our space and live the word. An older congregation, we are called to nurture our existing members. We reach out to the community to share the space in our facility. Our path forward may not be what we expected or the same path at this point in time, but we need to be open and have faith. Let God use us, make our seeds grow and trust his grace.			
2. Describe the processes you used to hear God's unique call for your congregation. FCC is a praying church. Prayer changes people. People change things. We listen for God in devotionals, songs, messages from others as well as from other churches. We deliver communion to the homebound and ailing every Sunday.			
3. Describe the Spiritual Disciplines that are regularly practice throughout this congregation. Members participate in weekly worship services as praying elders, deacons, worship leaders, greeters, communion services. Group intercessory prayer prior to services. Prayer chains for prayers on request and			

prayer vigils linked to religious calendar observations. For stewardship, monetary, time and talents are emphasized. Sunday School classes are based on biblical scripture.
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. It is our sense that being a part of the larger church and community is collectively more powerful than individual efforts. FCC is involved with DOC, the local Ministerial Alliance and community organizations such Rotary Club. Some publications, such as "Our Daily Bread" are available to members. Some groups meet in our building, such as Parents as Teachers. Financial support through missions, 10% of the church budget.
5. In what ways have members of the congregation been engaged in the Search and Call discernment process? The executive committee has been charged with recommending an interim minister. A round table discussion is scheduled for December 8th for members of the congregation The congregational profile is being completed. Search and Call committee will be formed.
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)? The FCC congregation is replete with devoted people to the various responsibilities. Several are capable of delivering lay sermons. The current budget is near projected income and expenses. We have an established presence as a neighborhood church.
7. Describe the congregation's strengths and growing edges. FCC is a community of believers. There are numerous opportunities to participate in an array of activities such as CMF, CWF ,Guild, Classic Crowd (a monthly senior lunch), men's breakfast, Book Club, Bible study groups, a weekly newsletter, food banks, sleep mat project for the homeless, etc. Anyone who wants to start a group can. Fifth Sunday dinners, Koffee Klatch, a comprehensive awareness of the illness of members and other problems. Interaction with schools, tutoring, and visibility with many community groups who hold meetings at FCC. We link arms together to serve God's purposes. Scout groups meet regularly and interact with the church. Tall Oaks, Micah Ministries. .
8. Describe the ways you make decisions and carry them out as a congregation. FCC is a board driven church. There are 22 members of the general board representing the congregation's specific groups such as elders, deacons and all standing committees and departments. The board meets every other month as do the committees and departments. A pastor's cabinet meets. The pastor may attend and participate in all such meetings as a non-voting member. The congregation meets annually. Special meetings of board and congregation may be made on call. A constitution and by-laws guide the church.
9. How is this congregation relevant to the needs of (a) the local community, (b) Disciples mission, and (c) the world? Fairview is firmly committed to the underprivileged, homeless and other needy entities through a dedicated missions program, food banks, special offerings to DOC, tutoring, even physical assistance. There are links to scouts, students, neighbors, voters, local law enforcement and charitable organizations who use FCC facilities and are recipients of our gifts, service and support. FCC aspires to be a "good corporate" citizen.
10. How does this congregation bear witness in tangible ways to God's healing, welcoming, reconciling presence in a broken world? All of the above
XII. GOALS OF THE CONGREGATION FOR THE NEXT FIVE YEARS <i>List four. Attach recent congregational mission statement and goals if available.</i>

1. Answer God's call to share the good news				
2. Grow spiritually				
3. Sustain FCC, grow in numbers, specially younger people				
4. Nurture the congregation that we have				
XIII. PERSONAL AND PROFESSIONAL QUALIFICATIONS				
1. Name the personal/professional qualifications you desire in your pastor.				
A. Be an effective communicator		B. Able to motivate members to share faith		
C. Able to nurture members		D. Be a motivational , inspirational presence in the pulpit		
E. Actively participate in seeking new members		F. Be socially active in members' lives		
G. Ordained by DOC		H. Click here to enter text.		
2. Educational Level (<i>check one</i>)				
High School ☐	Undergraduate ☐	Seminary ☐	Doctoral ☐	Other ☐
If other, please explain. Click here to enter text.				

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 ☐	18-\$21,999 ☐	22-\$25,999 ☐	26-\$29,999 ☐	30-\$34,999 ☐	35-\$39,999 ☐
40-\$49,999 ☐	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 12 including 3 Sundays					\$ 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 ☐ Click here to enter text. Months after Click here to enter text. years					\$ Click here to enter text.
7. Family/Medical Leave ☐ Click here to enter text. Weeks ☒ Negotiable					
8. Health Insurance					
☐ Taxable Stipend	☐ Negotiated Plan	☐ Other	☐ Canada Supplemental Health Plan		
9. Reimbursable Professional 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. Reimbursement for cost of mandatory Criminal Background Check (CBC) \$160				Yes ☐	No ☐
11. Moving Expenses The congregation will provide ☐ all OR ☐ up to \$ Click here to enter text.					Negotiable ☐
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.					

☐	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.
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 wish to add that under section XIV concerning compensation etc. the total compensaiton package, approximately \$64,000 for interim, may include any negotiated items listed. In summary, Fairview is a small church, feels like family, a church family. Board meetings are open to visitors and open discussion is strongly encouraged. There are provisions in structure of the constitution and bylaws to prevent power groups from dominating. There is a choir and bells program and soloist and praise band. All are welcome at our communion table, an effort to show God's healing, welcoming and reconciling presence.