

CONGREGATIONAL PROFILE

(Form Revised October 3, 2017)

Position Being Filled: Senior Minister					
Name of Congregation: Smithville First Christian Church					
Street Address: 201 N. Bridge Street				Phone: 816.532.0773	
City: Smithville		State: MO		Zip: 64089	
Search Committee Chair: Brenda Becker, Co-Chair					
Address: 1406 Second Creek Road					
City: Smithville		State: MO		Zip: 64089	
Email Address: bbecker514@gmail.com			Preferred Phone: 816.588.4920		
II. MEMBERSHIP PROFILE					
1. Total Number of Members: 336			Number of Participating Members: 80		
Total Number of Participating Non-Members: 5					
2. Number of Participants:			Are these figures -	Estimated <input checked="" type="checkbox"/>	Actual <input type="checkbox"/>
Ages 1-11: 12		Ages 25-34: 5		Ages 55-64: 7	
Ages 12-17: 5		Ages 35-44: 8		Ages 65-79: 25	
Ages 18-24: 5		Ages 45-54: 8		Above 80: 7	
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 10 %		Single w/children at home 5 %		Married 25 %	
Single Adults 36+ 25 %		Married w/children at home 25 %		Blended Families 10 %	
4. Education Level of Adults:			Are these figures -	Estimated <input checked="" type="checkbox"/>	Actual <input type="checkbox"/>
High School	Click here to enter text. %	College	65 %	Graduate School	Click here to enter text. %
Specialty Training	Click here to enter text. %	Other	Click here to enter text. %	Please Specify: Click here to enter text.	
5. Occupations of Participants: <i>(Note: Percentage may add up to more than 100%)</i>			Are these figures -	Estimated <input checked="" type="checkbox"/>	Actual <input type="checkbox"/>
Business/Retail	Click here to enter text. %	Service	Click here to enter text. %	Agriculture	15 %
Construction	Click here to enter text. %	Education	25%	Professional	Click here to enter text. %
Military	Click here to enter text. %	Technical	Click here to enter text. %	Manufacturing	Click here to enter text. %
Other <i>(specify below)</i>	Click here to enter text. %	Homemaker	Click here to enter text. %	Student	10 %

Other Explanation: We have multiple members in agriculture, education and the medical profession. The rest are primarily in business/ retail/ professional or retired.				
From Totals Above:		Employed Full Time Click here to enter text. %		Retired 40 %
III. ORGANIZATIONAL INFORMATION <i>(Check those currently active)</i>				
1. Worship	How many worship services per week?		1	
<input checked="" type="checkbox"/> Traditional	<input checked="" type="checkbox"/> On Site	<input type="checkbox"/> Off Site	Average Attendance:	78
<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 Online (livestream of on site service)		Average Attendance:	Click here to enter text.
Total weekly average attendance from all services: 78, including online				
2. Educational Ministries – Average Weekly Attendance				
Children's Church School	8	Adult's Church School	15	
Weekly Children's Program	6	(Name of Program) Youth Group		
Weekday Adult Groups	8	(Name of Program) Zoom Bible Study		
	Click here to enter text.	(Name of Program) Click here to enter text.		
Total Average Weekly Education Attendance		37		
3. Administrative and Oversight Groups				
<input checked="" type="checkbox"/> Board	<input type="checkbox"/> Cabinet	<input checked="" type="checkbox"/> Personnel	<input checked="" type="checkbox"/> Pastoral Relations	
<input checked="" type="checkbox"/> Elders	<input checked="" type="checkbox"/> Diaconate	<input checked="" type="checkbox"/> Deacons	<input checked="" type="checkbox"/> Deaconesses	
<input checked="" type="checkbox"/> Planning/Functional Committees	How many? 12	<input type="checkbox"/> Other Groups	Specify other groups Click here to enter text.	
4. Ministries and Service Groups Within the Congregation (List all)				
<p>List all active ministry and service groups and share information about their activities, focus and ministry. We have a food pantry open every Tuesday morning to Smithville residents. We also maintain a "Blessings Box" in our parking lot which is a food cabinet open to the public 24/7, and maintained by our food pantry team. We recently started a Stephen Ministry program, and the first group finished their training early this year (2022). Threads of Faith is a group that meets weekly to make quilts and other hand-sewn items for people in need. Care Connections is a committee that organizes visits and other outreach to homebound members. We also have a Youth and Family Outreach committee which coordinates our church's participation in various community activities. Our CWF group raises money for various organizations.</p>				

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 and Treasurer	
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	175	1927	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
2. Education Unit	# of Classrooms	8	1997	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
3. Fellowship Facility	Seating Capacity/	100	1997	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
	Tables	12		Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
4. Administrative Facility	# of Offices	3	1927	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
5. Off Street Parking	# of Spaces	64		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: Click here to enter text.							
7. Church Location (check all which are applicable)							
<input checked="" type="checkbox"/> Downtown	<input type="checkbox"/> Inner City		<input type="checkbox"/> Urban		<input checked="" 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				
# of Bedrooms 3	# of Bathrooms 2		Garage? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Age of Parsonage 60 years	Condition of Parsonage Good		
9. Other Facilities: (such as senior housing, pre-school, camp, etc.) Click here to enter text.							
VI. COMMUNITY							
1. Characteristics							

<input type="checkbox"/> Industrial	<input checked="" type="checkbox"/> Commercial/ Retail	<input type="checkbox"/> College/ University	<input type="checkbox"/> Medical Center		
<input checked="" type="checkbox"/> Agricultural	<input type="checkbox"/> Military	<input checked="" type="checkbox"/> Tourist/Recreational			
2. Population Changes					
<input type="checkbox"/> Rapid Growth	<input type="checkbox"/> Slow Growth	<input checked="" type="checkbox"/> Other (<i>describe</i>) Our community has experienced steady growth over the past several years.			
<input type="checkbox"/> Rapid Decline	<input type="checkbox"/> Slow Decline				
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"/> Crime	<input type="checkbox"/> Population Changes	<input type="checkbox"/> Unemployment <input type="checkbox"/> Seasonal or <input type="checkbox"/> Chronic			
<input type="checkbox"/> Other	<i>(List other concerns here)</i> Click here to enter text.				
4. Population Profile					
Total Population 10,552	<input checked="" type="checkbox"/> Estimated	<input type="checkbox"/> Actual			
Asian American 1%	African American 0.4 %	Hispanic American .9 %			
Haitian Click here to enter text. %	Pacific Islander 0 %	Native American .3 %			
Middle Eastern Click here to enter text. %	Euro American 91 %	Other 6.4 % 2 or more races			
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? As you can see, our town is mainly a white Caucasian population. There is not much racial diversity. The majority of the town’s population leans to the conservative side. We have seen growth in the number of young families moving to our town, primarily citing good schools, recreational opportunities, and proximity to the Kansas City metropolitan area. Smithville is currently growing at a rate of 4.62% annually and its population has increased by 47.72% since the most recent census, which recorded a population of 8,425 in 2010. The average household income in Smithville is \$91,908 with a poverty rate of 6.05%. The median rental costs in recent years comes to \$746 per month, and the median house value is \$203,500. The median age in Smithville is 35.4 years, 34 years for males, and 38.1 years for females.					
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	2021	\$190,094	\$Click here to enter text.	\$18,200	\$17,400
B	2020	\$193,229	\$Click here to enter text.	\$18,724	\$17,924

C	2019	\$210,141	\$Click here to enter text.	\$20,483	\$19,608
D	2018	\$228,497	\$Click here to enter text.	\$22,413	\$21,595
2. Current Total Debt: \$0			Monthly Payment on this Debt: \$0		
3. Reserve/Restricted/ Endowment Funds:		Building - \$9,145		Savings - \$Click here to enter text.	
Permanent - \$159,000		Memorial - \$9,000		Other - \$9,700- Youth Fund. \$483,000- Ministry Legacy Fund. \$28,000- Food Pantry. \$30,172- Pastoral Staffing Fund. (Specify) Click here to enter text.	
VIII. CONGREGATIONAL OUTREACH MINISTRIES (please list)					
1. Community Ministries Program (e.g. food pantry, tutoring, etc.) See III 4 above. Our congregation is also very proud of allowing various support groups to use our facilities as a way of community outreach (AA, Al-Anon, Boy Scouts, Kalani Foundation). We also have a youth group which meets regularly and typically goes on a mission trip each year.					
2. Participation in Christian Church (Disciples of Christ) (district/area, cluster, regional, general) We have a good working relationship with the Region. We are proud supporters of Tall Oaks; we support them financially, and we pay for half of the cost of church camp for our members.					
3. Ecumenical and Interfaith Activities (with other denominations, religious groups, local and regional) Our pastors have worked with the ministers at other local churches (primarily the Catholic, United Methodist, and Baptist churches) on various projects over the years. We also partner with the local United Methodist Church to provide VBS each year.					
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	
Valerie Kay Austin		Interim Minister	Feb 7, 2022	Current	
Lara Blackwood-Pickrel		Minister	June 1, 2017	Jan 19, 2022	
Rick Jensen		Sabbatical Minister	Aug 2019	Oct 2019	
Lara Blackwood-Pickrel		Associate Minister	Jan 5, 2014	June 1, 2017	
Ryan Motter		Minister	Feb 27, 2011	June 1, 2016	
Ron Frazer		Interim Minister	Aug 15, 2010	Feb 13, 2011	
James Matson		Minister	July 1, 2000	Aug 8, 2010	
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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.
N	Conflict hurts our sense of unity, but we tend not to talk about it.
S	Painful experience with conflict has been present, but it has been worked through, and we have learned from the experience.
N	We have had some painful experiences with conflict, and they linger in the background.
N	Open conflict is present, and we need a minister who can help us deal with it.
Choose an item.	Other (<i>Specify</i>) Click here to enter text.
	Comments: 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)? Welcome, openness, inclusivity, support of youth and community involvement are often listed as positive elements of most members' faith experience.

<p>2. Describe the processes you used to hear God’s unique call for your congregation.</p> <p>We held a Lenten “Bread and Broth” series this year, led by our interim pastor, where the congregation would meet once a week during Lent to discuss the vision of our church. We solicited feedback from the congregation concerning the specific questions in this profile over a four-week period to collect as much input as possible.</p>
<p>3. Describe the Spiritual Disciplines that are regularly practice throughout this congregation.</p> <p>Weekly bible study. Weekly Sunday school. Weekly prayer list distributed to the congregation. Weekly worship service with communion. Fellowship meal after service on a monthly basis. Support and encouragement of one another.</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>Above all, our members believe we are called to be open and welcoming. We are proud to say that “all means all” but may need some direction in refining this aspect of our call. Also to follow Jesus’ teachings (no creed).</p>
<p>5. In what ways have members of the congregation been engaged in the Search and Call discernment process?</p> <p>We held a Lenten “Bread and Broth” series this year, led by our interim pastor, where the congregation would meet once a week during Lent to discuss the vision of our church. We solicited feedback from the congregation concerning the specific questions in this profile over a four-week period to collect as much input as possible.</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>See III 4 above. Our Threads of Faith group is an example of a ministry that was born out of one of our member’s skills and passion for quilting, which has turned into a fellowship and pastoral care ministry for ten years now. Our Food Pantry receives donations and financial support from various groups within the town, being the only local food pantry; as such, it has more than adequate funding and may be ripe for expansion of its services. These are the two ministries that our members typically lift up as being important, along with allowing various organizations to meet in our building.</p>
<p>7. Describe the congregation’s strengths and growing edges.</p> <p>Our congregation is very supportive of our youth group activities, but we have found that we need some leadership in engaging this group again after COVID. We have a newly energized group of parents of young families who are currently coordinating activities for our younger kids, which has been evident by the attendance of younger families on a weekly basis. At the same time, our members have also expressed a need for more activities to engage all age groups.</p>
<p>8. Describe the ways you make decisions and carry them out as a congregation.</p> <p>We have a democratic congregation. Our board meets monthly and makes the primary decisions for the church. The board meetings are open to all members, and decisions are communicated as appropriate to the congregation. The congregation meets twice each year, to approve the budget and to elect board members.</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>See III 4 above. We also work with the social worker at the local school district to provide support for underserved students and families, providing items such as food drive support, backpacks and other back-to-school items. Our Food Pantry assembles and distributes food bags to local families in need at Easter and Christmas, sometimes utilizing volunteers from other local organizations. We are also beginning to host a local non-profit organization that will park a mobile food distribution trailer in our parking lot twice a month. We contribute 10% of our income to the DMF. We also support Week of Compassion on a regular basis, most</p>

recently supporting relief efforts in Ukraine. As mentioned previously, our members are very proud of the various ways that the community uses our facility.				
10. How does this congregation bear witness in tangible ways to God's healing, welcoming, reconciling presence in a broken world? Through the various ministries described throughout this document.				
XII. GOALS OF THE CONGREGATION FOR THE NEXT FIVE YEARS <i>List four. Attach recent congregational mission statement and goals if available.</i>				
1. To invest in lasting ways in the spiritual formation of our children and youth				
2. To welcome everyone. "All means All."				
3. To be a gathering place and a center of community, acting as good stewards of our facility for the benefit of our community				
4. To encourage and nurture the faithful lives of all our members through fellowship, stewardship and education				
XIII. PERSONAL AND PROFESSIONAL QUALIFICATIONS				
1. Name the personal/professional qualifications you desire in your pastor.				
A. Someone who can discern member's strengths and inspire them to use their gifts in the service of others.		B. Leadership to take our outreach activities to the next level.		
C. Someone who is a good speaker and can motivate our members through their sermons with meaningful and relevant messages.		D. Click here to enter text.		
E. Click here to enter text.		F. Click here to enter text.		
G. Click here to enter text.		H. Click here to enter text.		
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. 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 <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 checked="" 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 \$ 1,250 (per month)					
3. Pension <input type="checkbox"/> Pension Fund (14% of combined value of cash salary and housing allowance/parsonage fair rental value)				\$TBD. Included in the total salary package above.	
4. Vacation <input checked="" type="checkbox"/> Days 10, negotiable including TBD Sundays				\$Click here to enter text.	
5. Continuing Education: <input checked="" type="checkbox"/> Days 10, negotiable including TBD 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 \$Negotiable	Assembly/Meeting Expenses \$Negotiable	Books \$Negotiable	Miscellaneous \$Negotiable		
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 checked="" 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 checked="" 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 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.
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)

Click here to enter text.