

CONGREGATIONAL PROFILE

(Form Revised October 3. 2017)

Position Being Filled: Senior Minister					
Name of Congregation: Belton Christian Church					
Street Address: 409 Airway Lane		Phone: 816-331-6440			
City: Belton	State: Missouri	Zip: 64012			
Search Committee Chair: Steve Crandall					
Address: 703 Colbern Road					
City: Belton	State: Missouri	Zip: 64012			
Email Address: trawlercaptn@gmail.net		Preferred Phone: 816-377-1493			
II. MEMBERSHIP PROFILE					
1. Total Number of Members: 230		Number of Participating Members: 180			
Total Number of Participating Non-Members: 25					
2. Number of Participants:		Are these figures -	Estimated <input checked="" type="checkbox"/>	Actual <input type="checkbox"/>	
Ages 1-11: 20	Ages 25-34: 15	Ages 55-64: 20			
Ages 12-17: 20	Ages 35-44: 25	Ages 65-79: 40			
Ages 18-24: 10	Ages 45-54: 25	Above 80: 30			
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 15 %	Single w/children at home 5 %	Married 60 %			
Single Adults 36+ 15 %	Married w/children at home 30 %	Blended Families 10 %			
4. Education Level of Adults:		Are these figures -	Estimated <input checked="" type="checkbox"/>	Actual <input type="checkbox"/>	
High School	95 %	College	65 %	Graduate School 10 %	
Specialty Training	20 %	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 type="checkbox"/>	Actual <input type="checkbox"/>	
Business/Retail	30 %	Service	10 %	Agriculture 5 %	
Construction	10 %	Education	10 %	Professional 15 %	
Military	5 %	Technical	10 %	Manufacturing 10 %	
Other (specify below)	Click here to enter text. %	Homemaker	10 %	Student 25 %	
Other Explanation: Click here to enter text.					
From Totals Above:	Employed Full Time 40 %		Retired 60 %		
III. ORGANIZATIONAL INFORMATION (Check those currently active)					

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:	110
<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 Special Holiday services		Average Attendance:	100
Total weekly average attendance from all services: 110				
2. Educational Ministries – Average Weekly Attendance				
Children's Church School	10	Adult's Church School	28	
Weekly Children's Program	15	(Name of Program) Children's Church during worship		
Weekday Adult Groups	25	(Name of Program) Care Team, CYF, CMF, CWF		
	Click here to enter text.	(Name of Program) Click here to enter text.		
Total Average Weekly Education Attendance		20		
3. Administrative and Oversight Groups				
<input checked="" type="checkbox"/> Board	<input checked="" type="checkbox"/> Cabinet	<input type="checkbox"/> Personnel	<input checked="" type="checkbox"/> Pastoral Relations	
<input checked="" type="checkbox"/> Elders	<input type="checkbox"/> Diaconate	<input checked="" type="checkbox"/> Deacons	<input checked="" type="checkbox"/> Deaconesses	
<input checked="" type="checkbox"/> Planning/Functional Committees	How many? Click here to enter text.	<input type="checkbox"/> 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. Youth groups, CMF, CWF, Care Team, Women's retreats, Homebound ministry, 40 days of prayer for children, 24 hour prayer chain before Easter, Church dinners by congregation members, youth and other groups (Scouts), members work and support local food pantry Heart and Hand, free meal once a week at another church for community, Ministerial combined worship services.				

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.	PT	Education Director	PT	Other (Please Specify) Custodian	
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	260	1972	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
2. Education Unit	# of Classrooms	6	1963	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
3. Fellowship Facility	Seating Capacity/	200	1963	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
	Tables	15-20		Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
4. Administrative Facility	# of Offices	4	1972	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
5. Off Street Parking	# of Spaces	125+		Paved?			
				Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
6. Building Program:		Yes <input checked="" type="checkbox"/>		No <input 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 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 checked="" type="checkbox"/> Bedroom Community				
<input type="checkbox"/> Small Town							
8. Parsonage:		<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No					
# of Bedrooms 4	# of Bathrooms 2	Garage? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		Age of Parsonage 51	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 checked="" type="checkbox"/> Industrial	<input checked="" type="checkbox"/> Commercial/ Retail	<input type="checkbox"/> College/ University			<input checked="" type="checkbox"/> Medical Center		

Agricultural	Military	Tourist/Recreational	
2. Population Changes			
<input type="checkbox"/> Rapid Growth	<input checked="" type="checkbox"/> Slow Growth	<input type="checkbox"/> Other (describe) Click here to enter text.	
<input type="checkbox"/> Rapid Decline	<input type="checkbox"/> Slow Decline		
3. Concerns			
<input checked="" type="checkbox"/> Teen Needs	<input type="checkbox"/> Senior Citizen Needs	<input checked="" type="checkbox"/> Race Relations	<input checked="" type="checkbox"/> Alcohol/Drugs
<input type="checkbox"/> Crime	<input checked="" type="checkbox"/> Population Changes	<input type="checkbox"/> Unemployment (<input type="checkbox"/> Seasonal or <input type="checkbox"/> Chronic)	
<input type="checkbox"/> Other	(List other concerns here) Homelessness/poverty		
4. Population Profile			
Total Population 37000		<input checked="" type="checkbox"/> Estimated	<input type="checkbox"/> Actual
Asian American Click here to enter text.%		African American 11 %	Hispanic American 3 %
Haitian Click here to enter text. %		Pacific Islander 3 %	Native American Click here to enter text. %
Middle Eastern Click here to enter text. %		Euro American 83 %	Other Click here to enter text. % 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?			
We expect moderate growth to 39k population by 2023			
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)
A	2019	\$181736	\$16400
B	2018	\$180000	\$36000
C	2017	\$175000	\$35000
D	2016	\$174904	\$34534
2. Current Total Debt: \$11000			Monthly Payment on this Debt: \$1000
3. Reserve/Restricted/ Endowment Funds:		Building - \$38000	Savings - \$Click here to enter text.
Permanent - \$140000		Memorial - \$Click here to enter text.	Other - \$Click here to enter text. (Specify) Click here to enter text.
VIII. CONGREGATIONAL OUTREACH MINISTRIES (please list)			

<p>1. Community Ministries Program (<i>e.g. food pantry, tutoring, etc.</i>)</p> <p>Work with local food pantry, adopt families from social services at Christmas</p> <p>2. Participation in Christian Church (Disciples of Christ) (<i>district/area, cluster, regional, general</i>) General assembly, regional board meetings, BCC Foundation with Christian Church DOC</p> <p>3. Ecumenical and Interfaith Activities (<i>with other denominations, religious groups, local and regional</i>) Ministerial alliance community services</p>			
<p>IX. PREVIOUS PASTORAL LEADERSHIP HISTORY FOR PAST TWENTY YEARS</p> <p>Beginning with most recent, provide a listing of all clergy (<i>including installed and interim/transitional ministers, whether in senior, co-, or associate positions</i>) who have served your congregation during the past 20 years, and the requested information about those persons.</p>			
Name of Minister	Position	Date Began	Date Ended
Lem Whitmer	Interim Minister	2019	Serving
James Bottrell	Sr. Pastor	2002	2019
Ralph Keller	Interim	2001	2002
Ron Rutledge	Sr. Pastor	1997	2001
Ginny Bottrell	Dir. of Education	2002	2019
Karen Ogden	Associate Minister	1998	2005 enter text.
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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			
<p>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:</p>			

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.
N	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.
N	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.
	Other (Specify)
	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)?
Focus greater effort on evangelism and outreach as a way of developing current and new disciples of Jesus Christ

2. Describe the processes you used to hear God's unique call for your congregation.
Prayers, Ministry blue print, World Cafe with help from our Regional Minister

3. Describe the Spiritual Disciplines that are regularly practiced throughout this congregation.
Worship, Bible study, Discipleship formation and community outreach in addition to personal spiritual disciplines practiced by members.

4. Describe your sense of God's covenantal call to be a part of the Christian Church (Disciples of Christ) and
We see ourselves as taking part in the Church's movement for wholeness and welcome at the Table of the Lord. We participate in broader ecumenical/interfaith ministries, camps and conferences and Regional ministry

5. In what ways have members of the congregation been engaged in the Search and Call discernment process? We have made use of the Ministry Blue Print, our own variation on the World Cafe, and consultation with our Regional and Interim Ministers

6. What are the ministry opportunities you see in your particular context? What are the resources and gifts you have within the congregation to respond to these opportunities (including particular talents represented by members of the congregation; financial and other resources you have; the traditions you have manifested over the years)?

We are working on new opportunities for discipleship education, offering high quality traditional worship and exploring worship options for younger adults. There are opportunities for more outreach. Generous

7. Describe the congregation's strengths and growing edges.
Build strong youth leaders, support youth, families, welcoming all, unity, traditional worship

8. Describe the ways you make decisions and carry them out as a congregation. We operate with committees or elders who express needs, desires and present to the General Board, approval by the congregation, according to the by-laws. We tend to be permission-giving and supportive of initiatives.				
9. How is this congregation relevant to the needs of (a) the local community, (b) Disciples mission, and (c) the world? We have history of commitment to outreach, joint community worship services, Heart and Hand food pantry. We want to be known as generous and involved in our community				
10. How does this congregation bear witness in tangible ways to God's healing, welcoming, reconciling presence in a broken world? We open our church to WIC, Scouting groups and small groups, non-member weddings and funerals. We are a welcoming congregation, appreciative of diversity, and committed to serving in this area. We desire to initiate more involvement in the community.				
XII. GOALS OF THE CONGREGATION FOR THE NEXT FIVE YEARS <i>List four. Attach recent congregational mission statement and goals if available.</i>				
1. Glorify God! Celebrate and proclaim the Good News of Jesus by welcoming all, offering hope and wholeness, and becoming even more a stronger family of disciples.				
2. Intentional evangelism with younger adults. This is a growing edge and we are committed to exploring fresh ways of engaging with community members and sharing our personal faith stories.				
3. More faith formation opportunities for all ages, Sunday School and VBS. We are starting an intergenerational SS				
4. Communicate who we are and what we do to the community				
XIII. PERSONAL AND PROFESSIONAL QUALIFICATIONS				
1. Name the personal/professional qualifications you desire in your pastor.				
A. Oversee and participate in pastoral care	B. Preaching that inspires and encourages deeper discipleship, evangelism and outreach			
C. Share responsibilities with Elders, Deacons	D. Administration			
E. Encourage elders and deacons and congregation to become more involved in leadership	F. Help us identify our individual spiritual gifts so that we can engage more effectively in ministries			
G. Relate to younger members, help us to better understand the spiritual needs of new generations	H. Assist us as we expand our outreach in changing, growing community.			
2. Educational Level (check one)				
High School <input type="checkbox"/>	Undergraduate <input type="checkbox"/>	Seminary <input checked="" type="checkbox"/>	Doctoral <input type="checkbox"/>	Other <input checked="" type="checkbox"/>
If other, please explain. Master of Divinity				

XIV. COMPENSATION, HOUSING, BENEFITS, EXPENSES. OUR CONGREGATION WILL PROVIDE THE FOLLOWING:

<p>1. Salary/Housing We can provide a cash salary and housing (including utilities, furnishing, insurance, etc.) in the range checked below:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 16.6%;">15-\$17,999 <input type="checkbox"/></td> <td style="width: 16.6%;">18-\$21,999 <input type="checkbox"/></td> <td style="width: 16.6%;">22-\$25,999 <input type="checkbox"/></td> <td style="width: 16.6%;">26-\$29,999 <input type="checkbox"/></td> <td style="width: 16.6%;">30-\$34,999 <input type="checkbox"/></td> <td style="width: 16.6%;">35-\$39,999 <input type="checkbox"/></td> </tr> <tr> <td>40-\$49,999 <input type="checkbox"/></td> <td>50-\$59,999 <input checked="" type="checkbox"/></td> <td>60-\$69,999 <input type="checkbox"/></td> <td>70-\$79,999 <input type="checkbox"/></td> <td>80-\$99,999 <input type="checkbox"/></td> <td>\$100,000+ <input type="checkbox"/></td> </tr> <tr> <td colspan="6">Negotiable <input checked="" type="checkbox"/></td> </tr> </table>						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 checked="" type="checkbox"/>	60-\$69,999 <input type="checkbox"/>	70-\$79,999 <input type="checkbox"/>	80-\$99,999 <input type="checkbox"/>	\$100,000+ <input type="checkbox"/>	Negotiable <input checked="" type="checkbox"/>					
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Negotiable <input checked="" type="checkbox"/>																							
<p>2. Provided Housing <input checked="" type="checkbox"/> Parsonage Fair Rental Value \$1150 (per month). We are refurbishing the parsonage at this time</p>																							
<p>3. Pension <input checked="" type="checkbox"/> Pension Fund (<i>14% of combined value of cash salary and housing allowance/parsonage fair rental value</i>)</p>																							
\$Click here to enter text.																							
<p>4. Vacation <input checked="" type="checkbox"/> 28 Days Negotiable including 4 Sundays</p>																							
\$Click here to enter text.																							
<p>5. Continuing Education: <input checked="" type="checkbox"/> Days Negotiable including (negotiable) Sundays. We support continuing education.</p>																							
\$ Click here to enter text.																							
<p>6. Sabbatical <input type="checkbox"/> xx 3 Months after 5 years. 1 year minimum of service after sabbatical</p>																							
\$Click here to enter text.																							
<p>7. Family/Medical Leave <input checked="" type="checkbox"/> Click here to enter text. Weeks <input checked="" type="checkbox"/> Negotiable</p>																							
<p>8. Health Insurance</p> <table border="0" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%; text-align: center;"><input type="checkbox"/> Taxable Stipend</td> <td style="width: 25%; text-align: center;"><input checked="" type="checkbox"/> Negotiated Plan</td> <td style="width: 25%; text-align: center;"><input type="checkbox"/> Other</td> <td style="width: 25%; text-align: center;"><input type="checkbox"/> Canada Supplemental Health Plan</td> </tr> </table>						<input type="checkbox"/> Taxable Stipend	<input checked="" type="checkbox"/> Negotiated Plan	<input type="checkbox"/> Other	<input type="checkbox"/> Canada Supplemental Health Plan														
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<p>9. Reimbursable Professional Expenses</p> <table border="0" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%; text-align: center;">Auto Allowance IRS mileage reminb</td> <td style="width: 25%; text-align: center;">Assembly/Meeting Expenses \$500</td> <td style="width: 25%; text-align: center;">Books \$500</td> <td style="width: 25%; text-align: center;">Miscellaneous \$Click here to enter text.</td> </tr> </table>						Auto Allowance IRS mileage reminb	Assembly/Meeting Expenses \$500	Books \$500	Miscellaneous \$Click here to enter text.														
Auto Allowance IRS mileage reminb	Assembly/Meeting Expenses \$500	Books \$500	Miscellaneous \$Click here to enter text.																				
<p>10. Reimbursement for cost of mandatory Criminal Background Check (CBC) \$160</p>				<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No																		
<p>11. Moving Expenses The congregation will provide <input type="checkbox"/> all OR <input type="checkbox"/> up to \$Click here to enter text.</p>				<input checked="" type="checkbox"/> Negotiable																			
<p>XV. DISCERNING AREAS OF GREATEST NEED FOR MINISTERIAL LEADERSHIP</p> <p>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.</p>																							
<input type="checkbox"/>	<p>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.</p>																						

<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 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 checked="" 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 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.
We have good lay leadership but we need assistance for growth and succession planning for the next generation

XVI. CONGREGATIONAL CONDUCT

Our Congregation has taken official Action to adopt and abide by the "Ethical Guidelines for Congregational Conduct".	Yes <input type="checkbox"/>	No <input type="checkbox"/>
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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.