

CONGREGATIONAL PROFILE

(Form Revised October 3. 2017)

Position Being Filled: Interim Minister					
Name of Congregation: First Christian Church of Blue Springs					
Street Address: 701 NW 15th Street				Phone: 816-229-8400	
City: Blue Springs		State: Missouri		Zip: 64015-2907	
Search Committee Chair: Jim Wallace					
Address: 3501 NW Dogwood Drive					
City: Blue Springs		State: Missouri		Zip: 64015-6958	
Email Address: jwallace@fccbsmo.org			Preferred Phone: 816-668-4437		
II. MEMBERSHIP PROFILE					
1. Total Number of Members: 615 (total on the rolls)				Number of Participating Members: 197	
Total Number of Participating Non-Members: 15 (212 total participating)					
2. Number of Participants:				Are these figures -	Estimated <input type="checkbox"/> Actual <input checked="" type="checkbox"/>
Ages 1-11: 8		Ages 25-34: 9		Ages 55-64: 36	
Ages 12-17: 19		Ages 35-44: 11		Ages 65-79: 57	
Ages 18-24: 14		Ages 45-54: 25		Above 80: 33	
3. Church Family Profile:				Are these figures -	Estimated <input type="checkbox"/> Actual <input checked="" type="checkbox"/>
(Note: Percentage may add up to more than 100%)					
Single Adults 18-35 82 %		Single w/children at home 2 %		Married 51 %	
Single Adults 36+ 25 %		Married w/children at home 19 %		Blended Families 8 %	
4. Education Level of Adults:				Are these figures -	Estimated <input type="checkbox"/> Actual <input checked="" type="checkbox"/>
High School	40 %	College	20 %	Graduate School	20 %
Specialty Training	20 %	Other	0 %	Please Specify: Click here to enter text.	
5. Occupations of Participants:				Are these figures -	Estimated <input checked="" type="checkbox"/> Actual <input type="checkbox"/>
(Note: Percentage may add up to more than 100%)					
Business/Retail	6 %	Service	8 %	Agriculture	0 %
Construction	0 %	Education	18 %	Professional	60 %
Military	0 %	Technical	0 %	Manufacturing	0 %
Other (specify below)	2 %	Homemaker	5 %	Student	1 %
Other Explanation: Other=Jobless					
From Totals Above:	Employed Full Time 35 %			Retired 65 %	

III. ORGANIZATIONAL INFORMATION (Check those currently active)				
1. Worship	How many worship services per week?		2	
<input checked="" type="checkbox"/> Traditional	<input checked="" type="checkbox"/> On Site	<input checked="" type="checkbox"/> Off Site	Average Attendance:	46 On Site, 23 Online = 69
<input checked="" type="checkbox"/> Contemporary	<input checked="" type="checkbox"/> On Site	<input checked="" type="checkbox"/> Off Site	Average Attendance:	24 On Site, 16 Online = 40
<input type="checkbox"/> Other	Specify Offsite=Online/Live Streaming		Average Attendance:	Click here to enter text.
Total weekly average attendance from all services: 109				
2. Educational Ministries – Average Weekly Attendance				
Children's Church School	5	Adult's Church School	23	
Weekly Children's Program	Click here to enter text.	(Name of Program) Click here to enter text.		
Weekday Adult Groups	Click here to enter text.	(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		28		
3. Administrative and Oversight Groups				
<input checked="" type="checkbox"/> Board	<input type="checkbox"/> Cabinet	<input checked="" type="checkbox"/> Personnel	<input type="checkbox"/> Pastoral Relations	
<input checked="" type="checkbox"/> Elders	<input type="checkbox"/> Diaconate	<input checked="" type="checkbox"/> Deacons	<input type="checkbox"/> Deaconesses	
<input checked="" type="checkbox"/> Planning/Functional Committees	How many? 8 Education, Fellowship, Life Safety, Outreach, Property, Spiritual Growth, Stewardship, Worship	<input checked="" type="checkbox"/> Other Groups	Specify other groups Nominating & Scholarship	
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. Operation Chillout/Freezin for a Reason—homelessness, local outreach; Asociacion Kairos Guatemala/Kairos North America—education, international outreach; men's fellowship, choir, Scouting groups; very active with Micah ministry at IBCC				

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	# 1
Choose an item.	Co-Pastor(s)	# Click here to enter text.	Choose an item.	Education Director	Choose an item.	Other (Please Specify) 3-V financial/accounting 2-PT nursery 1-PT custodian	
Choose an item.	Associate Minister(s)	# Click here to enter text.	PT	Organist/Accompanist			
PT	Music Minister/Director	# 2	Choose an item.	Administrator			
V. PROPERTY							
				Year Erected	Adequate?		
1. Sanctuary	Seating Capacity	250?	1989	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
2. Education Unit	# of Classrooms	7	1963	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
3. Fellowship Facility	Seating Capacity/	100?	1963	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
	Tables	adequate tables/chairs in varying shapes/sizes		Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
4. Administrative Facility	# of Offices	4	1963	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
5. Off Street Parking	# of Spaces	approx. 100		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 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 type="checkbox"/> Yes	<input checked="" type="checkbox"/> No				
# of Bedrooms Click here to enter text.	# of Bathrooms Click here to enter text.		Garage? <input type="checkbox"/> Yes <input type="checkbox"/> No	Age of Parsonage Click here to enter text.	Condition of Parsonage Click here to enter text.		
9. Other Facilities: (such as senior housing, pre-school, camp, etc.) detached garage on church property							
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 type="checkbox"/> Agricultural	<input type="checkbox"/> Military	<input type="checkbox"/> 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 checked="" type="checkbox"/> Senior Citizen Needs	<input checked="" type="checkbox"/> Race Relations	<input checked="" 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 55,000		<input type="checkbox"/> Estimated	<input checked="" type="checkbox"/> Actual
Asian American 1.6%		African American 7.1 %	Hispanic American 6.1 %
Haitian Click here to enter text. %		Pacific Islander Click here to enter text. %	Native American 0.3 %
Middle Eastern Click here to enter text. %		Euro American Click here to enter text. %	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?			
Data was taken from the City of Blue Springs website population profile. Not much change has taken place over the last 10 years. I have lived in Blue Springs 42 years (Jim Wallace, Board Moderator)			
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	2021	\$191,431.91	\$37,615.00
			\$50,253.71
B	2020	\$184,426.89	\$0.00
			\$18,533.83
C	2019	\$219,142.00	\$0.00
			\$22,691.00
D	2018	\$226,933.00	\$0.00
			\$52,937.00
2. Current Total Debt: \$0.00		Monthly Payment on this Debt: \$0.00	

3. Reserve/Restricted/ Endowment Funds:		Building - \$4,000,000.00	Savings - \$244,000.00		
Permanent - \$0.00	Memorial - \$2,695.00		Other - \$0.00 <i>(Specify)</i> Click here to enter text.		
VIII. CONGREGATIONAL OUTREACH MINISTRIES <i>(please list)</i>					
1. Community Ministries Program <i>(e.g. food pantry, tutoring, etc.)</i> Operation Chillout—distribution of supplies to local/regional organizations, homelessness					
2. Participation in Christian Church (Disciples of Christ) <i>(district/area, cluster, regional, general)</i> actively involved with Micah ministry at IBCC; Tall Oaks—youth camps, retreats; youth on youth council					
3. Ecumenical and Interfaith Activities <i>(with other denominations, religious groups, local and regional)</i> local ecumenical worship—MLK Service, Lenten services					
IX. PREVIOUS PASTORAL LEADERSHIP HISTORY FOR PAST TWENTY YEARS					
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.					
Name of Minister	Position	Date Began	Date Ended		
Rev. Cliff Caton	Transitional Minister, Senior Minister	2006	Present (retiring 2022)		
Rev. Mindy Fugarino	Co-Pastor	2003	2006		
Dr. Don Canfield	Senior Minister, Co-Pastor	1985	2007		
Rev. Bill Rosser	Chapel Service Pastor (unpaid position)	1990	2020		
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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: C= closely, S= somewhat, N= not at all.</p>			
S	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.		
	Other (<i>Specify</i>) Click here to enter text.		
	Comments: Click here to enter text.		
XI. CONGREGATIONAL DISCERNMENT			
<p>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.</p>			
<p>1. What has God uniquely called you to be and do as a congregation (both now, and looking to the future)? To take our entrepreneurial spirit into more effective practice to share with the Blue Springs community.</p>			
<p>2. Describe the processes you used to hear God's unique call for your congregation. The Ministry Blue Print, the World Café, Congregational meetings, the "unmasking" church plan, Listening conferences</p>			
<p>3. Describe the Spiritual Disciplines that are regularly practice throughout this congregation. Weekly worship, Sunday School sessions, Fellowship Hall gatherings, weekly small group meetings (Men's Fellowship breakfast)</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. Regional Summer Church camp, Kairos Christian School in Guatemala, participation in General Assembly</p>			
<p>5. In what ways have members of the congregation been engaged in the Search and Call discernment process? Refer to answers in Question 2.</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>There are unchurched young adults who want something more than what local churches would provide. We as a local church have well-established local connections (local schools, law enforcement, helping agencies, local news agencies, community social groups) that have earned a reputation for being a church of community service.</p>
<p>7. Describe the congregation's strengths and growing edges.</p> <p>Strengths—passion for youth and children, passion for community service; Growing Edges—taking better advantages of partnership opportunities within the wider District church and metro area, attracting new families with programming that provides meaning</p>
<p>8. Describe the ways you make decisions and carry them out as a congregation.</p> <p>Community Wisdom—we listen it out, be still and listen to the thoughts and comments of our committed and invested congregation</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>a) Deep commitment to the local area police and their programming and needs b) Connect with the marginalized segments of the local community (economically, socially) c) Strong in Homeland Security resources and implementation plan, took advantage of federal opportunity—can be a leader in this area for our community d) Kairos Christian School in Guatemala—lead church for this world mission</p>
<p>10. How does this congregation bear witness in tangible ways to God's healing, welcoming, reconciling presence in a broken world?</p> <p>We, as a congregation, do our best to embody God's limitless love.</p>
<p>XII. GOALS OF THE CONGREGATION FOR THE NEXT FIVE YEARS</p> <p><i>List four. Attach recent congregational mission statement and goals if available.</i></p>
<ol style="list-style-type: none"> 1. Establish a plan for stewardship campaign and know how to implement and run that campaign, by October 31, 2022. 2. Create mission-oriented programming that draws community engagement by January 1, 2023. (Jackson County Family Court, Blue Springs Wellness Education, Estate planning, Parent Night Out) 3. Provide four (4) meaningful opportunities for children within the next calendar year. 4. Prepare a congregational vote by December 2022 for revised Church Bylaws and Rules of Procedure. 5. By February 2023, the congregation will have agreed to a congregational list of Values (ethics).
<p>XIII. PERSONAL AND PROFESSIONAL QUALIFICATIONS</p>
<ol style="list-style-type: none"> 1. Name the personal/professional qualifications you desire in your pastor. <ul style="list-style-type: none"> A. Robust Spiritual discipline B. Broad range in taste in both Hymns and Worship/Praise songs C. Energy for innovation D. Accessibility to members E. Openness and inclusivity F. Courage to institute change and stand strong through that change G. A teacher and educator of the Word, using the Holy Bible as the guide H. Fostering interaction among the congregation I. Strong organizational skills

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 type="checkbox"/>
If other, please explain. Click here to enter text.				

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 type="checkbox"/></td> <td>60-\$69,999 <input checked="" 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>Negotiable <input checked="" type="checkbox"/></td> <td></td> <td></td> <td></td> <td></td> <td></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 type="checkbox"/>	60-\$69,999 <input checked="" type="checkbox"/>	70-\$79,999 <input type="checkbox"/>	80-\$99,999 <input type="checkbox"/>	\$100,000+ <input type="checkbox"/>	Negotiable <input checked="" type="checkbox"/>					
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"/>																		
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Negotiable <input checked="" type="checkbox"/>																							
<p>2. Provided Housing <input type="checkbox"/> Parsonage Fair Rental Value \$ Click here to enter text. (per month)</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"/> Days 28 days including 4 Sundays</p>					\$Click here to enter text.																		
<p>5. Continuing Education: <input type="checkbox"/> Days Click here to enter text. including Click here to enter text. Sundays</p>					\$ Click here to enter text.																		
<p>6. Sabbatical <input checked="" type="checkbox"/> N/A for interim Months after Click here to enter text. years</p>					\$Click here to enter text.																		
<p>7. Family/Medical Leave <input checked="" type="checkbox"/> 6 Weeks <input checked="" type="checkbox"/> Negotiable</p>																							
<p>8. Health Insurance</p>																							
<input checked="" type="checkbox"/> Taxable Stipend	<input type="checkbox"/> Negotiated Plan	<input type="checkbox"/> Other	<input type="checkbox"/> Canada Supplemental Health Plan																				
<p>9. Reimbursable Professional Expenses</p>																							
Auto Allowance \$IRS mileage rate	Assembly/Meeting Expenses \$500.00	Books \$200.00	Miscellaneous \$300.00																				
<p>10. Reimbursement for cost of mandatory Criminal Background Check (CBC) \$160</p>				Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>																		
<p>11. Moving Expenses The congregation will provide <input type="checkbox"/> all OR <input checked="" type="checkbox"/> up to \$10,000.00</p>					Negotiable <input type="checkbox"/>																		
XV. DISCERNING AREAS OF GREATEST NEED FOR MINISTERIAL LEADERSHIP																							
<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 checked="" type="checkbox"/>	Biblical Knowledge Rooted and grounded in scripture and able to interpret and apply the scriptures in ways that are appropriate to original and contemporary contexts.
<input type="checkbox"/>	Church Administration and Planning Able to practice the principles of good administration, planning and implementing short- and long-range goals to enhance Congregational life in collaboration with teams and committees.
<input checked="" type="checkbox"/>	Communication Be an effective communicator and able to facilitate effective communication within and on behalf of the church.
<input type="checkbox"/>	Cross Cultural and Anti-Racism Experience Sensitive to the different manifestations of racism and prejudice in the culture and committed to confronting and overcoming them.
<input type="checkbox"/>	Ecumenism Exhibit a commitment to working with other Christians and denominations, and with other faiths, in programs of common witness and service – articulating the vision of the ecumenical and global church as a starting place for mission.
<input type="checkbox"/>	Education and Leader Development Knows the foundations of Christian education and principles of leader development, and can demonstrate competency in teaching children, youth, and adults, including lay leaders and staff.
<input checked="" 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 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 checked="" type="checkbox"/>	Worship Know the purpose and elements of Christian worship, and can plan and lead meaningful worship by working with the worship team, musicians, and congregational members.

Optional: Please include any comments regarding the 4 skills identified and/or how you identified them.
Top Three: Biblical Knowledge, Worship, Communication; Tied for Fourth: Spiritual Development, Pastoral Care, Ethics

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.