

CONGREGATIONAL PROFILE

(Form Revised October 3, 2017)

Position Being Filled: Full-time minister					
Name of Congregation: North Oak Christian Church					
Street Address: 9900 North Oak Trafficway				Phone: 816-734-8515	
City: Kansas City		State: MO		Zip: 64155	
Search Committee Chair: Charlie Arnot					
Address: 2900 NE Brooktree Lane, Suite 200					
City: Gladstone		State: MO		Zip: 64119	
Email Address: CharlieA@LookEast.com				Preferred Phone: 816-390-3367	
II. MEMBERSHIP PROFILE					
1. Total Number of Members: 125			Number of Participating Members: 50 in house and 25 online via Facebook streaming		
Total Number of Participating Non-Members: 30					
2. Number of Participants:			Are these figures -	Estimated <input checked="" type="checkbox"/>	Actual <input type="checkbox"/>
Ages 1-11: 7		Ages 25-34: 15		Ages 55-64: 30	
Ages 12-17: 8		Ages 35-44: 25		Ages 65-79: 35	
Ages 18-24: 5		Ages 45-54: 25		Above 80: 5	
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 5 %		Single w/children at home 12 %		Married 32 %	
Single Adults 36+ 35 %		Married w/children at home 20 %		Blended Families 10 %	
4. Education Level of Adults:			Are these figures -	Estimated <input checked="" type="checkbox"/>	Actual <input type="checkbox"/>
High School	98 %	College	60 %	Graduate School	10 %
Specialty Training	30 %	Other	1 %	Please Specify: Teachers, Professionals, Business	
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	25 %	Service	6 %	Agriculture	1 %
Construction	5 %	Education	25%	Professional	10 %
Military	0 %	Technical	2 %	Manufacturing	1 %
Other <i>(specify below)</i>	30 %	Homemaker	Click here to enter text. %	Student	20 %
Other Explanation: retired					
From Totals Above:		Employed Full Time 40 %		Retired 50 %	

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 checked="" type="checkbox"/> Off Site	Average Attendance:	30 on site
<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 Facebook Live streaming		Average Attendance:	55
Total weekly average attendance from all services: 85				
2. Educational Ministries – Average Weekly Attendance				
Children's Church School	Plan to resume as conditions warrant	Adult's Church School	Plan to resume this fall	
Weekly Children's Program	Child Care during worship	(Name of Program) Click here to enter text.		
Weekday Adult Groups	4	(Name of Program) Choir, Men's group; Women's groups and NOCC Social Justice Seekers		
	Via Zoom and in homes	(Name of Program) Click here to enter text.		
Total Average Weekly Education Attendance		5-25		
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 type="checkbox"/> Diaconate	<input type="checkbox"/> Deacons	<input type="checkbox"/> Deaconesses	
<input checked="" type="checkbox"/> Planning/Functional Committees	How many? 2	<input checked="" type="checkbox"/> Other Groups	Specify other groups Community Outreach	
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. Preschool, Girl Scouts, Boy Scouts, Cub Scouts, Community Outreach: Backpack Ministry, Donations to Cherith Brook and Family Promise (homeless), NOCC Social Justice Seekers, Parents as Teachers, Gateway Center at Early Education Center(food support and early education needs), Christmas adoptions				

IV. STAFF (label those presently employed/serving as "FT" - full time; "PT" - part time; or "V" - Volunteer)							
FT	Pastor		FT	Youth Minister/Director	Choose an item	Office Staff	# 0
PT	Co-Pastor(s)	# Click here to enter text.	Choose an item	Education Director	Choose an item.	Other (Please Specify) Preschool staff Custodial Bell Choir director	
Choose an item.	Associate Minister(s)	# Click here to enter text.	Choose an item	Organist/Accompanist			
PT	Music Minister/Director	# 1	PT	Administrator			
V. PROPERTY							
				Year Erected	Adequate?		
1. Sanctuary	Seating Capacity	160	2007	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
2. Education Unit	# of Classrooms	3	1980	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>		
3. Fellowship Facility	Seating Capacity/	60	1980	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>		
	Tables	16		Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
4. Administrative Facility	# of Offices	2	2007	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>		
5. Off Street Parking	# of Spaces	60		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: Completed and small exterior projects projected							
7. Church Location (check all which are applicable)							
<input type="checkbox"/> Downtown	<input type="checkbox"/> Inner City		<input type="checkbox"/> Urban		<input type="checkbox"/> Suburban		
<input type="checkbox"/> County Seat	<input checked="" type="checkbox"/> Neighborhood		<input type="checkbox"/> Rural		<input 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.) Preschool held in fellowship hall and two classrooms							
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 checked="" type="checkbox"/> Rapid Growth	<input type="checkbox"/> Slow Growth	<input checked="" type="checkbox"/> Other (<i>describe</i>)			
<input type="checkbox"/> Rapid Decline	<input type="checkbox"/> Slow Decline	New Apartment complex in progress south of church			
3. Concerns					
<input checked="" type="checkbox"/> Teen Needs	<input checked="" type="checkbox"/> Senior Citizen Needs	<input checked="" type="checkbox"/> Race Relations	<input 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 checked="" type="checkbox"/> Other	(List other concerns here) COVID-19				
4. Population Profile					
Total Population 34,731		<input checked="" type="checkbox"/> Estimated	<input type="checkbox"/> Actual		
Asian American 2%	African American 6.5 %	Hispanic American 6.8 %			
Haitian 0 %	Pacific Islander 0 %	Native American 0 %			
Middle Eastern 0 %	Euro American 82 %	Other 2.7 % 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?					
<p>The numbers above were generated from 2.5 mile radius survey area around the church, generated by missioninsite.com. Mission Insite's vast demographic resources will be available to our new clergy through our Regional Office. Over the last 6 months construction of large apartment complex has progressed to the south of our location. Also, additional townhouses and apartments have been constructed, as well as additional single-family homes to the north of our location. A new bank construction and Starbucks has moved in along with QT in the same area. With new construction, there is potential for expansion of current numbers and a younger adult population. A 10-year project expansion of facility may be needed to support growth.</p>					
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	\$167038	\$21475	\$0	\$7948
B	2020	\$178208	\$20553	\$1022	\$9001
C	2019	\$206893	\$25411	\$1338	\$9123

D	2018	\$187178	\$21184	\$990	\$9596
2. Current Total Debt: \$190,000			Monthly Payment on this Debt: \$2689		
3. Reserve/Restricted/ Endowment Funds:		Building - \$43878		Savings - \$9603	
Permanent - \$20000		Memorial - \$17447		Other - \$22297 (Specify) Fireplace and Outdoor Patio	
VIII. CONGREGATIONAL OUTREACH MINISTRIES (please list)					
1. Community Ministries Program (e.g. food pantry, tutoring, etc.) Community Outreach Ministries—Parents as Teachers located at Early Education Center, Backpack ministry for Bell Prairie, Cherith Brook and Family Promise (homeless support), Christmas adoptions, and Gateway 6th grade food support.					
2. Participation in Christian Church (Disciples of Christ) (district/area, cluster, regional, general) Regional by former pastor, service on the Tall Oaks camp board and regional women's leadership organizations					
3. Ecumenical and Interfaith Activities (with other denominations, religious groups, local and regional) Ash Wednesday service with Holy Family Catholic Church,					
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
Brett Winters		Intentional Interim Minister		Feb 2021	Present
Rob Carr		Minister		Feb 1999	Nov 22, 2020
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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.**

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.
S	Conflict hurts our sense of unity, but we tend not to talk about it.
C	Painful experience with conflict has been present, but it has been worked through, and we have learned from the experience.
S	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.
N	Other (<i>Specify</i>)
	Comments: We are a united and close congregation but we tend to avoid openly discussing issues of conflict.

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)?
God is calling North Oak Christian Church to serve our community. The love we feel from being a part of this congregation is to be shared with those around us. We desire to be a safe space for all to come and be filled at the table of our Christ, knowing that they will be welcomed wherever they are along the journey of faith.
2. Describe the processes you used to hear God's unique call for your congregation.
With the help our church board and our intentional interim minister, we spent over 18 months in discernment as a church family. Together we have listened to one another's needs, redefined our purpose, and re-imagined our vision for the future. We now have a renewed energy and excitement to embark on a new journey together.

<p>3. Describe the Spiritual Disciplines that are regularly practice throughout this congregation.</p> <p>Through our visioning process, two core disciplines emerged as most important to our communal life: worship and service. We value weekly Communion, sermons that connect the gospel to our daily lives while encouraging us to live our faith in our community, and music that celebrates and inspires. We are also a congregation deeply engaged through prayer, meditation, Bible study, topical and book study groups, and a newly formed social justice ministry.</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>Our theology aligns with Disciples beliefs, and we welcome all people to the Lord’s table. We value the diversity of our denomination and embrace the tenants of our faith. We continue to financially support Disciples Mission Fund. In 2022 we have budgeted \$5000 to DMF, and in prior years we have been able to pledge up to 6% support. We are committed to being in partnership with other churches and ecumenical partners in our area to meet the needs of our growing community.</p>
<p>5. In what ways have members of the congregation been engaged in the Search and Call discernment process?</p> <p>During this process, members have been active on the Prayer Team, Worship Team, and Video Ministry Team, and Community Outreach Team. The Church Board worked faithfully to maintain open communication with the congregation. A survey, small group meetings, and one-on-one conversations resulted in an expanded vision for ministry at NOCC.</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>The residential neighborhood around the church continues to grow and with that growth comes the opportunity for us to get to know the needs of our neighbors. We hope to discover where the passions and talents within our congregation intersect with the needs of our neighbors. We are gifted with a true sense of hospitality. We pride ourselves on an eclectic music program that includes vocal and handbell choirs, STRUM (a ukulele band), soloists, brass ensemble, and other performers brought in by our director of music. We are living into our newly established, “Social Justice Seekers” ministry as well as expanded volunteer opportunities with Family Promise and the Early Education Center.</p>
<p>7. Describe the congregation’s strengths and growing edges.</p> <p>As a congregation we recognize how dependent we have been on the minister to do everything. Through the transition process we have embraced the need for increased lay involvement in carrying out the ministry of North Oak Christian Church. With a strong group of leaders and a deep sense of compassion for others and the greater community, we embrace growing into a new model of ministry. We thrive at fellowship, from welcoming visitors and new members to using our labyrinth in a variety of ways—from a place for meditation to a venue for concerts.</p>
<p>8. Describe the ways you make decisions and carry them out as a congregation.</p> <p>The Church Board oversees administration of the budget, use of facility, personnel matters, and communicates with the congregation. Congregational meetings are held for the approval of major decisions and for any emergency spending requiring over \$5000.</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>Outreach and service has been a key component to our congregational identity by offering financial support and volunteering our time and talents. We fill backpacks with food, contribute gift cards, and adopt families for Thanksgiving and Christmas. We are great at collecting and sorting clothes and for supporting literacy programs.</p>

Regionally, we have had youth on the regional cabinet and currently have members active on the Tall Oaks Board as well as Regional Women's Ministry.				
<p>10. How does this congregation bear witness in tangible ways to God's healing, welcoming, reconciling presence in a broken world?</p> <p>Our church welcomes those who are looking for a warm, accepting, and welcoming community and wanting to expand their faith. People will be supported wherever they are on their journey. Our congregation is at our best when we are reaching out to those in need with a helping hand, with prayer, by walking with another in times when we need support, and by acknowledging concerns in person or via social media.</p>				
XII. GOALS OF THE CONGREGATION FOR THE NEXT FIVE YEARS <i>List four. Attach recent congregational mission statement and goals if available.</i>				
1. Call a full-time minister				
2. Better connect with the community around us				
3. Continue to build upon our meaningful worship and community engagement				
4. Prepare for influx of people moving to community				
XIII. PERSONAL AND PROFESSIONAL QUALIFICATIONS				
1. Name the personal/professional qualifications you desire in your pastor.				
A. Communicator		B. Compassionate		
C. Collaborator		D. Self-Starter		
E. Leadership		F. Good Listener		
G. Patience		H. Visionary		
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 checked="" type="checkbox"/>
If other, please explain.				

XIV. COMPENSATION, HOUSING, BENEFITS, EXPENSES. OUR CONGREGATION WILL PROVIDE THE FOLLOWING:					
1. Salary/Housing We can provide a cash salary and housing (including utilities, furnishing, insurance, etc.) in the range checked below:					
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 checked="" type="checkbox"/>
40-\$49,999 <input type="checkbox"/>	50-\$59,999 <input 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"/>					
2. Provided Housing					
<input type="checkbox"/> Parsonage Fair Rental Value \$ (per month)					
3. Pension <input type="checkbox"/> Pension Fund (14% of combined value of cash salary and housing allowance/parsonage fair rental value)					\$ THE TOTAL PACKAGE IS \$75,000 TO BE ALLOCATED
4. Vacation <input checked="" type="checkbox"/> Days two weeks including 2 Sundays					\$
5. Continuing Education: <input checked="" type="checkbox"/> Days 5 including 1 Sundays					\$ Click here to enter text.
6. Sabbatical <input checked="" type="checkbox"/> 1 Months after 5 years					\$Click here to enter text.
7. Family/Medical Leave <input checked="" type="checkbox"/> 3 Weeks <input checked="" type="checkbox"/> Negotiable					
8. Health Insurance					
<input type="checkbox"/> Taxable Stipend	<input type="checkbox"/> Negotiated Plan	<input type="checkbox"/> Other	<input type="checkbox"/> Canada Supplemental Health Plan		
9. Reimbursable Professional Expenses					
Auto Allowance \$mileage as determined by IRS	Assembly/Meeting Expenses \$300	Books \$300	Miscellaneous \$100		
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 checked="" type="checkbox"/> up to \$2500					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 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 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 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.

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 recently celebrated 47 years of ministry and have been able to continue through the pandemic because of a history of financial support and sacrificial giving. During 2021, a survey of the congregation was initiated with 76 respondents. From the survey, 5 areas of interest were identified – Worship, Hospitality, Community Outreach and Engagement, Physical Facility, Study and Fellowship. Two areas that stood out during small group sessions were (A) Worship and Spiritual Life and (B) Community Outreach and Engagement. Please reference the job description and church video for more information.

THE TOTAL COMPENSATION PACKAGE IS \$75,000 WHICH IS TO BE ALLOCATED AS THE NEW PASTOR SEES FIT