

Congregational Profile

(Revised by G.C.O.M. - August, 2014)

Ministerial Position to be Filled: Senior Minister

Date: 11/19/2017

I. General Information

Name of Congregation: First Christian Church of Olathe

Address: 200 E. Loula St

Phone: (913) 764-3555

City: Olathe KS 66061

Website: _____

Search Committee Chairperson: Dixie Lampo

Address: 210 S. Hyer St.

City: Olathe State: KS Zip: 66061

Email: Dx210@comcast.net

Cell Phone: (913) 424-5450

Work Phone: (913) 780-0474

Fax Number: () _____

II. Membership Profile

1. Total Number of Members: 125 active Number of Participating Members: 90-100
Number of Participating Non-members (including children): _____
2. Number of Participants: (Are these figures- Estimated ☐ or Actual ☐)
A. Ages 1-11: 4 D. Ages 25-34: 10 G. Ages 55-64: 20
B. Ages 12-17: 2 E. Ages 35-44: 15 H. Ages 65-79: 20
C. Ages 18-24: 3 F. Ages 45-54: 15 I. Above 80: 5
3. Church Family Profile: (Are these figures- Estimated ☐ Or Actual ☐) Note: Percentage may add up to more than 100%
10 % Single Adults 18-35 10 % Single w/children at home 55 % Married
25 % Single Adults 36 + 20 % Married w/children at home ? % Blended Families
4. Education Level of Adults: (Are these figures- Estimated ☐ or Actual ☐)
26 % High School 36 % College 22 % Graduate School 14 % Specialty Training
_____ % Other: Please Specify- _____
5. Occupations of Participants: (Are these figures Estimated ☐ or Actual ☐) Note: Percentage may add up to more than 100%
12 % Business/Retail 1 % Service 1 % Agriculture 3 % Homemaker
3 % Construction 30 % Education 30 % Professional 6 % Student
3 % Military 11 % Technical 4 % Manufacturing 6 % Other (Specify Below)
(other explanation): _____
A. From totals above: 61 % Employed full time 25 % Retired

III. Organizational Information (Check those currently active)

1. **Worship** How many worship services per week? 1
☐ Traditional ☒ On Site ☐ Off Site Average Attendance 85-100
☐ Contemporary ☐ On Site ☐ Off Site Average Attendance _____
☐ Other, Specify _____ Average Attendance _____
Total weekly average attendance from all services: _____
2. **Educational Ministries**
Average weekly attendance: Children's Church School 6 Adult's Church School 12
Weekly Children's Program 8 ...(name of program)- Children's Ministry
Weekday Adult group(s) _____ ...(name of program)- Library Adult Bible Study
_____ ...(name of program)- _____
Total average weekly education attendance: _____
3. **Administrative and Oversight Groups**
☒ Board ☐ Cabinet ☒ Personnel ☒ Pastoral Relations
☒ Elders ☒ Diaconate ☒ Deacons ☒ Deaconesses
☒ Planning/Functional Committees How many? 15

☐ Other Groups- Specify: Use Tall Oaks for Camping, Retreats, Youth Summer Camps

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.

Disciple Women's Group for all Church women meet twice a year, additional 3 circles of 15-20 each meeting one a month

Christian Men's group All Church Men meet for breakfast once a month with 10-15 members

Boy Scouts are chartered by First Christian Church. Many help with various Church programs. 60+ members 10 adult supervisors

They meet on Monday evenings 6:30-8:30

Food Pantry serving the needs in Johnson County clients may come 2x per month Pantry Open M-W-Th morning - and Wed evening

Heaven Train for the Neighborhood children Bible Study, music, games, and food will start summer 2018

IV. Staff (label those presently employed/serving as "FT"- full time; "PT"- part time; or "V" - Volunteer)

FT	Pastor	1	_____	Youth Minister/Director	PT	Office Staff	#	1
_____	Co-Pastor(s)	#	_____	Education Director	PT	Other (Please Specify)	Custodian	_____
_____	Associate Minister(s)	#	_____	PT	Organist/Accompanist	Volunteer Nursery Workers	_____	_____
PT	Music Minister/Director	#	1	_____	Administrator	_____	_____	_____

V. Property

1.	Sanctuary:	Seating Capacity--	300	/	1927	Year Erected	Adequate--	Yes	No
2.	Education Unit:	Number of Classrooms--	12	/	1968			<input type="checkbox"/>	<input type="checkbox"/>
3.	Fellowship Facility:	Seating Capacity/Tables--	200	/	2008			<input type="checkbox"/>	<input type="checkbox"/>
4.	Administrative Facility:	No. of Offices--	3	/	1968			<input type="checkbox"/>	<input type="checkbox"/>
5.	Off Street Parking:	No. of Spaces--	25	Paved?	<input type="checkbox"/> Yes <input type="checkbox"/> No	Additional off street & Library parking lot			
6.	Building Program:	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Projected?							

If Building Program answer is "Yes" or "Projected", describe: Projected to maintain building as well as repair as needed

7. Church Location (check all which are applicable):

☐ Downtown ☐ Inner City ☐ Urban ☐ Suburban ☐ County Seat
☐ Neighborhood ☐ Rural ☐ Bedroom Community ☐ Small Town

8. Parsonage: ☐ Yes ☐ No

No. of Bedrooms-- _____ No. of Bathrooms _____ Garage? ☐ Yes ☐ No
Age of Parsonage-- _____ Condition: _____

9. Other Facilities: (such as senior housing, pre-school, camp, etc.)

VI. Community (check all which are applicable)

1. Characteristics: ☒ Industrial ☒ Commercial/Retail ☒ College/University ☒ Medical Center

☐ Agricultural ☐ Military ☐ Tourist/Recreational

2. Population Trend: ☐ Rapid Growth ☒ Slow Growth ☐ Other (describe): _____

☐ Rapid Decline ☐ Slow Decline

3. Concerns:

☐ Teen Needs ☐ Senior Citizen Needs ☐ Race Relations ☐ Alcohol/Drugs ☐ Crime
☐ Population Changes ☐ Unemployment (☐ Seasonal or ☐ Chronic) ☐ Other (specify on line below)-

(list other concerns here)-- _____

4. Population Profile: Total Population: _____ (Are these figures Estimated ☐ or Actual ☐)

4 %	Asian American	3 %	African American	10 %	Hispanic American
_____ %	Haitian	_____ %	Pacific Islander	_____ %	Native American
_____ %	Middle Eastern	83 %	Euro American	_____ %	Other _____

5. Demographic Trends: Ethnic trends, Religious trends, Economic trends, Political/Issue Trends - Describe your perceptions 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?

VII. Financial Information

1. Income & Expenses for the last five years, beginning with the most recent year: (*Year Book Information*)

Year	Operating Receipts	Capital Receipts	Total Outreach Paid (include Disciples outreach)	Total Disciples Outreach Paid (DMF, WOC, Reconciliation, etc.)
A. 2016	164,234	47,450	14,679	39,000
B. 2015	198,713	12,850	33,790	39,000
C. 2014	202,168	12,850	67,680	39,000
D. 2013	193,848	52,408	29,181	39,000
E. 2012	210,328	49,613	34,600	45,500

- | | | |
|----|---|--|
| 2. | Current Total Debt: \$ <u>0</u> | Monthly Payment on this Debt: \$ <u>none</u> |
| 3. | Reserve / Restricted / Endowment Funds: Building- \$ <u>23,027.15</u>
<div style="text-align: right; margin-right: 100px;">Memorial- \$ <u>14,000</u></div> | Savings- \$ _____ Permanent- \$ <u>875,149.86</u>
Other, (specify)- \$ <u>Temp Restricted \$96,502.19</u> |

VIII. Congregational Outreach Ministries *(please list)*

1. Community Ministries Program (*e.g. food pantry, tutoring, etc.*)
Interfaith Hospitality Network; Food Pantry; Johnson County Food Ministries, Support for local Elementary School (including clothing, food, school supplies, etc.)
2. Participation in Christian Church (Disciples of Christ) - (*district/area, cluster, regional, general*)
Tall Oaks Conference Center; General Assembly, (DOC);
3. Ecumenical and Interfaith Activities (*with other denominations, religious groups, local and regional*)
Interfaith Hospitality Network; Johnson County Food Ministries; Food Pantry

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.

[illegible]

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.
As a church, we try to respect and listen to each other, but it is not uncommon for differences of opinion to be a problem and for some people to choose sides.
- C Some have left our church because of conflict.
- C Conflict hurts our sense of unity, but we tend not to talk about it.
- S Painful experience with conflict has been present, but it has been worked through, and we have learned from the experience.
- C We have had some painful experiences with conflict, and they linger in the background.
- S Open conflict is present, and we need a minister who can help us deal with it.
- Other- Specify: _____
- Comments: _____

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 your 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.

- What has God uniquely called you to be and do as a congregation (both now, and looking to the future)?
Maintain a downtown Church where all are welcome to Worship. Financially support the programs of the Church.
Be mindful of growing trends in the community. Put God's will first.

- Describe the processes you used to hear God's unique call for your congregation.
Through listening for the voice of God and practicing prayerful consideration of ideas presented by congregational members.

- Describe the Spiritual Disciplines that are regularly practiced throughout this congregation.
Involving the word of God in worship and programs; Prayer time during the Worship service before and after meetings,
Taking time for prayer when tempers seem to rise.

- Describe your sense of God's covenantal call to be a part of the Christian Church (Disciples of Christ) and broader ecumenical/inter-faith ministries.
What works in our Church is that we are constantly aware of the importance and opportunities of working with and
Through the Region as well as ecumenical opportunities with other faiths.

- In what ways have members of the congregation been engaged in the Search and Call discernment process?
The Chair of the Board selected the Search and Call team members, then the General Board voted to approve those
Members. The Congregation accepted those members at a Congregational meeting. The Congregation was asked to
complete a survey ranking qualities most desired for our next Senior Minister

- 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 so blessed with many willing congregational members who offer their talents and resources to keep the Church
strong. We have serving Elders and Deacons, circle groups, Adult and Children Sunday School. A Chancel Choir

7. Describe the congregation's strengths and growing edges.
We have many willing members of the congregation that will take leadership roles, and many others that work to make our programs successful
8. Describe the ways you make decisions and carry them out as a congregation.
Through General Board meetings, Executive Board meetings, Congregational meetings, a working Constitution and By-Laws document. Working Functional Departments
9. How is this congregation relevant to the needs of a) the local community, b) Disciples mission, and c) the world?
We work very successfully at answering the needs of the community. Our Costa Rica Outreach Mission provides Financial support for our partner Church as well as a 10 day on site for needed projects.
10. How does this congregation bear witness in tangible ways to God's healing, welcoming, reconciling presence in a broken world?
Prayers work

XII. Goals of the Congregation for the Next Five Years - list four, attach recent congregational mission statement and goals if available

1. Grow the Congregation including marketing the church outside the downtown area.
2. Learn to make good decisions for the success of our programs and generate dialog that will accomplish fulfillment of those goals.
3. Focus on bringing young families into the Church and help generate a need for a Youth Group.
4. Continue to support the Evangelism programs both in the community and worldwide.

XIII. Personal and Professional Qualifications

1. Name the personal / professional qualifications you desire in your pastor:

A. <u>Helping people develop their spiritual life</u>	E. <u>Planning and leading worship</u>
B. <u>Encouraging people to relate their faith to their daily lives</u>	F. <u>Maintain confidentiality</u>
C. <u>Effective preaching, articulating personal faith</u>	G. <u>Be compassionate and sensitive</u>
D. <u>Pastoral care for all members including those homebound</u>	H. _____
2. Educational Level (check one)

☐ High School/GED
 ☐ Undergraduate
 ☒ Seminary
 ☐ Doctoral
 ☐ Other (explain)-- Experienced Senior Minister

XIV. Compensation, Housing, Benefits, Expenses - Our congregation will provide the following:

Salary/Housing: We can provide a **cash salary** (including social security offset) and **housing** (incl. utilities, furnishings, insurance, etc.) in the range checked below:

<input 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"/> 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					

Provided Housing: ☐ Parsonage Fair Rental Value \$ _____ (Per Month)

Pension: ☐ Pension Fund (14% of combined value of cash salary & housing allowance/parsonage fair rental value) \$ _____

Vacation: ☐ Days _____ including _____ Sundays \$ _____

Continuing Education: ☐ Days _____ including _____ Sundays \$ _____

Sabbatical: ☐ _____ Months after _____ years \$ _____

Family/Medical Leave: ☐ _____ Weeks _____ Negotiable

Health Insurance: ☐ USA- Church-Wide Health Care Plan **OR** ☐ Other Health Care Plan ☐ Canada- Supplemental Health Plan

Reimbursable Professional Expenses: _____ Auto Allowance- \$ _____

Assembly/Meeting Expenses- \$ _____ Books- \$ _____ Miscellaneous- \$ _____

Reimbursement for cost of mandatory Criminal Background Check (CBC) --\$160.00

☐ Yes **OR** ☐ No

Moving Expenses: The congregation will provide all ☐ **OR** up to \$ _____ (☐ Negotiable)

XV. Discerning Areas of Greatest Need for Ministerial Leadership

The list below is based on the requirements found in Theological Foundations and Policies and Criteria for the Ordering of Ministry of the Christian Church (Disciples of Christ). It is used for describing a minister's areas of skill and expertise (which you will observe on the Ministerial Profiles you receive). 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, rank 7 skill areas (of the 16 categories below) where you especially seek strengths in your next minister, up to 3 of which can be designated at level 5 in "strength."

<http://www.disciples.org/OrderingofMinistry/tabid/698/Default.aspx>

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.

☐ 1 ☐ 1 ½ ☐ 2 ☐ 2 ½ ☐ 3 ☐ 3 ½ ☒ 4 ☐ 4 ½ ☐ 5
 ← ← Least Desired ← ← - - - → → Most Desired → →

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.

☐ 1 ☐ 1 ½ ☐ 2 ☐ 2 ½ ☐ 3 ☐ 3 ½ ☒ 4 ☐ 4 ½ ☐ 5
 ← ← Least Desired ← ← - - - → → Most Desired → →

Communication

Be an effective communicator and able to facilitate effective communication within and on behalf of the church.

☐ 1 ☐ 1 ½ ☐ 2 ☐ 2 ½ ☐ 3 ☐ 3 ½ ☐ 4 ☐ 4 ½ ☒ 5
 ← ← Least Desired ← ← - - - → → Most Desired → →

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.

☒ 1 ☐ 1 ½ ☐ 2 ☐ 2 ½ ☐ 3 ☐ 3 ½ ☐ 4 ☐ 4 ½ ☐ 5
 ← ← Least Desired ← ← - - - → → Most Desired → →

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.

☒ 1 ☐ 1 ½ ☐ 2 ☐ 2 ½ ☐ 3 ☐ 3 ½ ☐ 4 ☐ 4 ½ ☐ 5
 ← ← Least Desired ← ← - - - → → Most Desired → →

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.

☐ 1 ☐ 1 ½ ☐ 2 ☐ 2 ½ ☐ 3 ☐ 3 ½ ☒ 4 ☐ 4 ½ ☐ 5
 ← ← Least Desired ← ← - - - → → Most Desired → →

Ethics

Able to help parishioners think critically about the relationship of their faith to issues of justice, ethics and morality.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	1 ½	2	2 ½	3	3 ½	4	4 ½	5
← ←		Least Desired	← ← - - - → →			Most Desired	→ →	

Evangelism

Able to motivate congregational members to share their faith through word and action.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	1 ½	2	2 ½	3	3 ½	4	4 ½	5
← ←		Least Desired	← ← - - - → →			Most Desired	→ →	

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"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	1 ½	2	2 ½	3	3 ½	4	4 ½	5
← ←		Least Desired	← ← - - - → →			Most Desired	→ →	

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"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
1	1 ½	2	2 ½	3	3 ½	4	4 ½	5
← ←		Least Desired	← ← - - - → →			Most Desired	→ →	

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"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
1	1 ½	2	2 ½	3	3 ½	4	4 ½	5
← ←		Least Desired	← ← - - - → →			Most Desired	→ →	

Spiritual Development

Establish and maintain spiritual disciplines that lead to personal growth and help others develop a rich spiritual life.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	1 ½	2	2 ½	3	3 ½	4	4 ½	5
← ←		Least Desired	← ← - - - → →			Most Desired	→ →	

Stewardship

Able to develop and encourage healthy stewards who recognize and share generously God's abundant gifts for all creation.

<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	1 ½	2	2 ½	3	3 ½	4	4 ½	5
← ←		Least Desired	← ← - - - → →			Most Desired	→ →	

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"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	1 ½	2	2 ½	3	3 ½	4	4 ½	5
← ←		Least Desired	← ← - - - → →			Most Desired	→ →	

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"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	-------------------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------

1 1 ½ 2 2 ½ 3 3 ½ 4 4 ½ 5
 ← ← Least Desired ← ← - - - → → Most Desired → →

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.

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☒
 1 1 ½ 2 2 ½ 3 3 ½ 4 4 ½ 5
 ← ← Least Desired ← ← - - - → → Most Desired → →

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 document to this packet)*

