

## CONGREGATIONAL PROFILE

(Form Revised October 3, 2017)

Position Being Filled: Minister					
Name of Congregation: Raymore Chrisitan Church					
Street Address: 500 Peace Drive		Phone: 816-322-0561			
City: Raymore		State: Missouri		Zip: 64083	
Search Committee Chair: Marcia Boutz					
Address: 519 Forrest View Ct.					
City: Raymore		State: Missouri		Zip: 64083	
Email Address: marcia.boutz1946@gmail.com		Preferred Phone: 719-233-9400			
<b>II. MEMBERSHIP PROFILE</b>					
1. Total Number of Members: 228		Number of Participating Members: 71			
Total Number of Participating Non-Members: <a href="#">Click here to enter text.</a>					
2. Number of Participants:		Are these figures -		Estimated <input checked="" type="checkbox"/>	Actual <input type="checkbox"/>
Ages 1-11: 12		Ages 25-34: 4		Ages 55-64: 11	
Ages 12-17: 5		Ages 35-44: 12		Ages 65-79: 30	
Ages 18-24: <a href="#">Click here to enter text.</a>		Ages 45-54: 3		Above 80: 15	
3. Church Family Profile:		Are these figures -		Estimated <input checked="" type="checkbox"/>	Actual <input type="checkbox"/>
(Note: Percentage may add up to more than 100%)					
Single Adults 18-35 <a href="#">Click here to enter text.</a> %		Single w/children at home 1 %		Married 1 %	
Single Adults 36+ 85 %		Married w/children at home 10 %		Blended Families ? %	
4. Education Level of Adults:		Are these figures -		Estimated <input checked="" type="checkbox"/>	Actual <input type="checkbox"/>
High School	25 %	College	50 %	Graduate School	25 %
Specialty Training	<a href="#">Click here to enter text.</a> %	Other	<a href="#">Click here to enter text.</a> %	Please Specify: <a href="#">Click here to enter text.</a>	
5. Occupations of Participants:		Are these figures -		Estimated <input type="checkbox"/>	Actual <input type="checkbox"/>
(Note: Percentage may add up to more than 100%)					
Business/Retail	<a href="#">Click here to enter text.</a> %	Service	<a href="#">Click here to enter text.</a> %	Agriculture	<a href="#">Click here to enter text.</a> %
Construction	<a href="#">Click here to enter text.</a> %	Education	<a href="#">Click here to enter text.</a> %	Professional	<a href="#">Click here to enter text.</a> %
Military	<a href="#">Click here to enter text.</a> %	Technical	<a href="#">Click here to enter text.</a> %	Manufacturing	<a href="#">Click here to enter text.</a> %
Other (specify below)	<a href="#">Click here to enter text.</a> %	Homemaker	<a href="#">Click here to enter text.</a> %	Student	<a href="#">Click here to enter text.</a> %
Other Explanation: <a href="#">Click here to enter text.</a>					

From Totals Above:	Employed Full Time Click here to enter text. %		Retired Click here to enter text. %	
<b>III. ORGANIZATIONAL INFORMATION (Check those currently active)</b>				
<b>1. Worship</b>	How many worship services per week?		<b>one</b>	
<input checked="" type="checkbox"/> Traditional	<input checked="" type="checkbox"/> On Site	<input checked="" type="checkbox"/> Off Site	Average Attendance:	65
<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 Service recorded and put on Facebook page		Average Attendance:	6
Total weekly average attendance from all services: 71				
<b>2. Educational Ministries – Average Weekly Attendance</b>				
Children's Church School	Click here to enter text.		Adult's Church School	<b>15</b>
Weekly Children's Program	<b>5</b>		(Name of Program) <b>Youth Worship</b>	
Weekday Adult Groups			(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			<b>20</b>	
<b>3. Administrative and Oversight Groups</b>				
<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 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.	
<b>4. Ministries and Service Groups Within the Congregation (List all)</b>				
List all active ministry and service groups and share information about their activities, focus and ministry. Outreach Ministries, Elders, Diaconate, Faith Expressions Ministry, Disciples Women's Ministry, Stewardship, Property, Trustees				

<b>IV. STAFF (label those presently employed/serving as "FT"- full time; "PT"- part time; or "V" - Volunteer)</b>								
Choose an item.	Pastor		Choose an item.	Youth Minister/Director	PT	Office Staff	# 1 PT	
Choose an item.	Co-Pastor(s)	# Click here to enter text.	Choose an item.	Education Director	Choose an item.	<b>Other (Please Specify)</b> <b>Janitor &amp; Assistant PT</b> <b>Bookkeeper PT</b> <b>Preschool Director FT</b> <b>7 preschool teachers FT</b>		
Choose an item.	Associate Minister(s)	# Click here to enter text.	PT	Organist/Accompanist				
Choose an item	Music Minister/ Director	# Click here to enter text.	Choose an item.	Administrator				
<b>V. PROPERTY</b>								
			Year Erected	Adequate?				
1. Sanctuary	Seating Capacity	250	1983	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>			
2. Education Unit	# of Classrooms	10	1986	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>			
3. Fellowship Facility	Seating Capacity/	200	1986	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>			
	Tables	24 round 8 top and 12 rectangle 6 foot		Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>			
4. Administrative Facility	# of Offices	3	2002	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>			
5. Off Street Parking	# of Spaces	108		<b>Paved?</b> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>				
6. Building Program:		Yes <input type="checkbox"/>		No <input checked="" type="checkbox"/>	<b>Projected?</b> <input type="checkbox"/>			
<b>If Building Program is "Yes" or "Projected", describe:</b> Click here to enter text.								
<b>7. Church Location (check all which are applicable)</b>								
<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.) Click here to enter text.								
<b>VI. COMMUNITY</b>								

<b>1. Characteristics</b>				
<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		
<b>2. Population Changes</b>				
<input type="checkbox"/> Rapid Growth	<input type="checkbox"/> Slow Growth	<input checked="" type="checkbox"/> Other ( <i>describe</i> ) Steady Growth		
<input type="checkbox"/> Rapid Decline	<input type="checkbox"/> Slow Decline			
<b>3. Concerns</b>				
<input checked="" type="checkbox"/> Teen Needs	<input checked="" type="checkbox"/> Senior Citizen Needs	<input type="checkbox"/> Race Relations	<input type="checkbox"/> Alcohol/Drugs	
<input type="checkbox"/> Crime	<input type="checkbox"/> Population Changes	<input type="checkbox"/> Unemployment ( <input type="checkbox"/> Seasonal or <input type="checkbox"/> Chronic)		
<input type="checkbox"/> Other	<i>(List other concerns here)</i> Click here to enter text.			
<b>4. Population Profile</b>				
Total Population 22531	<input type="checkbox"/> Estimated		<input checked="" type="checkbox"/> Actual	
Asian American 1%	African American 8 %		Hispanic American 3 %	
Haitian Click here to enter text. %	Pacific Islander Click here to enter text. %		Native American Click here to enter text. %	
Middle Eastern Click here to enter text. %	Euro American 85 %		Other 3 % Native American and Middle Eastern	
<b>5. Demographic Trends:</b> 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>We have more industries moving into our area. They have put up big mail order warehouses and the corresponding infrastructure to handle the growth. We are becoming more urban and less suburban. Since we are still far south of the main urban area and in a different county, we are not connected by mass transportation to the major urban area. Because of this our main ethnic and religious trends will stay the same over the next 5 - 10 years.</p>				
<b>VII. FINANCIAL INFORMATION</b>				
1. Income & Expenses for the last four years, beginning with the most recent year: ( <i>Year Book Information</i> )				
	<b>Year</b>	<b>Operating Receipts</b>	<b>Capital Receipts</b>	<b>Total Outreach Paid (Include Disciples Outreach)</b>
A	<b>2020</b>	<b>\$528,933</b>	<b>\$0</b>	<b>\$118,612</b>
B	<b>2019</b>	<b>\$560,671</b>	<b>\$9,120</b>	<b>\$121,677</b>
C	<b>2018</b>	<b>\$556,882</b>	<b>\$9,120</b>	<b>\$97,743</b>
				<b>Total Disciples Outreach Paid (DMF, WOC, Reconciliation, etc.)</b>
				<b>\$55,967</b>
				<b>\$44,306</b>
				<b>\$51,546</b>

D	2017	\$553,093	\$73.782	\$146,651	\$54,503
2.	Current Total Debt: \$0	Monthly Payment on this Debt: \$Click here to enter text.			
3.	Reserve/Restricted/ Endowment Funds:	Building - \$73,196			Savings - \$435,035
	Permanent - \$346,834 Endowment not to be spent	Memorial - \$8,550			Other - \$178,526 (Specify) Outreach, Youth Programs, Scholarship, Lay Leadership

#### VIII. CONGREGATIONAL OUTREACH MINISTRIES (please list)

1. Community Ministries Program (e.g. food pantry, tutoring, etc.)

**Food Pantry, Christmas Manager (Christmas gifts for named people through county agency), Pre-school**

2. Participation in Christian Church (Disciples of Christ) (district/area, cluster, regional, general)  
Disciples Mission Fund, KC Church Development, Tall Oaks Conference Center

3. Ecumenical and Interfaith Activities (with other denominations, religious groups, local and regional)  
Micah Ministries, Baby Grace, Haiti Ministry

#### 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	Minister	2007	2021
Rick Rintamaa	Senior Minister	1994	2007
Suti Goldt	Associate Minister	2002	2006
Hillary Wright	2nd Associate Minister	2000	2002
Janet Chapmen	Associate Minister	1996	2003
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<b>X. CONGREGATIONAL DYNAMICS/DEALING WITH CONFLICT</b>			
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: <b>C= closely, S= somewhat, N= not at all.</b>			
S	As a church, we respect and listen to each other and work things through without generating divisiveness.		
C	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.		
S	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.		
Choose an item.	Other ( <i>Specify</i> ) Click here to enter text.		
	Comments: Click here to enter text.		
<b>XI. CONGREGATIONAL DISCERNMENT</b>			
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)? We have been called to share the message of Jesus Christ to this community. We can do that through our care of older adults in our community We are caring for the children through our pre-school and Baby Grace programs. Also, our work at Christmas and Start of School with county agencies to supply needed items. We are prepared to welcome all to our worship services.			
2. Describe the processes you used to hear God's unique call for your congregation. World Café' and congregational surveys			
3. Describe the Spiritual Disciplines that are regularly practice throughout this congregation. Daily prayer, Women's Study Groups			

<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.      Compassion for others and the ability to do that better through a group effort by combining our resources with other Disciple Churches</p>	
<p>5. In what ways have members of the congregation been engaged in the Search and Call discernment process? We had a World Café in which members were asked where they saw the Church in 5 years, what the spiritual needs were and ways to do the work of the Church. Surveys were provided for members to fill out and return.</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)?      The growth of our community is an opportunity to provide a safe environment for them to learn about Jesus and His love. We have faithful members and a desire to grow and reach out to our community with Jesus' love. Another resource is our wealth of Retired Ministers. There guidance can be a great help to younger Christians.</p>	
<p>7. Describe the congregation's strengths and growing edges.      The congregation is willing to reach out to provide help with the needs of the community. They have a sense of commitment to provide help through outreach.</p>	
<p>8. Describe the ways you make decisions and carry them out as a congregation.      Through committees with board authority.</p>	
<p>9. How is this congregation relevant to the needs of (a) the local community, (b) Disciples mission, and (c) the world?      (a) Our Baby Grace program reaches out to young mothers with small children to provide clothing, diapers, etc., Provide an area for the Boy Scouts and other community groups to meet. We have Bright Cherubs Preschool which serves nearly 60 families in our community. (b &amp; c) Send funds to Disciples Mission Fund, Special Offerings throughout the year, and support a mission field in Haiti.</p>	
<p>10. How does this congregation bear witness in tangible ways to God's healing, welcoming, reconciling presence in a broken world?      Raymore Christian Church's mission is to know and love God by practicing the Gospel – Welcoming, Affirming, Serving, and Caring for all people.</p>	
<p><b>XII. GOALS OF THE CONGREGATION FOR THE NEXT FIVE YEARS</b>  <i>List four. Attach recent congregational mission statement and goals if available.</i></p>	
<ol style="list-style-type: none"> <li>1. Membership growth – a younger congregation</li> <li>2. A Robust Music Program</li> <li>3. A Contemporary and Traditional Worship Service with a Youth Ministry</li> <li>4. Increase Community Outreach</li> </ol>	
<p><b>XIII. PERSONAL AND PROFESSIONAL QUALIFICATIONS</b></p>	
<p>1. Name the personal/professional qualifications you desire in your pastor.</p>	
<p>A. Preaches the Gospel</p>	<p>B. Calls on members and visitors</p>

C. Leads Bible Studies	D. Community Involvement			
E. Click here to enter text.	F. Click here to enter text.			
G. Click here to enter text.	H. Click here to enter text.			
2. Educational Level <i>(check one)</i>				
High School <input type="checkbox"/>	Undergraduate <input type="checkbox"/>	Seminary <input checked="" type="checkbox"/>	Doctoral <input type="checkbox"/>	Other <input type="checkbox"/>
If other, please explain. Click here to enter text.				

XIV. COMPENSATION, HOUSING, BENEFITS, EXPENSES. OUR CONGREGATION WILL PROVIDE THE FOLLOWING:																							
<p>1. Salary/Housing</p> <p>We can provide a <b>cash salary</b> and <b>housing</b> (including utilities, furnishing, insurance, etc.) in the range checked below:</p> <table border="1"> <tr> <td>15-\$17,999 <input type="checkbox"/></td> <td>18-\$21,999 <input type="checkbox"/></td> <td>22-\$25,999 <input type="checkbox"/></td> <td>26-\$29,999 <input type="checkbox"/></td> <td>30-\$34,999 <input type="checkbox"/></td> <td>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 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 type="checkbox"/>					
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Negotiable <input type="checkbox"/>																							
<p>2. Provided Housing</p> <p><input type="checkbox"/> Parsonage Fair Rental Value \$ <a href="#">Click here to enter text.</a> (per month)</p>																							
<p>3. Pension</p> <p><input checked="" type="checkbox"/> Pension Fund (<i>14% of combined value of cash salary and housing allowance/parsonage fair rental value</i>)</p>					\$ <a href="#">Click here to enter text.</a>																		
<p>4. Vacation</p> <p><input checked="" type="checkbox"/> Days 21 including 3 Sundays</p>					\$ <a href="#">Click here to enter text.</a>																		
<p>5. Continuing Education:</p> <p><input checked="" type="checkbox"/> Days 7-10 including 2 Sundays</p>					\$ <a href="#">Click here to enter text.</a>																		
<p>6. Sabbatical</p> <p><input checked="" type="checkbox"/> 3 Months after 7 years</p>					\$ <a href="#">Click here to enter text.</a>																		
<p>7. Family/Medical Leave</p> <p><input type="checkbox"/> <a href="#">Click here to enter text.</a> Weeks <input checked="" type="checkbox"/> Negotiable</p>																							
<p>8. Health Insurance</p> <table> <tr> <td><input type="checkbox"/> Taxable Stipend</td> <td><input type="checkbox"/> Negotiated Plan</td> <td><input checked="" type="checkbox"/> Other</td> <td><input type="checkbox"/> Canada Supplemental Health Plan</td> </tr> </table>						<input type="checkbox"/> Taxable Stipend	<input type="checkbox"/> Negotiated Plan	<input checked="" type="checkbox"/> Other	<input type="checkbox"/> Canada Supplemental Health Plan														
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<p>9. Reimbursable Professional Expenses</p> <table> <tr> <td>Auto Allowance \$IRS Standard Milage Rate per miles driven</td> <td>Assembly/Meeting Expenses \$500-700</td> <td>Books \$200</td> <td colspan="3">Miscellaneous \$200</td> </tr> </table>						Auto Allowance \$IRS Standard Milage Rate per miles driven	Assembly/Meeting Expenses \$500-700	Books \$200	Miscellaneous \$200														
Auto Allowance \$IRS Standard Milage Rate per miles driven	Assembly/Meeting Expenses \$500-700	Books \$200	Miscellaneous \$200																				
<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</p> <p>The congregation will provide <input type="checkbox"/> <b>all</b> OR <input type="checkbox"/> <b>up to</b> \$<a href="#">Click here to enter text.</a></p>					Negotiable <input checked="" 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 &amp; 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 <b>top 4 skills</b> needed in your next pastor.</p>																							

<input type="checkbox"/>	<b>Biblical Knowledge</b> 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"/>	<b>Church Administration and Planning</b> 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"/>	<b>Communication</b> Be an effective communicator and able to facilitate effective communication within and on behalf of the church.
<input type="checkbox"/>	<b>Cross Cultural and Anti-Racism Experience</b> Sensitive to the different manifestations of racism and prejudice in the culture and committed to confronting and overcoming them.
<input checked="" type="checkbox"/>	<b>Ecumenism</b> 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"/>	<b>Education and Leader Development</b> 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"/>	<b>Ethics</b> Able to help parishioners think critically about the relationship of their faith to issues of justice, ethics and morality.
<input checked="" type="checkbox"/>	<b>Evangelism</b> Able to motivate congregational members to share their faith through word and action.
<input type="checkbox"/>	<b>Mission of the Church in the World</b> 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"/>	<b>Pastoral Care</b> 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"/>	<b>Proclamation of the Word</b> 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"/>	<b>Spiritual Development</b> Establish and maintain spiritual disciplines that lead to personal growth and help others develop a rich spiritual life.
<input type="checkbox"/>	<b>Stewardship</b> Able to develop and encourage healthy stewards who recognize and share generously God's abundant gifts for all creation.
<input type="checkbox"/>	<b>Theology</b> 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"/>	<b>Understanding of Heritage</b> 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"/>	<b>Worship</b> Know the purpose and elements of Christian worship, and can plan and lead meaningful worship by working with the worship team, musicians, and congregational members.

Optional: Please include any comments regarding the 4 skills identified and/or how you identified them.  
Click here to enter text.

**XVI. CONGREGATIONAL CONDUCT**

Our Congregation has taken official Action to adopt and abide by the "Ethical Guidelines for Congregational Conduct".

Yes

No

A PDF copy of the **ETHICAL GUIDELINES FOR CONGREGATIONAL CONDUCT** can be downloaded from the following website:

<https://www.discipleshomemissions.org/wp-content/uploads/2012/10/SC-EthicalGuidelines.pdf>

**XVII. ADDITIONAL INFORMATION**

*(Please use space below or attach your documentation to this packet)*

Click here to enter text.