

## CONGREGATIONAL PROFILE

(Form Revised October 3, 2017)

Position Being Filled: Senior Pastor					
Name of Congregation: Park Hill Christian Church					
Street Address: 6601 NW 72nd Street				Phone: 816-741-1851	
City: Kansas City		State: MO		Zip: 64151	
Search Committee Chair: Doug Doll					
Address: 16040 N Winan Road					
City: Platte City		State: MO		Zip: 64079	
Email Address: Doug.Doll@AmericasAutoAuction.com				Preferred Phone: 816.365.2874	
<b>II. MEMBERSHIP PROFILE</b>					
1. Total Number of Members: 76			Number of Participating Members: 120		
Total Number of Participating Non-Members: 33					
2. Number of Participants:			Are these figures -	Estimated <input checked="" type="checkbox"/>	Actual <input checked="" type="checkbox"/>
Ages 1-11: 0		Ages 25-34: 5		Ages 55-64: 30	
Ages 12-17: 5		Ages 35-44: 10		Ages 65-79: 30	
Ages 18-24: 5		Ages 45-54: 30		Above 80: 10	
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 2 %		Single w/children at home 1 %		Married 85 %	
Single Adults 36+ 1 %		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: <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	<a href="#">Click here to enter text. %</a>	Agriculture	0 %
Construction	<a href="#">Click here to enter text. %</a>	Education	10%	Professional	50 %
Military	10 %	Technical	20 %	Manufacturing	10 %
Other <i>(specify below)</i>	<a href="#">Click here to enter text. %</a>	Homemaker	20 %	Student	2 %
Other Explanation: <a href="#">Click here to enter text.</a>					
From Totals Above:		Employed Full Time		Retired	

	40 %	60 %
<b>III. ORGANIZATIONAL INFORMATION</b> <i>(Check those currently active)</i>		
<b>1. Worship</b>	How many worship services per week?	<b>1</b>
<input type="checkbox"/> Traditional	<input type="checkbox"/> On Site	<input type="checkbox"/> Off Site
	Average Attendance:	<a href="#">Click here to enter text.</a>
<input type="checkbox"/> Contemporary	<input type="checkbox"/> On Site	<input type="checkbox"/> Off Site
	Average Attendance:	<a href="#">Click here to enter text.</a>
<input checked="" type="checkbox"/> Other	Specify Mix of contemporary and traditional	Average Attendance: 35
Total weekly average attendance from all services: 35 in person 50 plus virtual		
<b>2. Educational Ministries – Average Weekly Attendance</b>		
Children’s Church School	<b>None</b>	Adult’s Church School <b>2 Classes</b>
Weekly Children’s Program	<b>None</b>	(Name of Program) <a href="#">Click here to enter text.</a>
Weekday Adult Groups	<b>None</b>	(Name of Program) <a href="#">Click here to enter text.</a>
	<a href="#">Click here to enter text.</a>	(Name of Program) <a href="#">Click here to enter text.</a>
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 type="checkbox"/> Personnel
	<input checked="" type="checkbox"/> Pastoral Relations	
<input checked="" type="checkbox"/> Elders	<input type="checkbox"/> Diaconate	<input checked="" type="checkbox"/> Deacons
	<input type="checkbox"/> Deaconesses	
<input type="checkbox"/> Planning/Functional Committees	How many? <a href="#">Click here to enter text.</a>	<input type="checkbox"/> Other Groups
	Specify other groups <a href="#">Click here to enter text.</a>	
<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. <a href="#">Click here to enter text.</a>		

IV. STAFF (label those presently employed/serving as "FT" - full time; "PT" - part time; or "V" - Volunteer)							
FT	Pastor		Choose an item	Youth Minister/Director	PT	Office Staff	# FT
Choose an item	Co-Pastor(s)	# Click here to enter text.	Choose an item	Education Director	Choose an item.	Other (Please Specify) Click here to enter text.	
Choose an item.	Associate Minister(s)	# Click here to enter text.	Choose an item.	Organist/Accompanist			
PT	Music Minister/Director	# Click here to enter text.	PT	Administrator			
V. PROPERTY							
				Year Erected	Adequate?		
1. Sanctuary	Seating Capacity	350	1973	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
2. Education Unit	# of Classrooms	8	1963	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
3. Fellowship Facility	Seating Capacity/	300	1995	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
	Tables	25		Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
4. Administrative Facility	# of Offices	3	1973	Yes <input type="checkbox"/>	No <input type="checkbox"/>		
5. Off Street Parking	# of Spaces	150		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 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.) Click here to enter text.							

VI. COMMUNITY					
1. Characteristics					
<input checked="" type="checkbox"/> Industrial	<input checked="" type="checkbox"/> Commercial/ Retail	<input checked="" 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 type="checkbox"/> Slow Growth	<input checked="" type="checkbox"/> Other ( <i>describe</i> )			
<input type="checkbox"/> Rapid Decline	<input type="checkbox"/> Slow Decline	Grow moderately by 7.5% over next 5 years			
3. Concerns					
<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 checked="" type="checkbox"/> Population Changes	<input type="checkbox"/> Unemployment ( <input type="checkbox"/> Seasonal or <input type="checkbox"/> Chronic)			
<input type="checkbox"/> Other	(List other concerns here) Click here to enter text.				
4. Population Profile					
Total Population 124,582		<input type="checkbox"/> Estimated		<input checked="" type="checkbox"/> Actual	
Asian American 2.9%		African American 8.5 %		Hispanic American 6.8 %	
Haitian Click here to enter text. %		Pacific Islander 3.3 %		Native American Click here to enter text. %	
Middle Eastern Click here to enter text. %		Euro American Click here to enter text. %		Other White (Non-Hispanic) 78.4 % 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?					
Click here to enter text.					
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 (Include Disciples Outreach)	Total Disciples Outreach Paid (DMF, WOC, Reconciliation, etc.)
A	2020	\$271,550	\$283,500	\$41,373	\$17,873
B	2019	\$234,634	\$294,792	\$45,077	\$29,100
C	2018	\$367,336	\$38,700	\$35,934	\$12,938
D	2017	\$342,852	\$57,499	\$41,227	\$17,168

2. Current Total Debt: \$0		Monthly Payment on this Debt: \$Click here to enter text.	
3. Reserve/Restricted/ Endowment Funds:		Building - \$Click here to enter text.	Savings - \$101,822
Permanent - \$266,407	Memorial - \$Click here to enter text.		Other - \$1,995 (Specify) Receivables
<b>VIII. CONGREGATIONAL OUTREACH MINISTRIES</b> (please list)			
1. Community Ministries Program (e.g. food pantry, tutoring, etc.) <b>SPEAC Food Pantry, Micah Ministries. Hill Crest, Shepherd Center for Northland, Woodhaven Home, Fuller Center, Family Promise, Harvesters, and Restart</b>			
2. Participation in Christian Church (Disciples of Christ) (district/area, cluster, regional, general) Disciples Mission Fund, KC Church Development, Tall Oaks,			
3. Ecumenical and Interfaith Activities (with other denominations, religious groups, local and regional) Three other churches meet at our facility 1. Evangelical Presbyterian 2. Ethiopian Christian 3.			
<b>IX. PREVIOUS PASTORAL LEADERSHIP HISTORY FOR PAST TWENTY YEARS</b>			
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 <b>past 20 years</b> , and the requested information about those persons.			
<b>Name of Minister</b>	<b>Position</b>	<b>Date Began</b>	<b>Date Ended</b>
<b>Chase Peeples</b>	<b>Interim Minister</b>	<b>2020</b>	<b>Present</b>
<b>Robert Fugarino</b>	<b>Senior Minister</b>	<b>2014</b>	<b>2020</b>
<b>Dale Walling</b>	<b>Interim Minister</b>	<b>2013</b>	<b>2014</b>
<b>Chris Franklin</b>	<b>Senior Minister</b>	<b>2009</b>	<b>2012</b>
<b>Tammy Eaton</b>	<b>Youth Minister</b>	<b>2010</b>	<b>2010</b>
<b>George Campbell</b>	<b>Interim Minister</b>	<b>2008</b>	<b>2008</b>
<b>Kimi Yokohama</b>	<b>Youth &amp; Music Minister</b>	<b>2008</b>	<b>2009</b>
<b>Larry Patterson</b>	<b>Senior Minister</b>	<b>1989</b>	<b>2007</b>
<b>Jeff Hon</b>	<b>Associate Minister</b>	<b>2003</b>	<b>2006</b>
<b>Greg Taylor</b>	<b>Youth Minister</b>	<b>2005</b>	<b>2005</b>
<b>Amanda Shrein</b>	<b>Youth Minister</b>	<b>2005</b>	<b>2005</b>
<b>Kyle Herron</b>	<b>Associate Minister</b>	<b>1999</b>	<b>2003</b>
<b>Dorothy Bolton</b>	<b>Interim Assoc. Minister</b>	<b>1998</b>	<b>1998</b>
<b>James Damon</b>	<b>PT Youth Director</b>	<b>1998</b>	<b>1998</b>
<b>Dick Weaver</b>	<b>Associate Minister</b>	<b>1992</b>	<b>1997</b>
Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.

Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.
<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.		
N	As a church, we try to respect and listen to each other, but it is not uncommon for differences of opinion to be a problem and for some people to choose sides.		
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.		
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.		
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)? Outreach, sharing of facilities with other organizations. The congregation values commitment to support community ministries/services. A very loving community that wants and needs younger families.			
2. Describe the processes you used to hear God's unique call for your congregation. World Café and 40 days or prayer			
3. Describe the Spiritual Disciplines that are regularly practice throughout this congregation. Praising, Loving and Serving Openness, Acceptance			
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 In financial support, service and providing a welcome for all			
5. In what ways have members of the congregation been engaged in the Search and Call discernment process? 40 days of prayer, Ministerial Blue Print and World Cafe			

<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 church has no debt, we have a building that is being remodeled and in a very good demographic community. Our congregation is very open to new families with children this is evident with the other churches that are currently using our facilities.</p>				
<p>7. Describe the congregation's strengths and growing edges.</p> <p>Outreach driven, open to all, Serving mentality</p>				
<p>8. Describe the ways you make decisions and carry them out as a congregation.</p> <p>Executive Committee recommends as well as groups meeting and acting on their calling</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>Please see all of the agencies above that we contribute time and money</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>Park Hill Christian is a loving community to all</p>				
<p><b>XII. GOALS OF THE CONGREGATION FOR THE NEXT FIVE YEARS</b></p> <p><i>List four. Attach recent congregational mission statement and goals if available.</i></p>				
1. Continue Outreach				
2. Hopefully become a younger congregation that is making an impact in younger families				
3. Remodel of Sanctuary				
4. <a href="#">Click here to enter text.</a>				
<p><b>XIII. PERSONAL AND PROFESSIONAL QUALIFICATIONS</b></p>				
1. Name the personal/professional qualifications you desire in your pastor.				
A. High Energy		B. Outgoing		
C. Willing to engage with members in a friendly way		D. Living and Active in the community		
E. Involvement with Evangelism & recruiting SS teachers		F. <a href="#">Click here to enter text.</a>		
G. <a href="#">Click here to enter text.</a>		H. <a href="#">Click here to enter text.</a>		
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. <a href="#">Click here to enter text.</a>				

XIV. COMPENSATION, HOUSING, BENEFITS, EXPENSES. OUR CONGREGATION WILL PROVIDE THE FOLLOWING:					
1. Salary/Housing We can provide a <b>cash salary</b> and <b>housing</b> (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 type="checkbox"/>
40-\$49,999 <input type="checkbox"/>	50-\$59,999 <input type="checkbox"/>	60-\$69,999 <input type="checkbox"/>	70-\$79,999 <input checked="" 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 \$ <a href="#">Click here to enter text.</a> (per month)					
3. Pension <input checked="" type="checkbox"/> Pension Fund (14% of combined value of cash salary and housing allowance/parsonage fair rental value)					\$ <a href="#">Click here to enter text.</a>
4. Vacation <input checked="" type="checkbox"/> Days 28 including 4 Sundays					\$ <a href="#">Click here to enter text.</a>
5. Continuing Education: <input checked="" type="checkbox"/> Days 7-10 including 1-2 Sundays					\$ <a href="#">Click here to enter text.</a>
6. Sabbatical <input checked="" type="checkbox"/> 3 Months after 5 years					\$ <a href="#">Click here to enter text.</a>
7. Family/Medical Leave <input type="checkbox"/> <a href="#">Click here to enter text.</a> Weeks <input type="checkbox"/> Negotiable					
8. Health Insurance					
<input type="checkbox"/> Taxable Stipend	<input type="checkbox"/> Negotiated Plan	<input checked="" type="checkbox"/> Other	<input type="checkbox"/> Canada Supplemental Health Plan		
9. Reimbursable Professional Expenses					
Auto Allowance \$ <a href="#">Click here to enter text.</a>	Assembly/Meeting Expenses \$500-750	Books \$250	Miscellaneous \$500		
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 type="checkbox"/> up to \$ <a href="#">Click here to enter text.</a>					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 <b>top 4 skills</b> needed in your next pastor.					



<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 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 checked="" 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 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 checked="" 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

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

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

**XVII. ADDITIONAL INFORMATION**

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

**Please see several attached documents**