

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		
II. MEMBERSHIP PROFILE					
1. Total Number of Members: 228			Number of Participating Members: 71		
Total Number of Participating Non-Members: Click here to enter text.					
2. Number of Participants:			Are these figures -		
					Estimated ☒
					Actual ☐
Ages 1-11: 2		Ages 25-34: 2		Ages 55-64: 11	
Ages 12-17: 3		Ages 35-44: 5		Ages 65-79: 30	
Ages 18-24: Click here to enter text.		Ages 45-54: 3		Above 80: 15	
3. Church Family Profile: <i>(Note: Percentage may add up to more than 100%)</i>			Are these figures -		
					Estimated ☒
					Actual ☐
Single Adults 18-35 Click here to enter text. %		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 ☒
					Actual ☐
High School	25 %	College	50 %	Graduate School	25 %
Specialty Training	Click here to enter text. %	Other	Click here to enter text. %	Please Specify: Click here to enter text.	
5. Occupations of Participants: <i>(Note: Percentage may add up to more than 100%)</i>			Are these figures -		
					Estimated ☐
					Actual ☐
Business/Retail	Click here to enter text. %	Service	Click here to enter text. %	Agriculture	Click here to enter text. %
Construction	Click here to enter text. %	Education	Click here to enter text. %	Professional	Click here to enter text. %
Military	Click here to enter text. %	Technical	Click here to enter text. %	Manufacturing	Click here to enter text. %
Other <i>(specify below)</i>	Click here to enter text. %	Homemaker	Click here to enter text. %	Student	Click here to enter text. %
Other Explanation: Click here to enter text.					

From Totals Above:	Employed Full Time Click here to enter text. %	Retired Click here to enter text. %
III. ORGANIZATIONAL INFORMATION <i>(Check those currently active)</i>		
1. Worship	How many worship services per week?	one
☒ Traditional	☒ On Site	☒ Off Site
☐ Contemporary	☐ On Site	☐ Off Site
☒ Other	Specify Service recorded and put on Facebook page	
Average Attendance:		65
Average Attendance:		Click here to enter text.
Average Attendance:		6
Total weekly average attendance from all services: 71		
2. Educational Ministries – Average Weekly Attendance		
Children's Church School	Click here to enter text.	Adult's Church School
Weekly Children's Program	5	(Name of Program) Youth Worship
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		20
3. Administrative and Oversight Groups		
☒ Board	☐ Cabinet	☒ Personnel
☒ Elders	☐ Diaconate	☐ Deacons
☐ Planning/Functional Committees	How many? Click here to enter text.	☐ Other Groups
		Specify other groups Click here to enter text.
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. Outreach Ministries, Elders, Diaconate, Faith Expressions Ministry, Disciples Women's Ministry, Stewardship, Property, Trustees		

IV. STAFF (label those presently employed/serving as "FT" - full time; "PT" - part time; or "V" - Volunteer)							
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.	Other (Please Specify) Janitor & Assistant PT Bookkeeper PT	
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			
V. PROPERTY							
				Year Erected	Adequate?		
1. Sanctuary	Seating Capacity	250	1983	Yes ☒	No ☐		
2. Education Unit	# of Classrooms	10	1986	Yes ☒	No ☐		
3. Fellowship Facility	Seating Capacity/	200	1986	Yes ☒	No ☐		
	Tables	24 round 8 top and 12 rectangle 6 foot		Yes ☒	No ☐		
4. Administrative Facility	# of Offices	3	2002	Yes ☒	No ☐		
5. Off Street Parking	# of Spaces	108		Paved?			
				Yes ☒	No ☐		
6. Building Program:		Yes ☐		No ☒	Projected? ☐		
If Building Program is "Yes" or "Projected", describe: Click here to enter text.							
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				
# of Bedrooms Click here to enter text.	# of Bathrooms Click here to enter text.		Garage? ☐ Yes ☐ 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					
☐ Industrial		☒ Commercial/ Retail		☐ College/ University	
☐ Agricultural		☐ Military		☐ Tourist/Recreational	
2. Population Changes					
☐ Rapid Growth		☐ Slow Growth		☒ Other (<i>describe</i>) Steady Growth	
☐ Rapid Decline		☐ Slow Decline			
3. Concerns					
☒ Teen Needs		☒ Senior Citizen Needs		☐ Race Relations	
☒ Crime		☐ Population Changes		☐ Unemployment (☐ Seasonal or ☐ Chronic)	
☐ Other		(List other concerns here) Click here to enter text.			
4. Population Profile					
Total Population 22531		☐ Estimated		☒ 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	
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?					
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.					
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	\$528,933	\$0	\$118,612	\$55,967
B	2019	\$560,671	\$9,120	\$121,677	\$44,306
C	2018	\$556,882	\$9,120	\$97,743	\$51,546

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.
Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.

X. CONGREGATIONAL DYNAMICS/DEALING WITH CONFLICT

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.
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.

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)?
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

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	
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.	
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. Their guidance can be a great help to younger Christians.	
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.	
8. Describe the ways you make decisions and carry them out as a congregation. Through committees with board authority.	
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, have a pre-school. (b & c) Send funds to Disciples Mission Fund, Special Offerings throughout the year, and support a mission field in Haiti.	
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.	
XII. GOALS OF THE CONGREGATION FOR THE NEXT FIVE YEARS <i>List four. Attach recent congregational mission statement and goals if available.</i>	
1. Membership growth – a younger congregation	
2. A Robust Music Program	
3. A Contemporary and Traditional Worship Service with a Youth Ministry	
4. Increase Community Outreach	
XIII. PERSONAL AND PROFESSIONAL QUALIFICATIONS	
1. Name the personal/professional qualifications you desire in your pastor.	
A. Preaches the Gospel	B. Calls on members and visitors

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 ☐	Undergraduate ☐	Seminary ☒	Doctoral ☐	Other ☐
If other, please explain. Click here to enter text.				

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 ☐	18-\$21,999 ☐	22-\$25,999 ☐	26-\$29,999 ☐	30-\$34,999 ☐	35-\$39,999 ☐
40-\$49,999 ☐	50-\$59,999 ☐	60-\$69,999 ☒	70-\$79,999 ☐	80-\$99,999 ☐	\$100,000+ ☐
Negotiable ☐					
2. Provided Housing					
☐ Parsonage Fair Rental Value \$ Click here to enter text. (per month)					
3. Pension ☒ Pension Fund (14% of combined value of cash salary and housing allowance/parsonage fair rental value)					\$ Click here to enter text.
4. Vacation ☒ Days 21 including 3 Sundays					\$ Click here to enter text.
5. Continuing Education: ☒ Days 7-10 including 2 Sundays					\$ Click here to enter text.
6. Sabbatical ☒ 3 Months after 7 years					\$ Click here to enter text.
7. Family/Medical Leave ☐ Click here to enter text. Weeks ☒ Negotiable					
8. Health Insurance					
☐ Taxable Stipend	☐ Negotiated Plan	☒ Other	☐ Canada Supplemental Health Plan		
9. Reimbursable Professional Expenses					
Auto Allowance \$IRS Standard Mileage Rate per miles driven	Assembly/Meeting Expenses \$500-700	Books \$200	Miscellaneous \$200		
10. Reimbursement for cost of mandatory Criminal Background Check (CBC) \$160				Yes ☒	No ☐
11. Moving Expenses The congregation will provide ☐ all OR ☐ up to \$ Click here to enter text.					Negotiable ☒
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.					

☐	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.
☐	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.
☐	Communication Be an effective communicator and able to facilitate effective communication within and on behalf of the church.
☐	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.
☒	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.
☐	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.
☐	Ethics Able to help parishioners think critically about the relationship of their faith to issues of justice, ethics and morality.
☒	Evangelism Able to motivate congregational members to share their faith through word and action.
☐	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.
☒	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.
☒	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.
☐	Spiritual Development Establish and maintain spiritual disciplines that lead to personal growth and help others develop a rich spiritual life.
☐	Stewardship Able to develop and encourage healthy stewards who recognize and share generously God's abundant gifts for all creation.
☐	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.
☐	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).
☐	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.
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.