

# CONGREGATIONAL PROFILE

(Form Revised October 3, 2017)

Position Being Filled: Interim Minister					
Name of Congregation: Belton Christian Church					
Street Address: 409 Airway Lane				Phone: 816-331-6440	
City: Belton		State: Missouri		Zip: 64012	
Search Committee Chair: Steve Crandall					
Address: 703 Colbern Road					
City: Belton		State: Missouri		Zip: 64012	
Email Address: trawlercapt@gmail.net				Preferred Phone: 816-377-1493	
<b>II. MEMBERSHIP PROFILE</b>					
1. Total Number of Members: 230			Number of Participating Members: 180		
Total Number of Participating Non-Members: 25					
2. Number of Participants:			Are these figures -	Estimated <input checked="" type="checkbox"/>	Actual <input type="checkbox"/>
Ages 1-11: 20		Ages 25-34: 15		Ages 55-64: 20	
Ages 12-17: 20		Ages 35-44: 25		Ages 65-79: 40	
Ages 18-24: 10		Ages 45-54: 25		Above 80: 30	
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 15 %		Single w/children at home 5 %		Married 60 %	
Single Adults 36+ 15 %		Married w/children at home 30 %		Blended Families 10 %	
4. Education Level of Adults:			Are these figures -	Estimated <input checked="" type="checkbox"/>	Actual <input type="checkbox"/>
High School	95 %	College	65 %	Graduate School	10 %
Specialty Training	20 %	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 <input type="checkbox"/>	Actual <input type="checkbox"/>
Business/Retail	30 %	Service	10 %	Agriculture	5 %
Construction	10 %	Education	10 %	Professional	15 %
Military	5 %	Technical	10 %	Manufacturing	10 %
Other <i>(specify below)</i>	Click here to enter text. %	Homemaker	10 %	Student	25 %
Other Explanation: Click here to enter text.					
From Totals Above:		Employed Full Time 40 %		Retired 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 checked="" type="checkbox"/> Traditional	<input checked="" type="checkbox"/> On Site	<input type="checkbox"/> Off Site	Average Attendance:	110
<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 Special Holiday services		Average Attendance:	100
Total weekly average attendance from all services: 110				
<b>2. Educational Ministries – Average Weekly Attendance</b>				
Children's Church School	<b>10</b>	Adult's Church School	<b>28</b>	
Weekly Children's Program	<b>15</b>	(Name of Program) <b>Children's Church during worship</b>		
Weekday Adult Groups	<b>25</b>	(Name of Program) <b>Care Team, CYF, CMF, CWF</b>		
	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 checked="" 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 checked="" type="checkbox"/> Deaconesses	
<input checked="" 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. Youth groups, CMF, CWF, Care Team, Women's retreats, Homebound ministry, 40 days of prayer for children, 24 hour prayer chain before Easter, Church dinners by congregation members, youth and other groups (Scouts), members work and support local food pantry Heart and Hand, free meal once a week at another church for community, Ministerial combined worship services.				

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	# 1
Choose an item.	Co-Pastor(s)	# Click here to enter text.	PT	Education Director	PT	Other (Please Specify) <b>Custodian</b>	
Choose an item.	Associate Minister(s)	# Click here to enter text.	PT	Organist/Accompanist			
PT	Music Minister/Director	# Click here to enter text.	Choose an item.	Administrator			
V. PROPERTY							
				Year Erected	Adequate?		
1. Sanctuary	Seating Capacity	260	1972	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
2. Education Unit	# of Classrooms	6	1963	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
3. Fellowship Facility	Seating Capacity/	200	1963	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
	Tables	15-20		Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
4. Administrative Facility	# of Offices	4	1972	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
5. Off Street Parking	# of Spaces	125+		Paved?			
				Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
6. Building Program:		Yes <input checked="" type="checkbox"/>		No <input 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 checked="" type="checkbox"/> Neighborhood		<input type="checkbox"/> Rural		<input checked="" type="checkbox"/> Bedroom Community		
<input type="checkbox"/> Small Town							
8. Parsonage:			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No				
# of Bedrooms 4	# of Bathrooms 2		Garage? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		Age of Parsonage 51	Condition of Parsonage good	
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 type="checkbox"/> College/University		<input checked="" type="checkbox"/> Medical Center		

Agricultural	Military	Tourist/Recreational			
2. Population Changes					
<input type="checkbox"/> Rapid Growth	<input checked="" type="checkbox"/> Slow Growth		<input type="checkbox"/> Other ( <i>describe</i> )		
<input type="checkbox"/> Rapid Decline	<input type="checkbox"/> Slow Decline		Click here to enter text.		
3. Concerns					
<input checked="" type="checkbox"/> Teen Needs	<input type="checkbox"/> Senior Citizen Needs		<input checked="" type="checkbox"/> Race Relations		<input checked="" 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) Homelessness/poverty				
4. Population Profile					
Total Population 37000		<input checked="" type="checkbox"/> Estimated		<input type="checkbox"/> Actual	
Asian American Click here to enter text. %		African American 11 %		Hispanic American 3 %	
Haitian Click here to enter text. %		Pacific Islander 3 %		Native American Click here to enter text. %	
Middle Eastern Click here to enter text. %		Euro American 83 %		Other Click here to enter text. % 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?					
We expect moderate growth to 39k population by 2023					
<b>VII. FINANCIAL INFORMATION</b>					
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	2019	\$181736	\$16400	\$15406	\$10356
B	2018	\$180000	\$36000	\$15000	\$10000
C	2017	\$175000	\$35000	\$16000	\$10000
D	2016	\$174904	\$34534	\$22570	\$15000
2. Current Total Debt: \$11000			Monthly Payment on this Debt: \$1000		
3. Reserve/Restricted/ Endowment Funds:		Building - \$38000		Savings - \$Click here to enter text.	
Permanent - \$140000		Memorial - \$Click here to enter text.		Other - \$Click here to enter text. (Specify) Click here to enter text.	
<b>VIII. CONGREGATIONAL OUTREACH MINISTRIES</b> ( <i>please list</i> )					



<b>C= closely, S= somewhat, N= not at all.</b>	
C	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.
N	Some have left our church because of conflict.
N	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.
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.
	Other ( <i>Specify</i> )
	Comments: <a href="#">Click here to enter text.</a>
<b>XI. CONGREGATIONAL DISCERNMENT</b>	
<p>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.</p>	
<p>1. What has God uniquely called you to be and do as a congregation (both now, and looking to the future)? Monetarily support the DOC region and Tall Oaks, we allow our facility to be used by outside groups (Scouts, WIC, Clubs), to be more inclusive.</p>	
<p>2. Describe the processes you used to hear God's unique call for your congregation. Prayers, Ministry blue print, World Cafe</p>	
<p>3. Describe the Spiritual Disciplines that are regularly practice throughout this congregation. Sunday School, Worship, VBS, CMF, CWF, Care Team, special day offerings, outreach and disaster response, stewardship giving, community food pantry.</p>	
<p>4. Describe your sense of God's covenantal call to be a part of the Christian Church (Disciples of Christ) and broader ecumenical/interfaith ministries. Camps and conferences, active groups,</p>	
<p>5. In what ways have members of the congregation been engaged in the Search and Call discernment process? Ministry blue print, variation on the World Cafe</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)? Generous giving, traditional worship and communion, opportunities for all laity and youth to serve</p>	
<p>7. Describe the congregation's strengths and growing edges. Build strong youth leaders, support youth, families, welcoming all, unity, traditional worship</p>	

<p>8. Describe the ways you make decisions and carry them out as a congregation. We operate with committees or elders who express needs, desires and present to the General Board, approval by the congregation, according to the by-laws</p>				
<p>9. How is this congregation relevant to the needs of (a) the local community, (b) Disciples mission, and (c) the world? Outreach, joint community worship services, Heart and Hand food pantry</p>				
<p>10. How does this congregation bear witness in tangible ways to God's healing, welcoming, reconciling presence in a broken world? We open our church to WIC, Scouting groups and small groups, non-member weddings and funerals</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>				
1. Glorify God! Celebrate and proclaim the Good News of Jesus by welcoming all, offering hope and wholeness, and becoming a family of disciples.				
2. Intentional evangelism with younger adults				
3. More faith format opportunities, Sunday School and VBS				
4. Communicate who we are and what we do to the community				
<p><b>XIII. PERSONAL AND PROFESSIONAL QUALIFICATIONS</b></p>				
1. Name the personal/professional qualifications you desire in your pastor.				
A. Pastoral care		B. Pulpit/sermons		
C. Share responsibilities with Elders, Deacons		D. Administration		
E. Lead elders and deacons and congregation to become more involved in leadership		F. Find our individual gifts		
G. Relate to younger members		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 checked="" type="checkbox"/>
If other, please explain. Master of Divinity				

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 checked="" type="checkbox"/>	60-\$69,999 <input type="checkbox"/>	70-\$79,999 <input type="checkbox"/>	80-\$99,999 <input type="checkbox"/>	\$100,000+ <input type="checkbox"/>
Negotiable <input checked="" type="checkbox"/>					
2. Provided Housing					
<input checked="" type="checkbox"/> Parsonage Fair Rental Value \$ 700 (per month)					
3. Pension <input checked="" type="checkbox"/> Pension Fund (14% of combined value of cash salary and housing allowance/parsonage fair rental value)				\$Click here to enter text.	
4. Vacation <input checked="" type="checkbox"/> Days Negotiable including Click here to enter text. Sundays				\$Click here to enter text.	
5. Continuing Education: <input checked="" type="checkbox"/> Days Negotiable including Click here to enter text. Sundays				\$ Click here to enter text.	
6. Sabbatical <input type="checkbox"/> Click here to enter text. Months after Click here to enter text. years				\$Click here to enter text.	
7. Family/Medical Leave <input checked="" type="checkbox"/> Click here to enter text. Weeks <input checked="" type="checkbox"/> Negotiable					
8. Health Insurance					
<input type="checkbox"/> Taxable Stipend	<input checked="" type="checkbox"/> Negotiated Plan	<input type="checkbox"/> Other	<input type="checkbox"/> Canada Supplemental Health Plan		
9. Reimbursable Professional Expenses					
Auto Allowance \$Negotiable	Assembly/Meeting Expenses \$Negotiable	Books \$Negotiable	Miscellaneous \$Click here to enter text.		
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 \$Click here to enter text.				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 checked="" 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 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.  
We have good lay leadership but we need assistance for growth and succession planning for the next generation

**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.