

## CONGREGATIONAL PROFILE

(Form Revised October 3, 2017)

Position Being Filled: Associate Minister					
Name of Congregation: First Christian Church Disciples of Christ					
Street Address: 101 N. Tenth Street				Phone: 573-449-7265	
City: Columbia		State: MO		Zip: 65201	
Search Committee Chair: Eric Arnett & Holly Gieseke, Co-Chairs					
Address: 1603 Tide Water Drive					
City: Columbia		State: MO		Zip: 65202	
Email Address: hollycolettegieseke@gmail.com and rnet01@mac.com				Preferred Phone: 573-864-4845 (Holly) or 573-819-3992 (Eric)	
<b>II. MEMBERSHIP PROFILE</b>					
1. Total Number of Members: 509			Number of Participating Members: 395		
Total Number of Participating Non-Members: 0					
2. Number of Participants:			Are these figures -	Estimated <input type="checkbox"/>	Actual <input checked="" type="checkbox"/>
Ages 1-11: 19		Ages 25-34: 37		Ages 55-64: 57	
Ages 12-17: 33		Ages 35-44: 31		Ages 65-79: 78	
Ages 18-24: 45		Ages 45-54: 45		Above 80: 50	
3. Church Family Profile: (Note: Percentage may add up to more than 100%)			Are these figures -	Estimated <input checked="" type="checkbox"/>	Actual <input type="checkbox"/>
Single Adults 18-35 13 %		Single w/children at home 2 %		Married 61 %	
Single Adults 36+ 13 %		Married w/children at home 10 %		Blended Families 1 %	
4. Education Level of Adults:			Are these figures -	Estimated <input checked="" type="checkbox"/>	Actual <input type="checkbox"/>
High School	90 %	College	40 %	Graduate School	25 %
Specialty Training	0 %	Other	Click here to enter text. %	Please Specify: Click here to enter text.	
5. Occupations of Participants: (Note: Percentage may add up to more than 100%)			Are these figures -	Estimated <input checked="" type="checkbox"/>	Actual <input type="checkbox"/>
Business/Retail	40 %	Service	40 %	Agriculture	2 %
Construction	4 %	Education	19%	Professional	19 %
Military	2 %	Technical	1 %	Manufacturing	3 %
Other (specify below)	n/a %	Homemaker	3 %	Student	24 %
Other Explanation: Click here to enter text.					
From Totals Above:		Employed Full Time 55 %		Retired 45 %	

III. ORGANIZATIONAL INFORMATION <i>(Check those currently active)</i>				
<b>1. Worship</b>		How many worship services per week?		<b>2</b>
<input checked="" type="checkbox"/> Traditional	<input checked="" type="checkbox"/> On Site	<input type="checkbox"/> Off Site	Average Attendance:	Pre-Covid = 200 Post-Covid = 120
<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 type="checkbox"/> Other	Specify <a href="#">Click here to enter text.</a>		Average Attendance:	<a href="#">Click here to enter text.</a>
Total weekly average attendance from all services: Pre-Covid = 200, Post-Covid = 120...does not include YouTube views				
<b>2. Educational Ministries – Average Weekly Attendance</b>				
Children's Church School	<b>10</b>	Adult's Church School	<b>25</b>	
Weekly Children's Program	<b>Weekly Children's Programs</b>	(Name of Program) <b>Mother's Day Out Preschool – Children's Worship – JYF – Chi Rho – CYF – College Group (DOC) - VBS</b>		
Weekday Adult Groups	<a href="#">Click here to enter text.</a>	(Name of Program) <b>Lectionary Study Group – 3 to 5 Short Courses/annually</b>		
	<a href="#">Click here to enter text.</a>	(Name of Program) <a href="#">Click here to enter text.</a>		
Total Average Weekly Education Attendance		<a href="#">Click here to enter text.</a>		
<b>3. Administrative and Oversight Groups</b>				
<input checked="" type="checkbox"/> Board	<input checked="" type="checkbox"/> Cabinet	<input checked="" type="checkbox"/> Personnel	<input checked="" type="checkbox"/> Pastoral Relations	
<input checked="" type="checkbox"/> Elders	<input checked="" type="checkbox"/> Diaconate	<input checked="" type="checkbox"/> Deacons	<input type="checkbox"/> Deaconesses	
<input checked="" type="checkbox"/> Planning/Functional Committees	How many? 12	<input checked="" type="checkbox"/> Other Groups	Specify other groups Stewardship/Finance	
<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. Loaves & Fishes Ministry, Disciples Women, Breakfast for Brethren, The Wardrobe clothing pantry, Shawl Ministry, Book Club, STARS (seniors) group, Garden Club				

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	FT	Office Staff	# 3
Choose an item.	Co-Pastor(s)	# Click here to enter text.	V	Education Director	Choose an item.	Other (Please Specify) Click here to enter text.	
Choose an item.	Associate Minister(s)	# Click here to enter text.	PT	Organist/Accompanist			
PT	Music Minister/Director	# 2	V	Administrator			
V. PROPERTY							
				Year Erected	Adequate?		
1. Sanctuary	Seating Capacity	400	1892	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
2. Education Unit	# of Classrooms	16	1929	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
3. Fellowship Facility	Seating Capacity/	400	1929	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
	Tables	28		Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
4. Administrative Facility	# of Offices	4	1929	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
5. Off Street Parking	# of Spaces	105		Paved?			
				Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
6. Building Program:		Yes <input 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 checked="" type="checkbox"/> Downtown	<input type="checkbox"/> Inner City		<input type="checkbox"/> Urban		<input type="checkbox"/> Suburban		
<input checked="" 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.) Bethany Hall - Annex							
VI. COMMUNITY							
1. Characteristics							
<input checked="" type="checkbox"/> Industrial	<input checked="" type="checkbox"/> Commercial/		<input checked="" type="checkbox"/> College/		<input checked="" type="checkbox"/> Medical Center		

	Retail	University			
<input type="checkbox"/> Agricultural	<input type="checkbox"/> Military	<input checked="" type="checkbox"/> Tourist/Recreational			
2. Population Changes					
<input checked="" type="checkbox"/> Rapid Growth	<input 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 type="checkbox"/> Teen Needs	<input 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	(List other concerns here) Click here to enter text.				
4. Population Profile					
Total Population 124,500	<input checked="" type="checkbox"/> Estimated	<input type="checkbox"/> Actual			
Asian American 6.18%	African American 10.95 %	Hispanic American 3.6 %			
Haitian Click here to enter text. %	Pacific Islander .1 %	Native American .38 %			
Middle Eastern Click here to enter text. %	Euro American 78.79 %	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?					
PAUL WILL PROVIDE REPORT TO US					
<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	2020	\$947,939.00	\$96,301.00	\$81,452.00	\$20,652.00
B	2019	\$874,524.00	\$151,174.00	\$49,578.00	\$27,288.00
C	2018	\$876,853.00	\$122,374.00	\$49,629.00	\$24,791.00
D	2017	\$903,837.00	\$130,625.00	\$50,300.00	\$28,683.00
2. Current Total Debt: \$130,711.63			Monthly Payment on this Debt: \$N/A – Line of Credit & PPP Loan		
3. Reserve/Restricted/ Endowment Funds:		Building - \$0		Savings - \$151,833.00	

Permanent - \$5,984,141.00	Memorial - \$230,257.00	Other - \$241,365.00 (Specify) <a href="#">Click here to enter text.</a>	
<b>VIII. CONGREGATIONAL OUTREACH MINISTRIES</b> (please list)			
1. Community Ministries Program (e.g. food pantry, tutoring, etc.) <a href="#">Click here to enter text.</a>			
2. Participation in Christian Church (Disciples of Christ) (district/area, cluster, regional, general) <a href="#">Click here to enter text.</a>			
3. Ecumenical and Interfaith Activities (with other denominations, religious groups, local and regional) <a href="#">Click here to enter text.</a>			
<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>Rev. Dr. Brad Stagg</b>	<b>Senior Minister</b>	<b>July 2012</b>	<b>Current</b>
<b>James Spear IV</b>	<b>Associate Minister</b>	<b>November 2007</b>	<b>June 2021</b>
<b>John Yonker</b>	<b>Senior Minister</b>	<b>1992</b>	<b>December 2010</b>
<b>Larry Veatch</b>	<b>Interim Minister</b>	<b>January 2011</b>	<b>June 2012</b>
<b>Ken Watson</b>	<b>Associate Minister</b>	<b>September 1996</b>	<b>May 2007</b>
<b>Amy Kay Pavlovich</b>	<b>Associate Minister</b>	<b>July 2001</b>	<b>June 2010</b>
<a href="#">Click here to enter text.</a>	<a href="#">Click here to enter text.</a>	<a href="#">Click here to enter text.</a>	<a href="#">Click here to enter text.</a>
<a href="#">Click here to enter text.</a>	<a href="#">Click here to enter text.</a>	<a href="#">Click here to enter text.</a>	<a href="#">Click here to enter text.</a>
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<a href="#">Click here to enter text.</a>	<a href="#">Click here to enter text.</a>	<a href="#">Click here to enter text.</a>	<a href="#">Click here to enter text.</a>

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: <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.
N	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> ) <a href="#">Click here to enter text.</a>
	Comments: There has not been significant conflict in the church since the 1960's
XI. CONGREGATIONAL DISCERNMENT	
<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)? FCC's Mission to "Know God and follow Jesus Christ." This mission is at the heart of everything we do at FCC. From Worship, Sunday school, VBS to providing substantial scholarships for college students, hosting 12-Step Groups, maintaining our denominational connection to Columbia College (a Disciples affiliated institution), our Board, Cabinet, Elders, Deacons and Clergy, create educational, service, outreach, and strategic partnerships based upon this overarching mission which was established over a decade ago through a communal discernment process.</p>	
<p>2. Describe the processes you used to hear God's unique call for your congregation. Through prayer, listening groups, congregational surveys and questionnaires targeting all levels of membership and leadership, the congregation heard "God's call" to live out this mission.</p>	
<p>3. Describe the Spiritual Disciplines that are regularly practice throughout this congregation. Current Spiritual Disciplines include, but not limited to: Worship, Bible Studies, Intercessory prayer team, Service to the poor, retreats for children, youth, and college students, Communion Connection, Flower Ministry, Open &amp; Affirming Discernment team, and others.</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.</p> <p>FCC is deeply committed to being part of the Christian Church (Disciples of Christ) and actively participates through: church camps and conference; active Disciples on Campus (DOC) group ministering to students at University of Missouri, Columbia College, Stephen's College, and local community colleges; clergy &amp; members attend Regional &amp; General Assemblies; take Disciples History tours to Cane Ridge &amp; Bethany, WV; and is the single connection to Columbia College, one of our Disciples of Christ institutions of higher education (our Senior Minister was recently elected Chair of the Trustees and personally arranged for Rev. Dr. Sharron Watkins, former GMP, to be the guest lecturer at the college).</p>
<p>5. In what ways have members of the congregation been engaged in the Search and Call discernment process? The Cabinet, Board, and Congregation officially voted for the Search Committee and the Co-chairs. The Officers with the Senior Minister spent considerable time praying and discerning the Search Committee.</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)?</p> <p>FCC is finishing up two back-to-back Capital Campaigns that raised \$2 million to address deferred maintenance issues in our 38,000 square foot facility, much of that work remodeling the children's &amp; youth floors. Located within walking distance of one major university and two colleges, the downtown and arts districts, our historic building lies at the hub of Columbia, MO, with easy access to a large student body. Our downtown location is centrally located to all three high schools and the middle &amp; elementary schools that feed it. Our 5-day a week, church-connected Mother's Day Out ministry serves 75-80 children each week and welcomes a candidate interested in leading weekly chapel and providing guidance for faith-based, developmentally appropriate curriculum and resources. Our \$6.2 million permanent fund provides funding for operations, building repairs, and awards \$16,000-\$18,000 in scholarships to college bound church members, which the Associate Minister helps determine the recipients. Approximately \$17,000 is budgeted annually for children's &amp; youth programmatic ministries. The Youth and DOC programs have built a history of annual mission trips for Chi Rho, CYF, and DOC.</p>
<p>7. Describe the congregation's strengths and growing edges.</p> <p>Strengths: FCC-Columbia is quite possibly the friendliest congregation in this city. The people are warm, friendly, caring and generous. They are classic and traditional in worship style while simultaneously remain fresh and innovative in spirit. This congregation is always up for trying something new, especially when introduced by new staff; though they still have their traditions to which they adhere. Worship Service is the primary spiritual discipline for this community. This congregation whole-heartedly supports children, youth, and student ministries.</p> <p style="text-align: right;">Weaknesses:</p> <p>While friendly, the congregation needs work developing programs that promote deeper</p>

sharing and spiritual intimacy between members, especially parent support and prayer groups. While Worship is the primary spiritual discipline for the congregation, it is almost exclusively so for most adults. The Associate Minister will be responsible for helping revitalize from scratch an Adult Sunday School program to complement the children's and youth Sunday school program. While \$2 million has gone into deferred maintenance, another \$1 million is required to complete the renovations.

8. Describe the ways you make decisions and carry them out as a congregation.

Decision Making is usually staff and/or lay leader proposed to Cabinet and then, if necessary, Board approved. For delegated tasks, the departments and/or staff have the authority to initiate and execute ministries that are in their assigned areas of responsibility. For major cultural shifts for the congregation, discernment begins with the Elders.

9. How is this congregation relevant to the needs of (a) the local community, (b) Disciples mission, and (c) the world?

FCC's relevance to Missions: Local - All ages participate in the monthly feeding of the homeless through Loaves & Fishes as well as two months of Saturday meal and toiletry provision for an ecumenical ministry called Breakfast for the Brethren. From December thru March, the church provides a Warming Station as a transitional space on Sunday mornings as support to other congregations that provide overflow winter housing. Many members volunteer at the Food Bank, clothing pantry, and Room at the Inn, all of which FCC supports financially as well. Disciples missions – FCC supports all six Disciples' offering, sends a significant amount each to DMF, and houses Columbia Area Older Adult Ministries – a DHM, sponsored mission. Global – Week of Compassion is a beloved offering in this congregation for global disaster relief and our children and youth sponsor a child through Global Ministries' Child Sponsorship Program at the Liphoh Hostel for Blind Children.

10. How does this congregation bear witness in tangible ways to God's healing, welcoming, reconciling presence in a broken world?

FCC bears witness to God's healing, welcoming, reconciling presence through our work with the homeless, mission trips, and as it formally engages in active discernment to become an Open & Affirming congregation. Our youth groups highly anticipate the annual Mission Trips each summer where the Chi Rho participate in a 3-5 day mission trip somewhere in the state of the Missouri and the CYF embark on 7-10 day out-of-state mission trip. The congregation supports these endeavors with fundraisers and enjoys the Mission Trip Dinner where youth report on how they were impacted by such an experience. These trips have included trip to Koinonia Farms in Plains, GA where Habitat for Humanity got its start to various disaster relief sites including Texas & Louisiana to social justice trips to Chicago and Memphis. The Associate Minister recommends and proposes the locations and mission opportunities to our parents and students for final approval.

## **XII. GOALS OF THE CONGREGATION FOR THE NEXT FIVE YEARS**

*List four. Attach recent congregational mission statement and goals if available.*

1. Secure an Associate Minister that is a perfect fit for this congregation.



2. Address the remaining deferred maintenance issues.				
3. Become an Open & Affirming congregation				
4. Rebuild the Sunday School ministry and 5. Establish a new Strategic Plan				
<b>XIII. PERSONAL AND PROFESSIONAL QUALIFICATIONS</b>				
1. Name the personal/professional qualifications you desire in your pastor.				
A. Loves God, loves children & youth, and likes being with children & youth		B. Firmly grounded in children's and youth faith development dynamics and skills		
C. A pastoral touch		D. A Team Player		
E. Balanced between administration skills & creativity		F. Skilled in promoting the church via Social Media		
G. Fully committed to the Christian Church (Disciples of Christ) faith and practice		H. Committed to abiding by the Clergy Code of Ethics		
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 checked="" type="checkbox"/>	50-\$59,999 <input 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 type="checkbox"/>					
2. Provided Housing					
<input type="checkbox"/> Parsonage Fair Rental Value \$ N/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)					\$5,600.00 – 7,000.00
4. Vacation <input checked="" type="checkbox"/> Days 28 including 4 Sundays					\$
5. Continuing Education: <input checked="" type="checkbox"/> Days 5 including 0 Sundays					\$
6. Sabbatical <input checked="" type="checkbox"/> 3 Months after 5 years					\$
7. Family/Medical Leave <input 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 \$.56 per mile	Assembly/Meeting Expenses \$1,000.00	Books \$250.00	Miscellaneous \$0		
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 checked="" type="checkbox"/> all OR <input type="checkbox"/> up to \$Click here to enter text.					Negotiable <input 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 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 checked="" 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)*

- Salary/Housing is commensurate with experience. If Sabbatical is taken, an additional year of employment is expected upon return from Sabbatical.
- Additional duties may be assigned by the Senior Minister.