

COMPLETING THE LOCAL CHURCH PROFILE

Introduction: The UCC Local Church Profile should be completed by a representative group of people in the congregation: either the Search Committee or a special committee appointed by the governing board. As part of the process, it is essential that the congregation be given the opportunity to contribute information and offer perspectives through small group meetings and/or written surveys. Suggestions for these data-gathering processes (including sample questionnaires) will be found in **Section Four** of the Parish Life and Leadership Search Committee resource *UCC Search and Call, A Pilgrimage through Transitions and New Beginnings*.

As you prepare material for the Local Church Profile, remember to be as candid and honest as possible in your descriptions of the history, traditions, hopes, and dreams of the members of your church.

“. . . for the Spirit is the truth.” (1 John 5:6b)

Statement of Consent: The first page of the Local Church Profile contains a statement that parallels the statement that ministerial candidates are asked to sign. In keeping with the covenantal relationship between a church and those it seeks to call, the chair of the Search Committee is asked to sign a statement on behalf of the church encouraging an open exchange of information.

Instructions for Selected Numbered Items*

- #1, #2:** Use the church name as it is known by your Conference and the UCC. If the mailing address is different from the street address, include both. If the church does not have a street address, describe the location.
- #5, #7, #8:** The Research Office of the United Church of Christ provides your conference with an 11 year statistical report for each, individual congregation. Much of the information you will need to complete items #5, #7, and #8 will be found in that report. (Figures are based on the year-end reports submitted by your church clerk/secretary.) Your Conference/ Association staff will provide your committee with that statistical resource. Consult your own annual reports for the remaining items.
- #6, #20, #21, #23, #32** These items should reflect data that was gathered from the congregation through questionnaires and/or small group meetings.
- #14, #17** Consult the compensation guidelines for your conference before completing these items.

*Most instructions are included in the text of the Local Church Profile itself.

Date

Associate Pastor
Position to be filled

United Church of Christ

**LOCAL CHURCH PROFILE
FOR LOCAL CHURCHES SEEKING NEW LEADERS**

**Local Church
Statement of Consent**

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates. As the committee charged with the responsibility for identifying and recommending a suitable new minister for our church, we have been authorized to share the information herein with potential candidates

We understand that a candidate may wish to secure further knowledge, information, and opinion about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

Signature of Search Committee Chairperson

Date

Church

Name: Congregational-Presbyterian Church

Address: 709 6th Street

City, State, Zip: Lewiston, ID 83501

Search Committee Chairperson or Contact Person

Name: Rich Goodwin

Address: 2261 Schaeffer Drive

City, State, Zip: Clarkston, WA 99403

Telephone: (509) 780-3410

Fax:

E-Mail: pastorsearch@cableone.net

Date

Associate Pastor
Position to be filled

LOCAL CHURCH PROFILE

FOR LOCAL CHURCHES SEEKING NEW LEADERS

Please return the completed document to your conference or association office.

1. Church: Congregational-Presbyterian Church

2. Address: 709 6th Street
City, State, and Zip: Lewiston, ID 83501
Church Website: congopres.org

3. **Name of Search Committee Chairperson/Contact Person:** Rich Goodwin
Address: 2261 Schaeffer Drive
City, State, and Zip: Clarkston, WA 99403
Telephone: (509) 780-3410
Email: pastorsearch@cableone.net FAX:

Conference/Association Staff Person Assisting Our Church: Rev. Mike Denton, Pacific Northwest Conference UCC

4. Address: 325 N 125th Street
City, State, Zip: Seattle, WA 98133
Telephone: 1-206-725-8383 Ext. 2
Email: revdenton@gmail.com FAX:

MEMBERSHIP INFORMATION

5. Membership: *(as reflected in the eleven-year UCC Statistical Report for our church; "est." indicates the figure is an estimate.)*

	Last Year	5 Years Ago	10 Years Ago
a. # Church members (including Presbyterian)	387	484	454
b. Average attendance at worship	247	271	330
c. Average participation of children/youth in C.E.	108	59	175
d. Average weekly participation in adult education	213	75	100
e. # Members who are ordained clergy	0	0	0

6. Profile of Congregation

Estimate percentage of congregation. Each category should add up to 100%.

a. Age:

 3 % ages 0 - 5
 13 % ages 6-18
 12 % ages 19-34
 7 % ages 35-49
 25 % ages 50-64
 15 % ages 65-74
 25 % ages 75 +

b. Education level of adults:

 % completed less than high school
 % high school graduates
 % some college/vocational school
 % college graduates
 % graduate school

**“So we who are many,
are one body
in Christ . . .”
Romans 12:5a**

c. Family units:

 % couples with children at home
 % couples without children at home
 % single
 % single parent with children at home

d. Occupation of adults:

 % business
 % clerical
 % farmer/rancher
 % laborer/manufacturing
 % professional
 % student
 % tradesperson
 % other

e. Employment:

 % employed
 % not currently employed
 % retired

f. Describe the racial-ethnic makeup of your congregation:

98% Caucasian
1% African American
1% Native American

CHURCH FINANCES

(Figures reflect the eleven-year UCC statistical reports as well as the church's annual reports.)

	Last Year	5 Years Ago	10 Years Ago
7. Total Church Income	710,766	734,736	646,771
a. Members offerings and pledges	617,533	574,323	610,716
b. Interest from investment or endowments	5,389	4,987	9,602
c. Principal reduction (endowments or investments)			
d. Rentals	22,904	15,594	
e. Special Fundraising			10,000
f. Other	64,940	139,832	16,453

If the church has conducted an annual stewardship campaign, list results for the past two years:

Goal: \$ Pledges: \$521,660 Actual Received: \$505,208

Goal: \$

Pledges: \$563,080

Actual Received: \$569,235

	Last Year	5 Years Ago	10 Years Ago
8. Total Operating Budget	630,000	618,860	512,707
a. Our Church’s Wider Mission Basic Support	3,274	3,240	3,200
b. Our Church’s Wider Mission Special Support			3,569
c. Other gifts	116,862	160,508	122,007
d. Current local expenses	534,919	484,808	439,801
e. Annual capital payments			33,794
f. Other debt	24,213	70,000	0

9. Identify UCC special offerings the church receives throughout the year and the amounts from last year:

- One Great Hour of Sharing
- Neighbors in Need
- Christmas Fund
- Strengthen the Church
- Basic Support for Our Church’s Wider Mission (only if received through special offerings and not included as a regular budget item in #8 above.)

10. Mission

- a.** Beyond your contributions through the UCC, name the most significant local or global missions/ministries or agencies that were financially supported by your local church last year and the amount of support:

	Name	Amount
1.	Youth Mission Trip to Denver Colorado, \$26,409	
2.	Presbytery of the Inland Northwest, \$15,056	
3.	Habitat for Humanity, \$12,211	
4.	Family Promise, \$5,790 (Please visit our church’s website for more information, www.congopres.org .)	

- b.** What mission project has excited your church the most in the past three years? Why?

Fundraisers, which involve our generous and supportive congregation, are held each year and have become a popular way to involve the congregation. These include our Valentine’s Dinner and spring Flower Sale. We also have an “adopt a student” program where congregation members are asked to select a picture of a student and pray for them throughout the weeklong trip. When they return from their mission trip, the team members give a report during worship on Sunday. As a result of involving the congregation in this way, our church feels a part of these mission trips.

11. Indebtedness

- a.** Total amount of outstanding mortgages/capital debt: \$0

Number of Rooms: Number of Bedrooms: Number of Bathrooms:
 Description:
 Distance from Church Handicapped Accessible? Yes ___ No ___ Partial ___

FINANCIAL SUPPORT OF MINISTERIAL LEADERS

14. If your conference has compensation guidelines, do you follow them?

yes ___ yes for some compensation items but not all ___ no

Does the church consider this position to be full time or part time?

Full Time ___ Part Time (specify) _____

How will church members be supportive of a part time or bivocational pastor who may need another job to supplement the church salary?

15. Salary History

To provide a profile of salaries for the position you are seeking to fill, indicate salaries at the beginning and ending of the ministers' tenure. Do not include interim positions. If a parsonage is provided, insert the letter "P" in the space provided. *Provide information for the last 3 leaders or the last ten years.*

	Start Date				End Date			
	Year	Salary	Housing	Parsonage	Year	Salary	Housing	Parsonage
a. Last	2006	32,000	20,000		2015	18,000	38,541	
b. Previous	1991	14,776	9,700		2005	32,709	16,914	
c. Next previous								

16. During the above period, has your church ever failed to fulfill its financial obligations to its pastor? ___ yes no If yes, please comment:

17. Salary, Benefits, and Expenses Offered

a. Cash salary offered \$ _____
 Conference recommended salary range: \$47,740 (Minimum effective salary) to \$56,100 (Maximum effective salary)

b. Housing: \$ _____
 Housing allowance only ___ Parsonage only ___ Would consider offering either

c. Customary benefits:
 Vacation: 4 weeks annually
 Maternity/paternity leave
 UCC Retirement Annuity (___% of salary and housing)
 UCC Life and Disability Insurance Benefits
 UCC Health Benefits (___ other health benefits)
 UCC Dental Benefits (___ other dental benefits)
 Social Security/Medicare Offset

- Continuing Education Funds
- Continuing Education Time: 2 weeks annually
- Sabbatical Leave
- _____ Other benefits (specify) _____

- d. Ministry Expenses
 - Travel Reimbursement
 - Meeting Expense Reimbursement
 - Books and Periodicals
 - Reimbursement of Criminal Background Check Fee
 - Moving Expenses

COMMUNITY CHARACTERISTICS

18. Population

- a. Population of total city or town in which your church is located:

Lewiston: 31,900 Clarkston 7,229
 Total for both counties: approximately 50,000

- b. Describe the population by racial-ethnic category and identify the source of the information:

<u>Lewiston</u> (city only)		<u>Clarkston</u> (city only)	
White	29,942	White	6,655
Hispanic	904	Hispanic	289
African American	106	African American	50
Asian	225	Asian	50
Native American	555	Native American	155
Hawaiian/Pac. Island	30	Hawaiian/Pac. Island	6
Other	236	Other	88

19. Economic Factors

Identify major sources of employment/income in your community:

Source: <http://www.lewis-clarkvalley.org>

- a. Clearwater Paper (employs 1,370)
- b. Vista Outdoors (employs 1,254)
- c. St. Joseph Regional Medical Center (employs 994)

20. General Description *(Add *** if the information came from a survey of the congregation)*

- a. Describe three distinctive attributes of your community:
 1. Two universities – Washington State and University of Idaho – are within 40 minutes drive. Lewis Clark State College is directly across the street from our church.

2. The confluence of the Snake and Clearwater rivers in our front yard provides outstanding recreational opportunities. The Lewis/Clark Valley is within an hour drive from National Forests offering beautiful lakes, camping, and varied outdoor activities year round.
 3. We enjoy mild winters (rarely snows!) and hot, dry summers with cool nights.
- b.** Identify major trends you envision in your community during the next five years:
1. We are experiencing an aging population and foresee an increase in services for the elderly.
 2. Several large employers have moved into the area and employment numbers have been on the rise. We anticipate this trend continuing.
 3. Our cities have focused on enhancing cultural and civic events, including several outdoor music and art shows.
- c.** List three or four problem areas confronting your community that members feel your church should address:
1. Like many cities in the United States, our valley has seen an increase in homeless people. Several new programs have been developed that help with this issue and our church is involved with many of them.
 2. The inland northwest experienced terrible forest fires this year. There is a need for support for the firefighters and those who have lost homes and properties.
 3. Stronger presence and outreach to Lewis Clark State College located across the street
- d.** Indicate Mission Activities
1. In which your church participates as a part of its mission in the community: Angel Tree, Asotin County Food Bank, Christmas Connection, Community Action Assistance Program, Community Action Food Bank, Family Promise, Habitat for Humanity, Interlink, Kairos, Life Choice Clinic, Salvation Army, Snake River Clinic, Willow Center, Young Life, and YWCA
 2. In which your church expects the leader you are now seeking to participate: Directing the youth in our church to become involved in local mission work, as well as continuing the Mexico Mission and inner-city outreach programs.
- e.** Describe how your church building is now being used by the community:
Toastmasters, Anonymous Support Group, PEO meetings, Walk with Christ
- f.** Indicate the number of school districts from which members of your church are drawn:
 _____ one _____ two X three or more (Lewiston, Clarkston, and Asotin)

CONGREGATIONAL LIFE

*(Add *** if the information came from a survey of the congregation)*

21. Identify major trends you envision in your church in the next five years

Increase participation of young families with young children. Develop Youth Ministry, expand opportunities for fellowship and spiritual growth through small groups.

22. Planning

- a. All churches do planning. How would you characterize the way planning is done in your church?

Systematic process with intentional ministry team approach, advised by our Senior Pastor. Overall strategic plan is led by our pastors with Board approval.

- b. What expectations do you have of the person you are seeking in relation to the planning that takes place?

This person is integral to the process in leading the congregation and assisting the Senior Pastor in strategic planning of the church.

- c. When is the last time your church undertook a period of discernment and long-range planning in an intentional way?

In 2011 the church developed a Strategic Plan.

- d. What were the outcomes of your intentional long-range planning?

The Strategic Plan resulted in the Associate Pastor of Youth Ministry title and responsibilities expanded to include Congregational Life. This change brought about several new programs such as “The Well” (an all-family Wednesday night Bible study) and “Hands and Feet” (a public outreach that performs physical works of service to people in the church and community).

- e. Does your church have any plans to undertake a period of intentional long-range planning in the future?

Not at the present time.

23. Reflections on Congregational Life

Comment on the following with what you believe to be the generally-held responses of the congregation. If more space is needed, use additional pages. (*Add *** if information came from a survey of the congregation.*)

- a. Identify the three most important faith experiences or events in the history of your church and the year each took place:

<u>Event</u>	<u>Year</u>
1. Combining of the two congregations	1939
2. Calling an Associate Pastor	1991
3. Decision to remain in the current location	1995

- b. Identify the most challenging faith experience or event in the life of your church in the last three years and what the church learned from it:

Our congregation has suffered in our inability to attract and retain young families. We have changed the Associate Pastor for Congregational Life position - which had oversight responsibilities for the Youth and Children's Ministries and supervision of the Youth and Children's Ministries directors, combined with overall Congregation Life – to Associate Pastor for Youth and Congregational Life. The new position is to be 1/3 time/effort with Youth Ministry, 1/3 Youth Ministry oversight, and 1/3 Congregational Life. The areas of ministry included under the umbrella of Congregational Life include: Adult Ministries, Fellowship, Membership, Senior Adults, Service and Stewardship. The Pastor and Associate Pastor share oversight of these areas. Each separate ministry also has a Board member that leads that particular ministry (committee). This new position will be more intentional to the workings of and the outcome of the growth of young families and the youth thereof.

We must be intentional as to the success and workings of our church with respect to our young families and their participation and enthusiasm in our church programs. Thankfully, we have realized great faithfulness and generosity by our congregation in support of youth activities during this time of change.

- c. What is God calling your church to do/become over the next few years?

We feel we are led to call an Associate Pastor for Youth and Congregational Life to develop a long-range plan for staffing of youth programs, mission and outreach, and ministry with young families.

- d. Describe how the church expects the person you are seeking to help your church reach these goals:

This person will provide leadership, support, and discipleship to engage the young families of the church.

- e. Chose the statement that most accurately describes the theological/faith stance of your church: *You may check more than one.*

- We tend to be theologically conservative.
 We tend to be theologically moderate to conservative.
 We tend to be theologically moderate.
 We tend to be theologically moderate to liberal.
 We tend to be theologically liberal.
 We tend to be quite diverse theologically.
 Other

Comments:

We are a congregation with backgrounds in many denominations.

- f. Describe the educational program of your church:

Children's church, Bible studies, The Story, and Wednesday in the Word

Identify the curriculum/a used in your church school and the person or committee responsible for selection of curriculum/a:

The Children's Ministry Director and Youth Ministry Director, in coordination with the Associate Pastor for Youth Ministry and Congregational Life, is responsible for selection of curriculum. Other education opportunities are developed in consultation with the Senior Pastor?

Indicate resources used for Confirmation and the person or committee responsible for the selection of these resources:

The Associate Pastor for Youth Ministry and Congregational Life will be responsible for Confirmation and will develop appropriate resources. The Youth Ministry Elder and Support Team are available to assist as requested.

Are there educational opportunities for all ages?

Yes. Wednesday evening program "The Story", Adult Bible study (18 yrs +), youth programs for Jr. High (Monday evening) and Sr. high students (Sunday evening), and children's church (Sunday and Wednesday evening).

Does your church have a written Safe Church Policy?

X Yes _____ No (If No, has a group worked on this issue in the past? What was the outcome?)

- g.** Describe how the church expects the person you are seeking to participate in the congregation's educational programs:

Direct and support our Youth Ministry (6th-12th grades) and Children's Ministry in a way that guides young people to Jesus Christ and disciples them to a life of faith and ministry. Provide support, mentoring and supervision of the Directors of Youth and Children's Ministry. Provide primary recruitment and oversight of Summer Youth Interns and oversee Youth Mission Trips. Promote opportunities for these ministries to tie into the overall ministry of the church.

Provide programs to gather people together for fellowship and spiritual growth, assisting the Senior Pastor with Wednesday evening church gathering, facilitating small groups and planning family events.

- h.** Describe how programs or ministries of your church are evaluated:

Informal review as needed, led by the Senior Pastor?

- i.** Describe the strengths or positive qualities of your church: (Add *** if information came from a survey of the congregation.)

We are a caring, multigenerational congregation with a strong sense of family. We believe Christ is at the center of our church and His message of Grace is our focus. We enjoy an excellent music program, both traditional and contemporary; a strong pulpit ministry; a high level of interest in mission work; and a dynamic stewardship effort that has resulted in financial stability.

24. Indicate major boards, committees, small groups, and organizations that are a part of your church; the frequency of meetings (monthly, weekly, etc.); and expectations for

leadership. For leadership role use: 1 = pastor takes primary initiative and responsibility; 2 = pastor and laity share responsibility; 3 = laity take primary initiative and responsibility; 4 = the pastor's presence is expected periodically/occasionally.

Group	Purpose of Group	# of members	Frequency	Role
Church Board	Provides spiritual direction and assists in leading the ministry and mission of church	17	monthly	2
Trustees	Supervises financial and legal matters; oversee physical plant; personnel committee	3	monthly	3
Staff	Study and support; carry out ministry and mission of church; small group fellowship	10	monthly	2
Music & Worship	Plan and assist with Sunday worship and special events.	10	monthly	2
Senior Adult Ministry	Plan and direct events for our senior adults; visit homebound; hospital visits	13	monthly	3
Fellowship Ministry	Maintains kitchen; organizes coffee hour and other special fellowship events	8	monthly	3
CPC Fund Ministry	Manages funds donated for specific missions; Processes memorial fund requests	9	monthly	3
Mission Ministry	Primary liaison for missionaries supported by the church; oversees mission activities and events; directs mission giving	6	monthly	2
Children's Ministry	Supervises nursery and children's ministry for age 4 - 5th grade, including: VBS, The Story, Children's Church	4	monthly	2
Service Ministry	Serve communion to homebound; provide meals and visits to homebound; provide meals for funerals upon request, maintain prayer chain	10	monthly	3
Adult Ministry	Manage small group ministry; Men's ministry; Women's ministry; including retreats, studies	2	varies	2
Youth Ministry	Supervise and direct Jr. and Sr. High youth groups and all other youth activities; work with interns to provide programming	8	monthly	1
Stewardship Ministry	Supervise the annual stewardship drive; provide educational opportunities	5	monthly	3
Membership & Evangel.	provide membership opportunities and encourage new member participation	6	monthly	3
ONGOING SMALL GROUPS:				
Women's Bible	Fellowship, support and study for women	varies	weekly	2

Studies				
Men's Bible Study	Fellowship, support and study for men	40	weekly	2
Women's Association	Fellowship and study for women	30	monthly	3
Senior Exercise	Fellowship, support and exercise for seniors	25	M/W/F	3
Small Groups	Fellowship, support, accountability and study for adults	varies	varies	1
DivorceCare	Fellowship, support and community outreach	varies	weekly	2
Song Team	Fellowship & music for Contemporary worship	8	weekly	3
Chancel Choir	Fellowship & music for Traditional worship	25	weekly	3
Bell Choir	Fellowship & music for worship	12	weekly	3

25. Conflict

Most churches experience conflict at various times. Characterize your church's experience with conflict given the following possibilities. Indicate the extent to which each statement describes your church: C = closely; S = somewhat; N = not at all.

- C as a church, we respect and listen to each other and work things through without generating divisiveness
- S 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
- 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 Specify:

Comment:

26. Worship

- a. Describe the weekly worship schedule (number of services, times, languages in which the services are conducted, frequency with which communion is included, special emphases such as healing services, contemporary worship, etc.)

We have two worship services every Sunday. A Contemporary Worship begins at 9:00 a.m. and includes a praise band and a more casual worship style. The Traditional Worship is at 11:00 and offers a wonderful choir, and, occasionally, a bell choir. Communion is served on the last Sunday of every month. Also on that last Sunday, our pastor and music director visit a retirement center where several of our members reside and offer a shortened worship service. All services are in English.

- b. Are your worship services or church gatherings sign language interpreted?

Yes No

Are there particular ministries with persons with developmental disabilities or mental illness?
Comment

No

- c. Identify how worship is planned on a regular basis in your church
 by a worship committee
 by the pastor
 by the pastor in consultation with the church musician
 other – specify:

- d. Describe the style and content of preaching valued by your congregation:

We value Bible-based, grace-filled, and relevant preaching. We prefer a style that is informal, anecdotal and relational.

- e. Describe the role in worship of the person you are seeking:

Our pastors lead most of the service including confession, congregational prayer, and preaching. The Associate Pastor will be involved in all aspects of our worship service.

- f. What hymnal(s) are currently used by your congregation in worship?

“The Celebration Hymnal: Songs and Hymns for worship” by Word/Integrity Music

- g. Have you considered using another hymnal?

No

- h. Churches have a variety of practices related to the use of Inclusive Language in worship services. (Some churches have made the decision not to change any language in worship; others are intentionally inclusive in their references to people avoiding words such as “mankind”. Some avoid exclusively male references for God and seek to include male and female images as well as a variety of metaphors; other churches exercise care in the words of the liturgy but still utilize “traditional” hymns.) How important is this issue to your church?

We do not require inclusive language in our worship services.

WIDER CHURCH CONNECTIONS

27. United Church of Christ

- a. Association, conference, or other denominational programs and activities in which church members participate:

Do you send delegates to association and conference meetings?

Regularly _____ Occasionally _____ Never

Have members of your church ever served as delegates or visitors to General Synod?

Yes _____ No _____ Not Sure X

- b. Association, conference, or other denominational settings in which your church expects the leader you are now seeking to participate:

If the Associate Pastor chooses to participate we would encourage it.

- c. Choose the word that best describes how lay leaders of your church consciously identify with the United Church of Christ:

_____ closely _____ moderately X nominally _____ other

Comment:

28. Ecumenical and Interfaith Activities

- a. Describe ways your church participated in ecumenical and interfaith activities during the past three years:

Salvation Army Soup Kitchen, Habitat for Humanity, Normal Hill Lenten Services, Angel Tree, Walk with Christ, Family Promise, Young Life, Kairos

- c. Describe how your church expects the leader you are now seeking to participate in ecumenical and interfaith activities:

We will expect the associate pastor to help promote and encourage these activities.

RELATIONSHIP WITH MINISTERIAL LEADERS

29. Relationship With Prior Leaders

- a. Characterize your church’s experience with pastoral leaders over the past 15 years.

You may check more than one response:

X In general, our lay leaders have a history of strong, cooperative relationships with the church’s pastoral leadership.

_____ We have had some fairly rocky moments, but we have worked them through, and relationships with pastoral leaders have grown in significant and important ways.

_____ We have had some tough times and things did not always work out.

_____ Other. Specify:

Comment:

Our pastors have been loved and appreciated by our congregation, as evidenced by the long tenure of our last 4 pastors (both senior and associate pastors).

- b. Indicate the tenure of the last three installed persons who filled the position you are seeking to fill. Do not include interims:

Name	From	To
------	------	----

Is the periodic ministerial evaluation coordinated with a regular assessment of the overall ministry of the congregation?

Yes. The evaluation includes an assessment of the church's ability to meet the needs of our congregation and the overall mission of our church.

32. Leadership Expectations

A list follows of 45 items which represent a range of qualities in the ministry of the church. Place an "X" beside the 12 items which your church feels are the most important aspects of ministry for your church at this time. All the qualities are important. However, please mark those 12 which you feel need first priority at this time. **Do not rank the items.** If the aspects you consider to be important are not included in the list, place them at the end in the blanks provided.

Mark only 12 of the following items. Do not rank the items.

Our church needs a person who...

- | | |
|---|---|
| 1. <input checked="" type="checkbox"/> is an effective preacher/speaker | 24. _____ regularly encourages support of
Our Church's Wider Mission |
| 2. _____ continues to develop his/her
theological and biblical skills | 25. _____ reaches out to inactive members |
| 3. _____ helps people develop their
spiritual life | 26. _____ works regularly in the development
of stewardship growth |
| 4. _____ helps people work together in
solving problems | 27. _____ is active in ecumenical relationships
and encourages the church to
participate |
| 5. _____ is effective in planning and leading
worship | 28. <input checked="" type="checkbox"/> is a person of faith |
| 6. <input checked="" type="checkbox"/> has a sense of the direction of
his/her ministry | 29. _____ writes clearly and well |
| 7. _____ regularly encourages people to
participate in United Church of
Christ activities and programs | 30. _____ works well on a team |
| 8. _____ helps people understand and act
upon issues of social justice | 31. <input checked="" type="checkbox"/> is effective in working with youth |
| 9. <input checked="" type="checkbox"/> is a helpful counselor | 32. _____ organizes people for community action |
| 10. _____ ministers effectively to people in
crisis situations | 33. <input checked="" type="checkbox"/> is skilled in planning and leading
programs |
| 11. _____ makes pastoral calls on people in
hospitals and nursing homes and
those confined to their homes | 34. _____ plans and leads well-organized
meetings |
| 12. _____ makes pastoral calls on members
not confined to their homes | 35. _____ encourages people to relate their faith
to their daily lives |
| 13. _____ is a good leader | 36. _____ is accepting of people with divergent
views |
| 14. _____ is effective in working with children | 37. <input checked="" type="checkbox"/> encourages others to assume and
carry out leadership |
| 15. _____ builds a sense of fellowship among
the people with whom he/she works | 38. _____ is mature and emotionally secure |
| 16. <input checked="" type="checkbox"/> helps people develop their leadership
abilities | 39. _____ has strong commitment and loyalty |
| 17. _____ is an effective administrator | 40. _____ maintains confidentially |
| 18. _____ is effective with committees and
officers | 41. _____ understands and interprets the mission
of the church from a global perspective |
| 19. <input checked="" type="checkbox"/> is an effective teacher | 42. <input checked="" type="checkbox"/> is a compassionate and caring person |
| 20. _____ has a strong commitment to the
educational ministry of the church | 43. _____ deals effectively with conflict |
| 21. <input checked="" type="checkbox"/> is effective in working with adults | 44. <input checked="" type="checkbox"/> <u>Technologically savvy</u> |
| 22. _____ inspires a sense of confidence | 45. _____ |

If there are other comments you wish to make about expectations, include one or more paragraphs here on an additional sheet.

23. _____ works regularly at bringing new members into the church

GENERAL

33. Does your governing body or your search committee have a well-defined policy against discrimination? Yes No Comment:

34. Has your congregation participated in an ONA (Open and Affirming) study/discernment process?

Yes No Comment:

35. Is there a position description of the pastor's role and responsibilities?

Yes No If "yes," please attach a copy.

Does your church have a personnel policy covering this position? Yes No

36. List the titles of other paid staff positions for whom this person provides supervision and indicate whether these positions are full-time (FT) or part-time (PT).

Title: Director of Children's Ministry PT FT
 Title: Director of Youth Ministry PT FT
 Title: Summer Youth Interns PT FT (Temporary)
 Title: _____ PT _____ FT

37. Name three people who have agreed to serve as references. Make sure they are not members of your church, but know your church well enough to be helpful to a final candidate seeking more information about your church, e.g., conference staff, person in community, neighboring pastor:

Name	Telephone	Relationship to Your Church
a. Ray Rosch,	(208) 791-5062,	Executive Director of Interlink Volunteers
b. Jim Stuck,	(208) 305-1026,	Director of Young Life L-C Valley
c. Sheryl Kinder-Pyle,	(509) 924-4148,	Executive Presbyter of Inland Northwest

38. What groups or individuals in your church have contributed to, reviewed, and/or approved this profile for circulation?

Associate Pastor Nominating Committee, Senior Pastor, and Board

STATEMENT ON LEADERSHIP IN MINISTRY

Using this page, and one additional page if needed, write a statement that will help a candidate better understand the relationship of clergy and lay leadership in the life of your congregation. Candidates will be interested to know whether your lay leaders have a history of strong, cooperative relationships with the church's pastoral leadership. If your church organizational structure is based on intentional lay-led ministries, describe how that structure functions in relationship to the pastor; if your organizational structure is dependent on clergy leadership, describe what will be expected of the pastor.

If you wish, this statement can provide an opportunity for you to elaborate on the list of committees/boards/groups that you identified in Question 24. (For example, in some churches the expectation is for mutual involvement of pastor and finance committee in the financial matters of the church; other congregations have a clear expectation that the pastor will be focused on "spiritual matters" and will be excluded from settings where financial decisions are made.)

Include in the statement reflections on leadership styles that work well for your church. What do you hope/expect that your new pastor will understand and value in your particular style of lay leadership? What would a new pastor need to know in order to work smoothly with your established leaders? If yours is a multiple-staff church, it would be helpful to comment on your expectations of how the staff team members relate to each other. You are encouraged to include anything else you want to say about your church and its expectations of the leader it now seeks:

Our church family finds joy in our ministries, relationships, and worship. We have fun! Our church is Christ-centered and depends on Scripture and prayer for growth and guidance. We embrace an attitude of servant leadership. We are committed to a team approach to ministry and encourage every member to service. We are grateful to have a strong music program, financial stability from active stewardship, a church-wide commitment to youth ministry, a warm and welcoming church family, and a strong sense of God's grace. We recognize that it is our privilege to bring the message and grace of Jesus Christ to our children and to others. We cherish and nurture relationships across generations. Our church family has a heart for mission, both local and global, endeavoring to help real people in real ways. We work not only to relate lovingly and compassionately with each other, but with all of God's children.

Within our church body, we have recognized the growing need for greater focus on knowing and understanding the Bible, and we are excited to explore God's Word together on a weekly basis through *The Story*. In sum, we recognize that it is our privilege to be faithful stewards of the lives God has entrusted to our care, and we patiently wait on the Holy Spirit to reveal new ways that we can serve our Lord as we seek to know Him more.

We are a congregation that feels led to help others. We love fellowship with one another. We have a strong, supportive staff. During the week there are many opportunities to be spiritually fed through worship, Bible studies, and small groups. As we thrive in these areas, our vision for sharing Christ with youth and young families is seeking direction and leadership. The position of Associate Pastor for Youth and Congregational Life is a key component in revitalizing this segment of our congregation.

This position is one of relational ministry, providing direction in sharing Christ within our church, on school campuses, out in the community and beyond our valley through mission outreach.

This is a teaching position, requiring an enthusiastic leader who strives to continually know and share Christ, whether in small groups or with the entire congregation. The person in this position will have a clear understanding of the Bible and the desire to teach youth and young families. This position also assists the senior pastor through effective biblical preaching in worship.

This position is also one of leadership, inspiring and developing leaders with encouragement, imagination and enthusiasm. The person provides leadership and vision for our Congregational Life Ministry, as well as our Children's and Youth Ministry Teams.

This person must have integrity, be faithful, and be a lifelong learner. This Associate Pastor must personally reflect our congregation's core values with a ministry that is Christ-centered, grace-filled, loving, Biblical, compassionate, and dependent on God.

We seek someone with a relational, engaging preaching and teaching style who is also able to administer the youth program effectively. We want this person to invest in the lives of staff and families and to value intergenerational ministry.

The key characteristics we seek in a new Associate Pastor include:

- A committed person of faith who loves Jesus Christ
- A highly relational person who is approachable and is a good listener
- A warm and caring individual who can work with all age groups, focusing on youth and families
- A confident leader who is not an authoritarian, but an individual people will follow freely, and who can mentor youth and youth ministry leaders
- An intuitive person who is a self-starter, has high energy, and is a finisher
- An encourager and a team player who enables people to use their gifts in the ministry of our church
- An individual who is humble, with a sense of humor, who can assist and coach the staff and leaders of our congregation, as God leads us into the future

Provide vision and leadership to direct relational ministry that engages our congregation, our local community, and our local students.

Direct and support all our Youth Ministry (6th-12th grades) and Children's Ministry in a way that guides young people to Jesus Christ and disciples them to a life of faith and ministry. Provide support, mentoring and supervision of the Directors of Youth and Children's Ministry. Provide primary recruitment and oversight of Summer Youth Interns and oversee Youth Mission Trips. Promote opportunities for these ministries to tie into the overall ministry of the church.

Provide leadership in developing the vision for the Congregational Life Ministry of the church. Minister to the members of the church in a manner that strengthens their connection to the church family and encourages their participation. Provide programs to gather people together for fellowship and spiritual growth, such as leading our Wednesday evening church gathering, facilitating small groups and planning family events.

Serve as a resource to the Adult Ministry and Membership and Evangelism Ministry Teams, developing initiatives that engage people in the ministry and outreach of our church.

Provide pastoral services when called upon by the Senior Pastor or through special invitation, including administering the sacraments, preaching, weddings and funerals, hospital visitation and denominational responsibilities.

Attend weekly staff meetings, and monthly Ministry Team and Board meetings.

**Conference or Association
Descriptive Reference**

Church Name: Congregational Presbyterian Church

Location: Lewiston, Idaho

Conference: Pacific Northwest

Association:

Name of Staff Assisting in the Search: Reverend Mike Denton

Staff Comments:

Signature of Staff Assisting in the Search

Date