

Congregational Profile

(Revised February 2016)

Ministerial Position to be Filled: Senior Minister

Date: April 1, 2017

I. General Information

Name of Congregation: Union Avenue Christian Church (Disciples of Christ)
Address: 733 Union Boulevard Phone: (314) 361-8844
City: Saint Louis State: MO Zip: 63108-1037 Website: union-avenue.org
Search Committee Chairperson: Neil McNeill and Jane Koch, co-chairs
Address: 3300 Dyer Road/2805 Westminister Drive nemcneill@dow.com
City: O'Fallon/St. Charles State: MO Zip: 63366/63301 Email: JKochRunner@aol.com
Cell Phone: (314) 578-3249 [NM] Work Phone: () _____ Fax Number: () _____
314 223-4985 [JK]

II. Membership Profile

1. Total Number of Members: 121 Number of Participating Members: 105
Number of Participating Non-members (including children): 38
2. Number of Participants: (Are these figures- Estimated or Actual)
A. Ages 1-11: 12 D. Ages 25-34: 24 G. Ages 55-64: 24
B. Ages 12-17: 6 E. Ages 35-44: 18 H. Ages 65-79: 35
C. Ages 18-24: 12 F. Ages 45-54: 3 I. Above 80: 9
3. Church Family Profile: (Are these figures- Estimated Or Actual) Note: Percentage may add up to more than 100%
15 % Single Adults 18-35 5 % Single w/children at home 43 % Married
15 % Single Adults 36 + 18 % Married w/children at home 5 % Blended Families
4. Education Level of Adults: (Are these figures- Estimated or Actual)
3 % High School 31 % College 65 % Graduate School 3 % Specialty Training
 % Other: Please Specify- _____
5. Occupations of Participants: (Are these figures Estimated or Actual) Note: Percentage may add up to more than 100%
29 % Business/Retail 8 % Service % Agriculture 1 % Homemaker
1 % Construction 4 % Education 51 % Professional 13 % Student
 % Military % Technical % Manufacturing % Other (Specify Below)
(other explanation): _____
- A. From totals above: 68 % Employed full time 32 % Retired

III. Organizational Information (Check those currently active)

1. **Worship** How many worship services per week? 1
 Traditional On Site Off Site Average Attendance 88
 Contemporary On Site Off Site Average Attendance _____
 Other, Specify _____ Average Attendance _____
Total weekly average attendance from all services: _____
2. **Educational Ministries**
Average weekly attendance: Children's Church School 7 Adult's Church School 17
Weekly Children's Program _____ ...(name of program)- _____
Weekday Adult group(s) _____ ...(name of program)- _____
_____ ...(name of program)- _____
Total average weekly education attendance: 25
3. **Administrative and Oversight Groups**
 Board Cabinet Personnel Pastoral Relations
 Elders Diaconate Deacons Deaconesses
 Planning/Functional Committees How many? 7
 Other Groups- Specify: Council of Shepherds

4. Ministries and Service Groups Within the Congregation (List all)

List all active ministry and service groups and share information about their activities, focus and ministry.

Arts Group of Union Avenue coordinates more than 10 art shows in Gretchen Brigham Gallery, promotes arts through activities with community partners, including Soldan International Studies High School Art program (art shows, supplies, gallery training), Artists First (exhibit and collected supplies for art program for people with disabilities). Supports Union Avenue Opera Crescendo program, Prison Performing Arts (theatrical prison ministry program)

Faith Formation (Education) coordinates Sunday School activities for 3 adult and 2 children’s classes. Helps develop Wednesday Lenten Study Series, multigenerational summer Sunday School classes and a variety of educational opportunities during the year.

Finance and Stewardship coordinates and maintains financial record keeping, including accounting for donations, payroll, operating expenses, and financial reporting; includes oversight of part time bookkeeper.

Investments oversees the investment and income dispersement of the Endowment Funds with guidance of the Christian Church Foundation (within state sanctioned guidelines).

Outreach administers the Martha Morgan Short funds to support the congregation’s outreach activities, both local and global. Being a mission church, approximately 25% of Outreach’s funds are, by board approval, used to support professional salaries and building expenses. Outreach coordinates the NBA XPLOR program (with 3-4 young adults in residence) and the Urban Mission Inn. Outreach disburses the remainder of its annual funds to local and global organizations, including Disciples Mission Fund, Week of Compassion, Global Ministries, Support of an International Child, Reconciliation Ministries, Easter Special Offering (Global Ministries, NBA, Disciples Home Missions, Hispanic Ministries, North America Pacific/Asian Disciples, National Convocation, Center for Faith and Giving, Communication Ministries, Council on Christian Unity, Disciples Historical Society), Pentecost Special Offering, Thanksgiving Special Offering (Division of Higher Education), Christmas Special Offering (Mid-America Region), Equal Exchange Products, Chinese Student Ministry, Metropolitan Congregations United, Union Communion Ministries, Covenant House, Neighborhood Houses, Memorial Boulevard Food Pantry and outreach programming to the homeless, Food Outreach, Interfaith Residence (Doorways), Union Community Gardens, NBA XPLOR program, Prison Performing Arts, Woodhaven, and the Urban Mission Inn.

Plant & Property coordinates all activities within and maintains the Union Avenue property. With more than an acre under roof, which is in constant use by neighborhood, community, ecumenical, artistic, mission, and social agencies, the building see’s well over 8,000 people coming through our doors each year, besides regular worship. Upkeep of a 100+ year old building requires a large part of our administrators time.

Worship coordinates inspiring worship activities in cooperation with our Music Director and Senior Minister. Other activities include managing and coordinating special decorations for the liturgical year, including several “non-typical” services each year. Manages (approximately) quarterly “Service Sundays,” where along with the Outreach Ministry team, the regular Sunday worship is transformed into a service day for making blankets, writing letters to disenfranchised individuals, preparing sandwiches for local soup kitchens, and making gifts for visiting UMI groups, etc.

Council of Shepherds is a group of congregational members (up to 12) who nurture and provide spiritual leadership to members of the congregation, as well as providing wisdom and counsel to the Senior Minister. This group meets with the Senior Minister monthly.

IV. Staff (label those presently employed/serving as “FT”- full time; “PT”- part time; or “V” - Volunteer)

FT	Pastor		Youth Minister/Director		Office Staff #	
	Co-Pastor(s)	#	Education Director		PT Other (Please Specify)	custodian
	Associate Minister(s)	#	Organist/Accompanist		PT	bookkeeper
PT	Music Minister/Director	#	FT Administrator			

V. Property

		Year Erected	Adequate--	Yes	No
1. Sanctuary:	Seating Capacity-- 685 /	1908		<input checked="" type="checkbox"/>	<input type="checkbox"/>
2. Education Unit:	Number of Classrooms-- 7 /	1904		<input checked="" type="checkbox"/>	<input type="checkbox"/>
3. Fellowship Facility:	Seating Capacity/Tables-- 125 /	1904		<input checked="" type="checkbox"/>	<input type="checkbox"/>
4. Administrative Facility:	No. of Offices-- 7 /	1904		<input checked="" type="checkbox"/>	<input type="checkbox"/>
5. Off Street Parking:	No. of Spaces-- 110	Paved?	<input checked="" type="checkbox"/>	Yes	<input type="checkbox"/> No
6. Building Program:	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	<input type="checkbox"/> Projected?		

If Building Program answer is “Yes” or “Projected”, describe: We completed a renovation of our first floor gathering spaces in 2015 (including HVAC); we plan to make improvements to our parking lot entrance to complete this building project.

7. Church Location (check all which are applicable):

- Downtown Inner City Urban Suburban County Seat
- Neighborhood Rural Bedroom Community Small Town

8. Parsonage:

- Yes No
- No. of Bedrooms-- _____ No. of Bathrooms _____ Garage? Yes No
- Age of Parsonage-- _____ Condition: _____

9. Other Facilities: (such as senior housing, pre-school, camp, etc.) Our third floor contains the offices of the National Benevolent Assn.

and the Urban Mission Inn – an outreach ministry of the church. We have a four-bedroom apartment attached to the building that serves as our XPLOR residents’ apartment (XPLOR is a collaborative ministry of our congregation and the NBA)

VI. Community (check all which are applicable)

1. Characteristics:

- Industrial Commercial/Retail College/University Medical Center
- Agricultural Military Tourist/Recreational

2. Population Trend:

- Rapid Growth Slow Growth Other (describe): stable
- Rapid Decline Slow Decline

3. Concerns:

- Teen Needs Senior Citizen Needs Race Relations Alcohol/Drugs Crime
- Population Changes Unemployment (Seasonal or Chronic) Other (specify on line below)-

(list other concerns here)-- _____

4. Population Profile:

Total Population: 2,787,701 (Are these figures Estimated or Actual) [2010 metro area]

<u>2</u> % Asian American	<u>18</u> % African American	<u>2.5</u> % Hispanic American
<u> </u> % Haitian	<u>.5</u> % Pacific Islander	<u>.5</u> % Native American
<u> </u> % Middle Eastern	<u>76.5</u> % Euro American	<u> </u> % Other _____

5. Demographic Trends:

Ethnic trends, Religious trends, Economic trends, Political/Issue Trends - Describe your perceptions 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?

UACC sits in a unique location in the city of St Louis as the strongest remaining congregation on what was once called “Holy Corner.” We straddle what is known as the “Delmar Divide” – the demarcation line between predominantly Black North St. Louis and predominantly White South St. Louis. We are blocks from intense poverty and multimillion dollar, private street estates.

Our immediate area is not likely to see great improvement in economic development in the short term. In the last six months we have seen sporadic development to our south and west and anticipate slow but steady growth in those areas, especially to our west. But overall, in the last five or ten years, our immediate area has been economically stagnant.

In terms of the stability and make-up of our area, we are in a racially stable location since most of our northern neighbors are Black and our southern neighbors are White. St. Louis remains the second most segregated city in the United States behind Detroit, so while this reality is not to be celebrated, it does provide an unfortunate level of “stability.” Also, we sit reasonably close to four universities – St. Louis University, Harris Stowe University, Fontbonne University, and Washington University and have drawn from these places in the recent past – particularly from SLU and Wash U. Our entire metro area is overwhelmingly Roman Catholic compared with other metropolitan areas, consisting of 40% of the people who claim to be “religious.” Based on observation and history, the percentage is probably even higher in our immediate five mile radius.

Our building is five miles from Ferguson, MO, where in 2014 Michael Brown was killed and St Louis’ history of dealing poorly with racial issues came to an internationally-covered head. UACC’s predominantly White educated members have been only remotely involved in addressing that specific turmoil. As has been mentioned in our discernment process, there are social, spiritual, racial and diversity values we hold in high esteem but not in wide practice. We have developed from a large corporate style church to a family or pastoral style congregation, where many times individuals take on Church duties and projects themselves rather than as members of a team. This can be traced back to the issues of time, numbers, and/or immediacy. We are a very economic, theological, and politically diverse congregation and try to celebrate that diversity. Our predominantly highly-educated populace – and the presentations and offerings that spring forth from this – is one of the main factors limiting our attractiveness to local neighborhood residents. This has not, however, limited how we see or use our building. We view our building as a valuable community resource and a link to use the arts, as a way to draw suburban citizens into the city, as a vessel for groups and organizations in need of a safe, comfortable home to meet, and as a place where worship and service happen every time someone gathers here.

Our Urban Mission Inn brings youth from colleges and non-urban settings to experience the poverty and issues in a modern inner city and to serve alongside community partners and residents, but we still have a great deal of untapped potential demographically with regard to reaching existing students nearby who would find meaning, purpose, and opportunity in our community. We are an aging congregation with a somewhat transient young population (students, graduate students, young professionals). The number of new members under our current pastor was solid during the first half of her tenure and consistent thereafter, but we also lost quite a few to moves and death.

As a search committee, based on our experiences in the church and the feedback provided by our congregation, we believe that our congregation would not measure growth solely or predominantly by numbers. But there is little doubt that we are not overflowing with human resources and could do better at identifying and encouraging those that would resonate with our worship, denomination, and congregational mission. To this end, we are currently in a discernment process with Grace Institute to help clarify our direction and energy for the future.

VII. Financial Information

1. Income & Expenses for the last five years, beginning with the most recent year: (*Year Book Information*)

Year	Operating Receipts	Capital Receipts	Total Outreach Paid (include Disciples outreach)	Total Disciples Outreach Paid (DMF, WOC, Reconciliation, etc.)
A. 2016	\$ 468,594	\$ 23,126	\$ 58,482	\$ 20,000
B. 2015	\$ 519,363	\$ 110,568	\$ 37,606	\$ 16,700
C. 2014	\$ 503,469	\$ 201,463	\$ 32,450	\$ 15,850
D. 2013	\$ 491,030		\$ 36,365	\$ 16,050
E. 2012	\$ 491,030		\$ 25,351	\$ 8,780

2. Current Total Debt: \$ 197,064 Monthly Payment on this Debt: \$ 2,441
3. Reserve / Restricted / Endowment Funds: Building- \$ _____ Savings- \$ _____ Permanent- \$ 6,668,581
 Memorial- \$ 8,160 Other, (specify)- \$ _____

VIII. Congregational Outreach Ministries (please list)

1. Community Ministries Program (e.g. food pantry, tutoring, etc.)

Our community outreach ministries include support for and participation in a wide range of community programming, including Memorial Blvd food pantry and outreach ministry to the homeless; Chinese Student Ministry at Samuel UCC; Neighborhood Houses (summer enrichment programming and XPLOR placement); Covenant House (homeless youth shelters and educational assistance for teen mothers program); Sweet Potato Project (urban gardening and entrepreneur mentoring); Prison Performing Arts (program and operating support), Hylton Point residences (members on board of local low-income senior living facility, and XPLOR placement), ongoing support of the Ryan White Care Act (HIV/AIDS) Regional Planning Council support; Voices for Children (court appointed special advocacy training); home of West End Players Guild (oldest non-equity theatre group west of the Mississippi River); ongoing support of Union Avenue Opera and its Crescendo program (university artists outreach program); long-term cooperation with Doorways (Interfaith Residence) HIV/Aid's residence located next door and through XPLOR placement; ongoing support of Soldan International Studies High School arts programming and tutoring; "Service Sunday" during worship; Missouri Women's Chorus rehearsal space and performance venue; ongoing support of the Ivory Perry Park Concert Series (UACC members founded the free community concerts that include three summer concerts in the park, which is now managed by Union Communion Ministries), food drives and clothing drives for various community organizations; support of Epworth TOP program; helped expand Bridge Bread (a homeless to employment project) since moved location; serve as community resource for Metropolitan Congregations United meetings, political discussion groups and phone banks in recent elections; ongoing support (and former home of) Food Outreach; and Urban Mission Inn provides accommodations and service programming for youth groups and college alternative spring break groups, providing volunteer support to various community organizations, including Lydia's House (shelter and transitional housing for abused women and their children), Christian Activities Center (in East St. Louis), Emergency Children's Home, Little Sisters of the Poor, Guardian Angel Settlement House – Angel Boutique, Helping Hand Me Downs, Washington Park Cemetery, Greenwood Cemetery, Sts. Peter and Paul Homeless Ministries, The Bridge, Pilgrim Congregational UCC Church food pantry and soup kitchen, and others.

2. Participation in Christian Church (Disciples of Christ)- (district/area, cluster, regional, general)

Ongoing financial support of "Six Special Days" offerings; hosting Global Ministries preachers when available; International Child Sponsorship; Urban Mission Inn is one of Homeland Ministries "mission stations" and is a host site for Homeland Ministries summer interns; collaboration with the National Benevolent Association (and founding congregation) for its XPLOR program; Woodhaven operational support and capital campaign support; support of Bethany Fellows; a member of the congregation is a Global Ministries Intern (serving in the Middle East); Christian Church Foundation manages our endowments and a member serves on the board of CCF; UACC has hosted numerous "area" and "regional" assemblies, providing leadership to planning committees, and members attend regional events and voting representation at General Assembly. UACC and four other local DOC congregations have coordinated a DOC presence at PrideFest. We host office space for the National Benevolent Association, and provide extensive meeting rooms/accommodations for their board and planning meetings. A member of UACC is a "regional care team partner" for other DOC regional churches. Sponsor International child in India through Global Ministries.

3. Ecumenical and Interfaith Activities (with other denominations, religious groups, local and regional)

Union Avenue Christian Church is a founding (and sustaining) member of Union Communion Ministries (UCM) with neighboring UCC and Presbyterian (PCUSA) churches, members participate in Union Council church handbell choir, participating member of Metropolitan Congregations United (MCU); members have served Council on Christian Unity in various capacities; UACC Chancel Choir has toured Europe and Great Britain, performing at various religious venues; UCM manages IPPconcert series (see VIII.1.) Joint services three times per year with UCM partners (Pilgrim Congregational UCC and Westminster Presbyterian); staff works at various times with Eden Seminary students and professors; Church Women United offices and region-wide meetings are hosted by UACC.

IX. Previous Pastoral Leadership History for Past Twenty Years

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 past 20 years, and the requested information about those persons.

<u>Name of Minister</u>	<u>Position</u>	<u>Date Began</u>	<u>Date Ended</u>
<u>Meredith Jackson</u>	<u>Associate Minister</u>	<u>1/2014</u>	<u>7/2015</u>
<u>Brian Kirk</u>	<u>Associate Minister</u>	<u>1/2005</u>	<u>8/2013</u>
<u>Suzanne Webb</u>	<u>Senior Minister</u>	<u>10/2004</u>	<u>9/2017</u>
<u>Ron Lindsey</u>	<u>Commissioned Minister</u> <u>(Communications & Administration)</u>	<u>10/1998</u>	<u>n/a</u>
<u>Jerry Keeney</u>	<u>Interim Minister</u>	<u>5/2003</u>	<u>8/2004</u>
<u>Mike Simpson</u>	<u>Senior Minister</u>	<u>12/2000</u>	<u>4/2003</u>
<u>Howard Goodrich & Darlene Goodrich</u>	<u>Transitional Ministers</u>	<u>10/2000</u>	<u>12/2000</u>
<u>Richard Kilgore</u>	<u>Intentional Interim Minister</u>	<u>4/1999</u>	<u>8/2000</u>
<u>Rebecca Turner</u>	<u>Minister of Education</u>	<u>6/1996</u>	<u>8/1999</u>
<u>Sue Abbott</u>	<u>Minister of Outreach & Evangelism</u>	<u>1/1994</u>	<u>1/1998</u>
<u>Tom Stockdale</u>	<u>Senior Minister</u>	<u>10/1986</u>	<u>1/1999</u>
<u>Daryl Lauber</u>	<u>Associate Minister</u>	<u>10/1984</u>	<u>10/1990</u>

X. Congregational Dynamics / Dealing with Conflict

Many congregations experience conflict at various times. Characterize your congregation’s experience with conflict given the following possibilities. Indicate the extent to which each statement describes your congregation: **C= closely, S= somewhat, N= not at all.**

- S As a church, we respect and listen to each other and work things through without generating divisiveness.
- 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.
- S We have had some painful experiences with conflict, and they linger in the background.
- S Open conflict is present, and we need a minister who can help us deal with it.
- _____ Other: Situated in the heart of a racially divided city that has had national news coverage, Union Avenue Christian Church has a unique opportunity to lead in the healing of this divide. Given our resources, both monetary and talent, we are poised to take a role in healing and social justice.

XI. Congregational Discernment

The following questions are beneficial to a process of discernment that helps you look at yourself and also provide important information to your candidates. It is our hope that you’ll spend significant time in reflecting on these ten questions prior to your providing the answers on this form. You may likely want to involve discussion of them in various congregational venues to provide the Search Committee with a breadth of input. Discuss with your Regional Minister how this might be accomplished. We are encouraging answers on the Congregational Profile that are both succinct and well thought through.

1. What has God uniquely called you to be and do as a congregation (both now, and looking to the future)?

To be a loving Christian presence in an urban community with racial divisions. To be a church where all are welcomed (the congregation is diverse in age, race, gender identity, sexual orientation, political inclination, and physical ability). To provide a place where there is freedom to share diverse ideas and abilities and where those who are often rejected can meet to plan and arrange for their needs. To provide a facility to share and celebrate the arts. To provide a location for youth to reside while learning about life in the inner city and how to relate to it. We have been entrusted with a large endowment to supervise it and utilize it to spread “Good News” for our world. We are called to be a Congregation in a unique location in the city, using the “Arts” and the “Urban Mission Inn” in our ministry. We are called to be radically open and welcoming. We are diverse in our ideas and theology. We host and facilitate: the Union Avenue Opera, Ivory Perry Park concerts, Urban Mission Inn, XPLOR, and many other organizations.

2. Describe the processes you used to hear God’s unique call for your congregation.

Listening to and study of God’s Word, prayer, discussion of life’s issues and our possible responses. Conversations with neighbors in our community. Hearing stories of our missionaries, service organizations and church leaders. We invite input from the wider Church community. “Town Hall” conversations and Congregational meetings inform our decision making and provide a forum for individual ideas of the congregation members.

3. Describe the Spiritual Disciplines that are regularly practiced throughout this congregation.

Members of the congregation collectively and individually practice such disciplines as Bible study (including lectionary-based Bible study Sunday School); good financial stewardship and tithing; charitable giving; care and compassion for congregation members; community service work; faith formation through weekly Sunday School attendance; intergenerational book clubs and discussion groups; intergenerational classes; sermons to deepen our understanding of God's message through Jesus, the prophets, and the apostles; music to enhance our worship and open our hearts to awe and praise; encouragement of prayer for member's needs and ongoing world needs. We produce Lenten and Advent booklets with writings and prayers from congregation members as an in-depth effort to grow spiritually. There are no prayer groups or weekly Bible study classes, per se, and in part of our Grace Institute discernment process it was mentioned that we hold spiritual disciplines in high esteem – but not practice.

4. Describe your sense of God's covenantal call to be a part of the Christian Church (Disciples of Christ) and broader ecumenical/inter-faith ministries.

Union Avenue Christian Church has been a longstanding denominational leader and advocate of innovative programming within the Christian Church (Disciples of Christ). Throughout the years, many of the denominations "editors" for various Christian Board of Publications magazines and educational curriculum have been members and leaders of Union Avenue. The congregation has a longstanding commitment to ecumenical and inter-faith ministries, dating back to the predecessor to UCM, Joint Community Ministries, which included all major Christian denominations as well as Jewish congregations in the Central West End. We have a more than 50-year history of serving and worshipping alongside our sister churches, Westminster Presbyterian and Pilgrim Congregational UCC Churches (for joint services, Lenten studies and community outreach ministries). Members of the congregation have become increasingly involved with the advocacy work of Metropolitan Congregations United. We are the founding congregation of the "Interfaith Sidebar" of Cinema St. Louis' International Film Festival, and some of our members have served on judging panels feeding into the interfaith category. Union Avenue has a long and rich history of collaboration and support of the National Benevolent Association, including our current collaborations of hosting their general offices and we are a participating congregation in its XPLOR program. We created an Urban Mission Inn, which houses and provides community service programming for youth and adults from many denominations/colleges all over the US. We have hosted groups from as far away as Portland, Oregon, Seattle, Washington, and Farmersville, Virginia. Members of our congregation have served as overseas missionaries, and that work continues here in our local community as members of our congregation are actively involved with the Samuel UCC Chinese student ministry. We are deeply committed to our relationship with the Christian Church (Disciples of Christ), Christ's church in its many forms, and inter-faith allies and partners throughout our community and our world. We are a Global Missions church.

5. In what ways have members of the congregation been engaged in the Search and Call discernment process?

Members of the congregation have been involved in the discernment process through participation in group discussions in our Sunday School classes and within other church groups. We have contracted with Grace Institute to work with us during the search process and transition to a new minister. We have distributed questionnaires to members of the congregation to gather opinions and ideas, and we are actively listening to each other as we move through this process.

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)?

We see the "arts" as a gift to demonstrate God's beauty and love in the world. Our presence and involvement in the community offers many in the suburbs a reason to be exposed to the "inner city." We participate and host a booth at St. Louis' Pride Festival. We have "Happy Thursdays" where we hand out donuts on the sidewalk. We nurture young local artists, providing an art gallery for display of art from our neighborhood school. In the recent past we provided voluntary tutoring at the neighborhood schools and provided a free "Pre-Opera" performance of our opera to local school children. See VI 5. Demographic trends. We are a highly educated congregation with numerous theologically trained members and an expectation of high quality music and worship experiences.

7. Describe the congregation's strengths and growing edges.

Strengths: passionate people, involved in numerous communities throughout the metro area, financial resources (Endowment) managed well, excellent utilization of space in our building, hospitality, single or married, old or young, gay, transgender or straight are all welcome. We have a staff that is fully immersed in the life of the congregation.

Growing edges: need a minister who can have difficult conversations with our staff when necessary. We have had some conflict and need healing over residual resentment and criticisms. We need help to create stronger ministry teams, *i.e.*, too many responsibilities being done by too few people. Lack of "evangelism" focus and follow-through. Staff take on more responsibility than is healthy for them or congregation. Our worship style is not very flexible – may be limiting our attractiveness to "non-churched" public.

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

Our Executive Committee makes most administrative and confidential decisions. Other decisions (or recommendations) are made in ministry teams, by the Board, or by the congregation, depending on constitutional guidelines. Some members feel there is not enough transparency in our congregational decision making and that issue is being addressed. Several ministry teams are effective but functioning with few members.

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

Our building is a community resource, and is being used by MANY local groups on a year-round basis. We host NBA, XPLOr, Urban Mission Inn, Happy Thursday, Ivory Perry Park Concerts, Church Women United, Tiny Street Library, Soldan Art exhibits, West End Players Guild performances, Health/School fairs, food pantry donations, participate in Metropolitan Congregations United, phone bank for local political issues, have adopted a child in India and donate toward his support. Host meetings of Disciples Women, Culver Stockton choir, hosted meals for Samuel UCC Chinese ministry. We have a member who is a Global Ministries Intern serving in Egypt; we support Global Ministries and Six Special Days offerings.

The congregation has two retired missionaries, a retired seminary professor, three retired pastors, university professors active & retired, younger leaders involved in university administration, financial administration, teachers, doctors, pharmacist, attorneys and others who all bring understanding, knowledge and stories of the community. The current pastor has served on various national level boards. A member serves on the board of the Christian Church Foundation.

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

We have hosted and continue to actively support Food Outreach (an AIDS service organization providing nutritional support to men, women, and children living with HIV/AIDS and cancer). The organization moved into our building at a time in the 1980s when there was widespread panic in our nation and our communities about HIV and AIDS. Our choir has toured Europe multiple times, sharing God's gift of music with a broader audience. Our building is a community resource and is used by all kinds of organizations during the week – it is always bustling with activity. We have provided space for public discussions of local importance on social and political issues, *i.e.*, gun violence, primary election accountability discussions, breaking the school to prison pipeline, public accountability for systemic racism issues. We have hosted a fundraiser for a transgender student. We are welcoming to LGBTQ members. Since we sit on the "Delmar Divide" we provide a reason for outsiders to come into the city.

XII. Goals of the Congregation for the Next Five Years - list four, attach recent congregational mission statement and goals if available

1. Development of spiritual and social programs to engage more members and community members to join in God's work in this community
 2. Improve our educational offerings and activities
 3. Internal reconciliation
 4. Maintaining the high quality of the worship experience while expanding the variety of worship activities.
- Our mission is: Where diverse minds and hearts come together to worship God and to become Biblically informed, socially responsible, artistically alive, and to demonstrate Christ's love.

XIII. Personal and Professional Qualifications

1. Name the personal / professional qualifications you desire in your pastor:

A. DOC ordination	E. Strong administrative skills
B. DOC/UCC seminary	F. Strong intergenerational communication skills
C. Standing with DOC	G. Single minded focus on strengthening UACC
D. Previous ministerial leadership	H. Able to work within the current staff framework
2. Educational Level (*check one*)

High School/GED Undergraduate Seminary Doctoral Other (*explain*)-- seminary or above

XIV. Compensation, Housing, Benefits, Expenses - Our congregation will provide the following:

Salary/Housing:	We can provide a cash salary (including social security offset) and housing (incl. utilities, furnishings, insurance, etc.) in the range checked below:
<input type="checkbox"/> 15 - \$17,999	<input type="checkbox"/> 18 - \$21,999
<input type="checkbox"/> 40 - \$49,999	<input type="checkbox"/> 50 - \$59,999
<input type="checkbox"/> 22 - \$25,999	<input type="checkbox"/> 60 - \$69,999
<input type="checkbox"/> 26 - \$29,999	<input type="checkbox"/> 70 - \$79,999
<input type="checkbox"/> 30 - \$34,999	<input type="checkbox"/> 80 - \$99,999
<input type="checkbox"/> 35 - \$39,999	<input type="checkbox"/> \$100,000 +
<input checked="" type="checkbox"/> <i>Negotiable</i>	

Provided Housing: Parsonage Fair Rental Value \$ _____ (Per Month)

Pension: Pension Fund (14% of combined value of cash salary & housing allowance/parsonage fair rental value) \$ _____

Vacation: Days _____ including _____ Sundays \$ _____

Continuing Education: Days _____ including _____ Sundays \$ _____

Sabbatical: _____ Months after _____ years \$ _____

Family/Medical Leave: _____ Weeks _____ Negotiable

Health Insurance: USA- Church-Wide Health Care Plan **OR** Other Health Care Plan Canada- Supplemental Health Plan

Reimbursable Professional Expenses: Auto Allowance- \$ _____

Assembly/Meeting Expenses- \$ _____ Books- \$ _____ Miscellaneous- \$ _____

Reimbursement for cost of mandatory Criminal Background Check (CBC) --\$160.00 Yes **OR** No

Moving Expenses: The congregation will provide all **OR** up to \$ _____ (Negotiable)

XV. Discerning Areas of Greatest Need for Ministerial Leadership

The list below is based on the requirements found in Theological Foundations and Policies and Criteria for the Ordering of Ministry of the Christian Church (Disciples of Christ). It is used for describing a minister's areas of skill and expertise (which you will observe on the Ministerial Profiles you receive). It is expected that all ministers will demonstrate competency in each of these areas, but will excel in some more than others. Part of the Search & Call process is discerning a good match between the skills of the pastor and the needs of the congregation. In light of where growth is desired and God is calling you please indicate the top 4 skills needed in your next pastor.

- Biblical Knowledge**
Rooted and grounded in scripture and able to interpret and apply the scriptures in ways that are appropriate to original and contemporary contexts.
- Church Administration and Planning**
Able to practice the principles of good administration, planning and implementing short- and long-range goals to enhance Congregational life in collaboration with teams and committees.
- Communication**
Be an effective communicator and able to facilitate effective communication within and on behalf of the church.
- Cross Cultural and Anti-Racism Experience**
Sensitive to the different manifestations of racism and prejudice in the culture and committed to confronting and overcoming them.
- Ecumenism**
Exhibit a commitment to working with other Christians and denominations, and with other faiths, in programs of common witness and service – articulating the vision of the ecumenical and global church as a starting place for mission.
- Education and Leader Development**
Knows the foundations of Christian education and principles of leader development, and can demonstrate competency in teaching children, youth, and adults, including lay leaders and staff.
- Ethics**
Able to help parishioners think critically about the relationship of their faith to issues of justice, ethics and morality.
- Evangelism**
Able to motivate congregational members to share their faith through word and action.
- Mission of the Church in the World**
Understand and articulate the centrality of the call to mission given by Jesus Christ and the prophets, and can empower congregations to engage in mission from our doorsteps to the ends of the earth.
- Pastoral Care**
Able to engage other persons with empathy and assess situations and relationships with the compassion of Christ, with sensitivity to culture and context, and to convey the healing power of God to those who suffer.
- Proclamation of the Word**
Know the practice and theory of Christian preaching, and can proclaim the Word of God, share the Good News of Jesus Christ, and help congregational members apply their faith to daily life.
- Spiritual Development**
Establish and maintain spiritual disciplines that lead to personal growth and help others develop a rich spiritual life.

- Stewardship**
Able to develop and encourage healthy stewards who recognize and share generously God’s abundant gifts for all creation.
- Theology**
Able to **articulate** a coherent view of God’s nature and activity in relation to the Christian tradition, critically engage human situations from a perspective of faith, and **help persons recognize theological issues in their daily lives.**
- Understanding of Heritage**
Know and appreciate the history and thought of Christianity and the history, structure, practices, and ethos of the Christian Church (Disciples of Christ).
- Worship**
Know the purpose and elements of Christian worship, and can plan and lead meaningful worship by working with the worship team, musicians, and congregational members.

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 document to this packet)*