

# Congregational Profile

(Revised January 2017)

Position Being Filled: Senior Pastor		
Name of Congregation: Longview Chapel Christian Church		
Street Address: 850 SW Longview Road		Phone: 816-763-6290
City: Lee's Summit	State: Missouri	Zip: 64081
Search Committee Chair: Dave Stangohr		
Address: 812 Springwater Lane		
City: Lee's Summit	State: Missouri	Zip: 64081
Email: dave.stangohr@gmail.com	Preferred Phone Number: 816-210-5799	

## II. Membership Profile

1. Total Number of Members: 275 - 295 Number of Participating Members: 220 - 240  
Number of Participating Non-members (including children): Included in total above

2. Number of Participants: (Are these figures- Estimated  or Actual )

A. Ages 1-11:	25 - 30	D. Ages 25-34:	10 - 15	G. Ages 55-64:	40 - 50
B. Ages 12-17:	30 - 35	E. Ages 35-44:	25 - 30	H. Ages 65-79:	80 - 90
C. Ages 18-24:	5 - 10	F. Ages 45-54:	15 - 20	I. Above 80:	10 - 15

3. Church Family Profile: (Are these figures- Estimated  Actual  Note: Percentage may add up to more than 100%)

_____ 3% Single Adults 18-35	_____ 2% Single w/children at home	_____ 70% Married
_____ 10% Single Adults 36 +	_____ 25% Married w/children at home	_____ 10% Blended Families

4. Education Level of Adults: (Are these figures- Estimated  or Actual )

_____ 95% High School	_____ 60% College	_____ 20% Graduate School	_____ 20% Specialty Training
_____ % Other: Please Specify- _____			

5. Occupations of Participants: (Are these figures Estimated  or Actual ) Note: Percentage may add up to more than 100%

_____ 35% Business/Retail	_____ 35% Service	_____ 0% Agriculture	_____ 10% Homemaker
_____ 2% Construction	_____ 5% Education	_____ 15% Professional	_____ 3% Student
_____ 1% Military	_____ 10% Technical	_____ 0% Manufacturing	_____ % Other (Specify Below)

(other explanation): \_\_\_\_\_

A. From totals above: \_\_\_\_\_ 35% Employed full time \_\_\_\_\_ 50% Retired

## III. Organizational Information (Check those currently active)

1. **Worship** How many worship services per week? 2

<input checked="" type="checkbox"/> Traditional	<input checked="" type="checkbox"/> On Site	<input type="checkbox"/> Off Site	Average Attendance	150
<input type="checkbox"/> Contemporary	<input type="checkbox"/> On Site	<input type="checkbox"/> Off Site	Average Attendance	
Other, Specify _____			Average Attendance	

Total weekly average attendance from all services: 150

2. **Educational Ministries**

Average weekly attendance: Children's Church School 28 - 30 Adult's Church School 15 - 20

Weekly Children's Program \_\_\_\_\_ ... (name of program)- \_\_\_\_\_

Weekday Adult group(s) 14 ... (name of program)- Bible Study \_\_\_\_\_

\_\_\_\_\_ ... (name of program)- \_\_\_\_\_

Total average weekly education attendance: 60

3. **Administrative and Oversight Groups**

X Board	Cabinet	Personnel	Pastoral Relations
X Elders	X Diaconate	Deacons	Deaconesses
Planning/Functional Committees	How many?	<u>See below</u>	
Other Groups- Specify: _____			

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

**Evangelism Ministry Team**

This ministry team shall strive to lead people to Christ and incorporate them into fellowship; encourage Church members to lead non-believers to Christ; and promote friendliness in the reception and greeting of persons at all Church functions.

**Family Life Ministry Team**

The Family Life ministry shall organize and/or administer the Church school and Christian education programs, the nursery program and its attendants, and the Longview Chapel Preschool.

Mission Trip Committee – Annual youth mission trip

The Parent Group – Adult Study/Fellowship group

Adult and Youth Sunday School

Youth Ministry Team

**Membership Ministry Team**

This ministry team is responsible for overseeing and recruiting for membership events promoted by the Church. Such events include fellowship dinners, coffee fellowship and bereavement dinners. The ministry is responsible for purchasing the supplies that are used at events that are for the entire church. Ministry members help with the assembly, labeling and mailing of the monthly news letter, sending cards and calling those in need. Ministry team goal is to assimilate new members into the life of the congregation using their time and talents to help promote the ministry of the Church.

**Missions and Outreach Ministry Team**

This ministry team shall cultivate a Christian sense of community responsibility and concern for human welfare in the community and develop relationships and programs for expressing that sense effectively. This team will develop church wide interest in outreach, and publicly proclaim special events and days.

**Nominating Ministry Team**

This ministry team shall nominate, and consider nominations, of active members for the positions of elders, deacons, and officers of the Board, i.e., chair, vice chair, secretary, treasurer and financial secretary. The nominations are to be presented to the Board at the November meeting, and the congregation at the December meeting, for approval.

**Pastoral Relations Ministry Team**

This ministry team provides an additional means of communication between the minister and the congregation. This team is formed and functions at the discretion of the senior minister. This team does not have a budget.

**Technology Ministry Team**

This ministry team shall suggest, purchase, maintain, and upgrade the technological needs of the Church. The team is responsible for keeping the site software for [www.longviewchapelcc.org](http://www.longviewchapelcc.org) updated.

**Worship Ministry Team**

The worship ministry team contributes to the spiritual and environmental well-being of Longview Chapel by providing for the tangible needs of all worship services. They assure the proper sanctuary décor for seasonal and special services and manage the budget for the Church's music program.

**Finance Committee**

The Church fiscal year is from January 1st through December 31st. The finance committee promotes the concept of Christian stewardship; receives and reviews all budget requests and financial needs of the committees and ministry teams; supervises the preparation of the annual budget; submits the annual budget to the congregation and recommends its approval. It shall be the responsibility of this committee to see that an audit is conducted if requested. This committee shall review the annual budget quarterly and note any excessive expenditure and make any necessary revisions.

**Audit Committee**

The treasurer and the vice chair shall determine the membership of the audit committee. This committee shall be made up of two board members and one non-board member. The Board treasurer is excluded from this committee. This committee shall perform an audit, if requested by the Board, as required by Article III, Section 4 of the bylaws. The committee will report to the Board with its findings.

**Personnel Committee**

The personnel committee shall govern all paid staff. This committee shall set guidelines and policies regarding matters affecting all paid staff under approval of the Board. For example, benefit packages are their responsibility. This committee will conduct an annual review of paid staff. This committee does not have a budget.

**Property Committee**

This committee shall care for the properties of the Church and make recommendations to the Board for maintenance and improvements where needed. This committee will also be responsible for all contract labor.

**Stewardship Committee**

This committee organizes and conducts the annual stewardship campaign. This includes educating the congregation about the budget and promoting the sharing of time, talent and treasure for the benefit of the Church.

**Fellowship Groups**

- CMF – Christian Men’s Fellowship
- CWF – Christian Women’s Fellowship
- Willing Worker – Annual fundraising Craft Sale
- Singles Fellowship
- YAK - Young Adult Krew
- Health and Wellness

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

<u>PT</u> Pastor	<u>        </u> Youth Minister/Director	<u>PT</u> Office Staff # <u>1</u>
<u>        </u> Co-Pastor(s) # <u>        </u>	<u>        </u> Education Director	<u>PT</u> Janitorial # <u>1</u>
<u>FT</u> Associate Minister(s) # <u>1*</u>	<u>        </u> Organist/Accompanist	<u>PT</u> Pre School # <u>8</u>
<u>PT</u> Music Minister/Director # <u>1**</u>	<u>        </u> Administrator	* Responsible for Youth Ministry and Education
		** Also serves as accompanist

**V. Property**

			Year Erected	Adequate--	Yes	No
1. Sanctuary:	Seating Capacity -- <u>125</u>	<u>        </u>	<u>1915</u>		✓	
2. Education Unit:	Number of Classrooms -- <u>6</u>	<u>        </u>	<u>2001</u>		✓	
3. Fellowship Facility:	Seating Capacity/Tables -- <u>80</u>	<u>        </u>	<u>2001</u>		✓	
4. Administrative Facility:	No. of Offices-- <u>4</u>	<u>        </u>	<u>1915</u>		✓	
5. Off Street Parking:	No. of Spaces-- <u>115</u>	<u>        </u>	Paved <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No			No
6. Building Program:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No					
7. Parsonage:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No					
	No. of Bedrooms -- <u>        </u>	No. of Bathrooms -- <u>        </u>	Garage? <input type="checkbox"/> Yes <input type="checkbox"/> No			
	Age of Parsonage -- <u>        </u>	Condition: <u>        </u>				
8. Other Facilities:	We have a pre-school that uses the church facility.					

**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): \_\_\_\_\_  
 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: 100,000  (Are these figures Estimated  or Actual  )  
2% Asian American 9 % African American 5% Hispanic American  
1% Haitian 0.5% Pacific Islander 0.2% Native American  
2% Middle Eastern 80% Euro American     % 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?

There has been a decrease in traditional worship and an increase in Non-Denominational church. This is evidenced by the number of new non-denominational churches in the area. Lee's Summit is largely Middle to Upper Middle class as evidenced by the increasing number of housing developments with homes in the \$200,000 to \$400,000 range. The community is typically politically moderate conservative. This conclusion was based on discussion and not research. Lee's Summit is becoming more of a retail destination with the continued expansion of the shopping area at Chipman and 50 hwy.

**VII. Financial Information**

1. Income & Expenses for the last four 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	286,457	40,549	31,117	Not Tracked
B. 2015	288,186	56,461	34,539	
C. 2014	355,125	63,675	24,855	
D. 2013	280,687	76,645	20,562	

2. Current Total Debt: \$ 0.00 Monthly Payment on this Debt: \$ 0.00
3. Reserve / Restricted / Endowment Funds: Building- \$ \_\_\_\_\_ Savings- \$ \_\_\_\_\_ Permanent- \$ \_\_\_\_\_  
 Memorial- \$ \_\_\_\_\_ Other, (specify)- \$ \_\_\_\_\_

**VIII. Congregational Outreach Ministries (please list)**

1. Community Ministries Program (e.g. food pantry, tutoring, etc.)
- a. Longview Chapel Preschool
  - b. Lee's Summit Social Services
    - i. Monthly Food Pantry donation
    - ii. Thanksgiving dinner sacks
    - iii. Meat the need – Easter donation
    - iv. Hat and Mitten tree at Christmas
  - c. School and Hospital in Mungeli India
  - d. Mission work in Turkey
  - e. Community events
    - i. Ice Cream Social
    - ii. VBS
    - iii. Easter Egg Hunt
    - iv. Chili Supper
    - v. Ham and Bean Dinner
    - iv. Fall Festival

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

- a. Regional Board
  - b. Quarterly Special Offerings
  - c. Tall Oaks Camp
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3. Ecumenical and Interfaith Activities (*with other denominations, religious groups, local and regional*)

- a. Christmas Eve offering for Ministerial Alliance
  - b. Ministerial Alliance meetings
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**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>
George Flannagan	Interim Minister	2017	
Rhonda Hetzel	Associate Minister	2013	
Gary Blakeman	Senior Minister	2005	2017
Tabatha Johnson	Family Life (PT)	2008	2013
Betty Morrison	Family Life (PT)	2006	2008
Tom Haley	Interim Minister	2004	2005
Jan Keeler	Senior Minister	1995	2004

**X. Congregational Dynamics / Dealing with Conflict**

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

- S As a church, we respect and listen to each other and work things through without generating divisiveness.
- C As a church, we try to respect and listen to each other, but it is not uncommon for differences of opinion to be a problem and for some
- S Some have left our church because of conflict.
- S Conflict hurts our sense of unity, but we tend not to talk about it.
- S Painful experience with conflict has been present, but it has been worked through, and we have learned from the experience.
- 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- Specify:

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Comments:

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## 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)?

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The congregation of Longview Chapel Christian Church is called to share the good news of Jesus Christ, to give witness, and to minister to the needs of the world with Christian love and service. It is to be united in fellowship through the power of the Holy Spirit, for the glory of God. Uniquely, the congregation is small in size yet diverse in its ministries, housed in a historic chapel, steeped in tradition and the legacy of R.A. Long. We are located in a fast growing, new, affluent neighborhood during a time of rapid cultural change and transition in pastoral leadership.

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

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Mission Statement: As members of the Christian Church (Disciples of Christ), led and empowered by Christ's Spirit, we commit ourselves to be a loving, caring, sharing, teaching faith community, surrounded in prayer, as we minister to the needs of our local and world communities. We are open and supportive of unique individual callings and the evolving ministries of the church. We hear God's voice through scripture and prayer. We are led by the proclamation of the word through our pastor's sermons and teaching. We go to the congregation for ideas by means of surveys, listening sessions, and open board meetings.

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

- a. Worship, Communion, Scripture Study, Prayer, Praise, Music Baptism, Pastoral visits to sick and homebound. Christian education for all ages. Giving of time, talent and resources.
  - b. Keeping the Christ in Christmas – Advent and Christmas Eve Services. Easter – Lenten Study, Special Palm Sunday, Maundy Thursday and Easter services. God and Country – Memorial Day and 4<sup>th</sup> of July
  - c. Communion (Christ's Table) at each worship service that is open to all believers.
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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.

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Our sense of God's covenantal call includes quarterly special offerings. Mission outreach to India and Turkey. Lee's Summit Ministerial Alliance. Wedding services are officiated by a minister of the church, but non-members are welcome to use our chapel. Our baptistery is used by several small churches that are without a baptistery. Donation of music and choir robes to small church. Sharing of our VBS resources to small churches that cannot afford to do VBS for their children. Longview Chapel participates in DOC special offerings. In the past, we have sent representatives to regional meetings. We are very much an independent congregation. To date, we have no interfaith ministries. We are called to learn how to be good Christians and then called to practice it by taking it out into the community.

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

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The congregation has been frequently and strongly encouraged to participate in the transition process with their questions, comments, and suggestions. Specific questions have been asked. Contact information shared and availability of search team members has been made a high priority. Search team members have proactively sought input from individuals in the congregation. Introduction and commissioning of the search process are provided during worship. Over the past few months, listing sessions have been held with the congregation focusing on such topics as what brought us here, what keeps us here, and our vision for the future of the chapel.

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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)?

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There is a big desire to take our outreach more into the local community and to keep the youth, especially the older youth engaged. We are currently engaged with ministry at Lee's Summit Social Services, VBS, and Community events. We have an active Preschool program that reaches the community. We are looking for leadership that would help us to reach out to nearby housing/neighborhood –

spread the seed, proclaim the gospel. We currently use Signage, Social Media and Webpage.

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

We are a congregation of volunteers who take care of most of the needs of the church, from building upkeep to delivering communion to shut-ins. There is a real sense of community within the church. Our fellowship groups, committees and ministry teams are active and effective and led by a chairperson. The pastors are ex-officio on all ministry teams.  
We are a congregation characterized by friendliness, unity with essential Christian beliefs, and sharing our time, talent and money. We are a multi-generational congregation.  
Growing Edges – We are seeking to expand our Mission and Outreach beyond the walls of our church. Reaching out to the neighborhood that surrounds the Chapel to invite new families to worship with us is a priority. We are concerned about retaining our youth and young adults as active members of the congregation.

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

We are a biblically led congregational church that is governed by our by-laws. We have representative governance with a Board and Officers that are elected by the congregation. All members have a voice and are encouraged to bring forward their ideas and suggestions. Ideas often begin with the ministry teams and committees and decisions are made within the scope of their ministry. Ideas that exceed budget or require changes to the scope of ministry are passed to the board for approval. The Board will make all the necessary operational decisions. The congregation votes on budget, board officers, elders and deacons, and other items that the board deems significant enough for a formal congregational approval.

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

We support Lee's Summit Social services, Hope house, and Ronald McDonald house. We offer opportunities throughout the year that invite the community into our door. We offer our building to local groups (like the Girl Scouts) as well as the chapel for weddings. We do blood drives 3 times a year to support the community blood center. We provide a physical and spiritual sanctuary. We appeal to those that want a small church environment.  
We give monetary support to eh Disciples mission through donations and by using Tall Oaks for camp and events. We send our youth to a Group Work Camp every year.  
We give support to a hospital and school in India and to an outreach mission in Turkey. We have also supported other mission work as the opportunity arises.

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

We are open and welcoming to all. We bear witness to God's healing welcoming and reconciling presence through Group Work Camps, mission support, bereavement dinners, supporting church members through difficult times with donations of food and monetary support as well as pastoral counseling. Congregants give testimony of spiritual interventions in life. Our giving includes: Support Lee's Summit Social Services, The Christian Hospital in Mungeli India, Hope House, and Thanksgiving food bags to the food pantry.

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

1. Appropriate growth for the size of our church facility, maintaining a healthy size congregation.
2. Increased interaction with the community through missions and outreach.
3. Adequate giving to allow for support of all ministries and reserves for lean times and growth.
4. Continue nurturing intergenerational relationships within the church.
5. Diverse mix of congregants that are active church members.
6. Free and clear deed to the church – Currently owned by the descendants of R.A Long.
7. Technology – Sermons, education, giving, social media, etc.
8. Improved participation by church leaders – Elders and Deacons.

**XIII. Personal and Professional Qualifications**

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

A. Communication – Open, outgoing, and personable	E. Able to effectively lead Bible studies.
B. Experience developing outreach ministries	F. Energetic and charismatic
C. Enjoys Pastoral Care – sick and homebound	G. Ordination preferred
D. Biblical Teaching including historical perspective and able to relate to current culture (Homiletics)	H.

2. Educational Level (check one)

- High School/GED  
  Undergraduate  
  Seminary  
  Doctoral  
  Other (explain)-- \_\_\_\_\_

**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:

- 15 - \$17,999  
  18 - \$21,999  
  22 - \$25,999  
  26 - \$29,999  
  30 - \$34,999  
  35 - \$39,999  
 40 - \$49,999  
  50 - \$59,999  
  60 - \$69,999  
  70 - \$79,999  
  80 - \$99,999  
  \$100,000 +  
 Negotiable

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 14 including 2 Sundays Vacation time increase with tenure. \$ \_\_\_\_\_

Continuing Education: Days \_\_\_\_\_ including \_\_\_\_\_ Sundays \$ \_\_\_\_\_

Sabbatical: \_\_\_\_\_ Months after \_\_\_\_\_ years \$ \_\_\_\_\_

Family/Medical Leave: \_\_\_\_\_ Weeks \_\_\_\_\_ Negotiable

Health Insurance:  Taxable Stipend  Negotiated Plan  Other  **Canada- Supplemental Health Plan**

Reimbursable Professional Expenses: Auto Allowance- ≤ \$3500

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

This is currently being reviewed by the Church Board.