

Congregational Profile

(Revised by G.C.O.M. - August, 2013)

Ministerial Position to be Filled: Senior Minister

Date: 2016

I. General Information

Name of Congregation: Disciples Christian Church

Address: 5800 Douglas Lane

Phone: (918) 333-1372

City: Bartlesville

State: OK

Zip: 74006

Website: www.dccbville.org

Search Committee Chairperson: Evan Zorn

Address: 2175 Mountain Dr

City: Bartlesville

State: OK

Zip: 74006

Email: discipleschristian@sbcgk

Cell Phone: (918) 213-9320

Work Phone: (918) 977-5083

Fax Number: (918) 333-4349

II. Membership Profile

1. Total Number of Members: 150

Number of Participating Members: 107

Number of Participating Non-members (including children): 7

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

A. Ages 1-11: 3

D. Ages 25-34: 0

G. Ages 55-64: 20

B. Ages 12-17: 5

E. Ages 35-44: 4

H. Ages 65-79: 33

C. Ages 18-24: 6

F. Ages 45-54: 11

I. Above 80: 23

3. Church Family Profile: (Are these figures- Estimated ☐ Or Actual ☒)

Note: Percentage may add up to more than 100%

5.6 % Single Adults 18-35

0 %

Single w/children at home

30 %

Married

27 % Single Adults 36 +

5 %

Married w/children at home

% Blended Families

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

4 % High School

41 %

College

29.6 %

Graduate School

9 %

Specialty Training

% Other: Please Specify-

5. Occupations of Participants: (Are these figures- Estimated ☒ or Actual ☐)

Note: Percentage may add up to more than 100%

3 % Business/Retail

2 %

Service

% Agriculture

5 %

Homemaker

% Construction

20 %

Education

15 %

Professional

5 %

Student

% Military

30 %

Technical

%

Manufacturing

%

Other (Specify Below)

(other explanation):

A. From totals above: 19 %

Employed full time

53 %

Retired

III. Organizational Information (Check those currently active)

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

☐ Traditional

☒ On Site

☐ Off Site

Average Attendance

70

☐ Contemporary

☒ On Site

☐ Off Site

Average Attendance

☒ Other, Specify Blended style service

Average Attendance

Total weekly average attendance from all services: 70

2. **Educational Ministries**

Average weekly attendance:

Children's Church School

1-3

Adult's Church School

20

Weekly Children's Program

2-6

...(name of program)-

Children's worship

Weekday Adult group(s)

...(name of program)-

Youth group (8-18)

...(name of program)-

Total average weekly education attendance: 37

3. **Administrative and Oversight Groups**

☒ Board

☒ Cabinet

☒ Personnel

☒ Pastoral Relations

☒ Elders

☒ Diaconate

☐ Deacons

☐ Deaconesses

☒ Planning/Functional Committees

How many? 7

☐ Other Groups- Specify:

4. Ministries and Service Groups (List all)

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

DWM - monthly meetings, fellowship, study and missionPrayer group - weekly prayer and outreachFamily Promise - host homeless families overnight about 5X per year, board memberNicaragua partnership - host Nica visitors yearly, support a group of 6-15 for annual tripConcern Board member and food pantry collections - regular support**IV. Staff (label those presently employed/serving as "FT"- full time; "PT"- part time; or "V"- Volunteer)**

FT Pastor		PT Youth Minister/Director	PT Office Staff # <u>1</u>
Co-Pastor(s) # _____		Education Director	PT Other (Please Specify) <u>nursery attend</u>
Associate Ministers(s) # _____		PT Organist/Accompanist	
PT Music Minister/Director # <u>1</u>		Administrator	

V. Property

		Year Erected	Adequate--	Yes	No
1. Sanctuary:	Seating Capacity-- <u>200</u>	/ <u>1964</u>		<input checked="" type="checkbox"/>	<input type="checkbox"/>
2. Education Unit:	Number of Classrooms-- <u>7</u>	/ <u>'64 & '91</u>		<input checked="" type="checkbox"/>	<input type="checkbox"/>
3. Fellowship Facility:	Seating Capacity/Tables-- <u>70/10</u>	/ <u>1991</u>		<input type="checkbox"/>	<input checked="" type="checkbox"/>
4. Administrative Facility:	No. of Offices-- <u>3</u>	/ <u>1991</u>		<input checked="" type="checkbox"/>	<input type="checkbox"/>
5. Off Street Parking:	No. of Spaces-- <u>90</u>	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: _____

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

<input type="checkbox"/> Downtown	<input type="checkbox"/> Inner City	<input type="checkbox"/> Urban	<input type="checkbox"/> Suburban	<input checked="" type="checkbox"/> County Seat
<input checked="" type="checkbox"/> Neighborhood	<input type="checkbox"/> Rural	<input type="checkbox"/> Bedroom Community	<input checked="" type="checkbox"/> 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.) Outdoor worship space (needs renovation).10 acres adjoining church; used as sports fields and community garden. Shed/garage.**VI. Community (check all which are applicable)**

1. Characteristics:	<input type="checkbox"/> Industrial	<input checked="" type="checkbox"/> Commercial/Retail	<input checked="" type="checkbox"/> College/University	<input checked="" type="checkbox"/> Medical Center
	<input checked="" type="checkbox"/> Agricultural	<input type="checkbox"/> Military	<input checked="" type="checkbox"/> Tourist/Recreational	

2. Population Trend:	<input type="checkbox"/> Rapid Growth	<input checked="" type="checkbox"/> Slow Growth	<input type="checkbox"/> Other (describe): <u>Oil and gas major employer</u>
	<input type="checkbox"/> Rapid Decline	<input type="checkbox"/> Slow Decline	<u>population tends to follow industry trend</u>

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)-- Poverty & homelessness has increased, increased rates of suicide.

4. Population Profile: Total Population: 36,498 (Are these figures Estimated ☐ or Actual ☒)

<u>1.8</u> % Asian American	<u>3.6</u> % African American	<u>6.5</u> % Hispanic American
_____ % Haitian	<u>.04</u> % Pacific Islander	<u>6.7</u> % Native American
_____ % Middle Eastern	<u>74.2</u> % Euro American	<u>.08</u> % Other <u>unidentified</u>

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?

Aging population, school free/reduced lunch has increased to 50% with increases every year.

400 children identified as homeless through the public schools.

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. 2015	187,392	5,550	24,812	
B. 2014	217,937	-	29,352	18,872
C. 2013	228,263		27,850	15,195
D. 2012	255,201	--	23,602	13,602
E. 2011	246,310	23,900	20,157	16,230

2. Current Total Debt: \$ 0 Monthly Payment on this Debt: \$ 0
3. Reserve / Restricted / Endowment Funds: Building- \$ 0 Savings- \$ _____ Permanent- \$ 0
Memorial- \$ 10,000 Other, (specify)- \$ _____

VIII. Congregational Outreach Ministries *(please list)*

1. Community Ministries Program (e.g. food pantry, tutoring, etc.)
Concern food pantry and childcare center, Family Promise, Agape food ministry, Just Hope partnerships in Nicaragua, Green Chalice congregation
2. Participation in Christian Church (Disciples of Christ)- (district/area, cluster, regional, general)
Delegates to Regional & General conferences
DWM active in region
3. Ecumenical and Interfaith Activities (with other denominations, religious groups, local and regional)
Family Promise, Ministerial Association, fellowship with Hispanic churches & small Lutheran congregation

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.

[illegible]

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.
- C 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.
- N Open conflict is present, and we need a minister who can help us deal with it.
- Other- Specify: _____
- Comments: _____

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.

- What has God uniquely called you to be and do as a congregation (both now, and looking to the future)?
After a lengthy congregational process, we discerned that we would focus on three "Growth Themes": Hospitality (reaching out to others), Spiritual Growth (deepening our experience of God and each other in worship, small groups and spiritual practices), and Justice/Service (serving our community and world with our time, talent and treasures.)
- How did God lead you to this understanding?
A 3 yr transformation study. We started with Share & Prayer Triplets. Groups of 3 met 10 times in 100 days. We then held lively table discussions about what we do best and what we want more of in the future. We distilled this to 8 building blocks and 3 themes. Additional work needs to be done on the action planning.
- Describe the Spiritual Disciplines that are regularly practiced throughout this congregation.
The only discipline regularly practiced by all is Sunday worship. Otherwise we are quite varied: a weekly prayer group sends notes, others do meditation and journaling. Many of us read and study about progressive theology. The elders visit shut-ins weekly to bring communion and distribute an email every week. And we love parties!
- 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.
We are quite service oriented. We cooperate with a number of organizations from Bartlesville, OK to Chacraseca, Nicaragua. We are a small church, yet we have a large presence on the boards of many of our town's most active service organizations. We were part of starting Elder Care, Habitat for Humanity, Concern & Family Promise.
- In what ways have members of the congregation been engaged in the Search and Call discernment process?
Everyone has had the opportunity to participate in focus groups and complete surveys, although not all have done so. Our search committee reflects a broad cross section of the church and is communicating with the congregation. The congregation has been asked to review this profile and offer suggestions for refinement.
- Describe the ways God has equipped the congregation for your particular ministerial context? (Including opportunities for ministry; particular talents represented by members of the congregation; financial and other resources you have; the traditions you have manifested over the years.)
We are particularly good at supporting and encouraging individual members when they feel called to serve the community. We send a group to Chacraseca, Nicaragua with JustHope. We helped establish a Family Promise affiliate here and we host needy families in our church 4 times per year. We help repair cars for those in need and more.

7. Describe the congregation's strengths and growing edges.
Strengths are described by our 3 themes: Hospitality, Spiritual Growth & Justice/Service
Growing edges are innovation in worship and continued service to the community.
We challenge ourselves with new ideas in Modern Literature class.
8. Describe the ways you make decisions and carry them out as a congregation.
We work from the bottom up. People who have ideas offer them up & recruit others to the
cause. The church leadership offers encouragement and tries to keep us from bumping
into each other too much. Congregation developed a long term strategic plan.
9. How is this congregation relevant to the needs of a) the local community, b) Disciples mission, and c) the world?
We are bringing wholeness to a fragmented world by hosting homeless families at our
church, repairing cars for poor people, and sending half of our outreach budget to
Disciples Mission Fund. (10% of total budget goes to outreach each year.)
10. How does this congregation bear witness in tangible ways to God's healing, welcoming, reconciling presence in a broken world?
We are strong in outreach. We send a group to Nicaragua each year. We deliver meals
to homebound people in our neighborhood 3X a week. We have a team that serves
meals at Agape Mission & others who help at a local food pantry.

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

1. Find new ways to reach out to others, even those that are different than us.
2. Enhance and enliven corporate worship.
3. Deepen our experience of God and each other in small groups and spiritual practices.
4. Continue to partner with a variety of organizations, while building stronger bonds with 1 or 2.

XIII. Personal and Professional Qualifications

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

A. <u>Good communication skills</u>	E. <u>Compassionate, good pastoral care</u>
B. <u>Able to inspire congregation</u>	F. <u>Organizational, planning & facilitation skills</u>
C. <u>Energy and creative ideas</u>	G. <u>Appeal to youth, young families for growth</u>
D. <u>Grounded in Disciples tradition/theology</u>	H. <u>Passion for community & outreach</u>

2. Educational Level (check one)

☐ Undergraduate ☒ Seminary ☐ Doctoral ☐ Other (explain)-- _____

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

Compensation: 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"/> 22 - \$25,999 | <input type="checkbox"/> 26 - \$29,999 | <input type="checkbox"/> 30 - \$34,999 | <input type="checkbox"/> 35 - \$39,999 |
| <input type="checkbox"/> 40 - \$49,999 | <input type="checkbox"/> 50 - \$59,999 | <input checked="" type="checkbox"/> 60 - \$69,999 | <input type="checkbox"/> 70 - \$79,999 | <input type="checkbox"/> 80 - \$99,999 | <input type="checkbox"/> \$100,000 + |
| <input type="checkbox"/> Negotiable | | | | | |

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

Benefits: ☐ Pension Fund (14% of combined value of cash salary & housing allowance/parsonage fair rental value) \$ 6570
☒ USA- Church-Wide Health Care Plan OR ☒ Other Health Care Plan ☐ Canada- Supplemental Health Plan

Reimbursable Professional Expenses: Auto Allowance- \$ _____ Continuing Education- \$ _____
 Assembly/Meeting Expenses- \$ _____ Books- \$ _____ Miscellaneous- \$ 6000 total

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). Part of the Search & Call process is discerning a good match between the skills of the pastor and the needs of the congregation. Using these skills areas of a minister, first prayerfully ascertain the congregation's current areas where growth is desired, and areas where you presently demonstrate strength. In light of where growth is desired and God is calling you, note 7 skill areas (of the 16 categories below) where you especially seek strengths in your next minister, up to 3 of which can be designated at level 5 in "strength." <http://www.disciples.org/OrderingofMinistry/tabid/698/Default.aspx>

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.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
1	1½	2	2½	3	3½	4	4½	5	
← ←		Area of Growth			→ →			Area of Strength	

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.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
1	1½	2	2½	3	3½	4	4½	5	
← ←		Area of Growth			→ →			Area of Strength	

Communication

Be an effective communicator and able to facilitate effective communication within and on behalf of the church.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
1	1½	2	2½	3	3½	4	4½	5	
← ←		Area of Growth			→ →			Area of Strength	

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.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
1	1½	2	2½	3	3½	4	4½	5	
← ←		Area of Growth			→ →			Area of Strength	

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.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
1	1½	2	2½	3	3½	4	4½	5	
← ←		Area of Growth			→ →			Area of Strength	

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.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
1	1½	2	2½	3	3½	4	4½	5	
← ←		Area of Growth			→ →			Area of Strength	

Ethics

Able to help parishioners think critically about the relationship of their faith to issues of justice, ethics and morality.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
1	1½	2	2½	3	3½	4	4½	5	
← ←		Area of Growth			→ →			Area of Strength	

Evangelism

Able to motivate congregational members to share their faith through word and action.

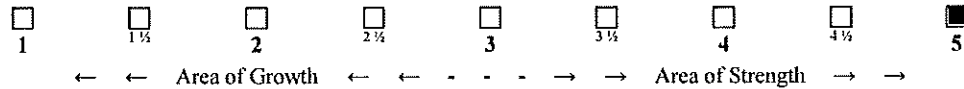
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
1	1½	2	2½	3	3½	4	4½	5	
← ←		Area of Growth			→ →			Area of Strength	

Mission of the Church in the World

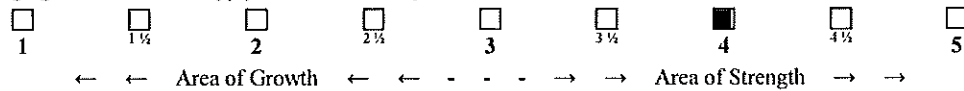
Understand and articulate the centrality of the call to mission given by Jesus Christ and the prophets, and can empower congregations to engage in mission from our doorsteps to the ends of the earth.

**Pastoral Care**

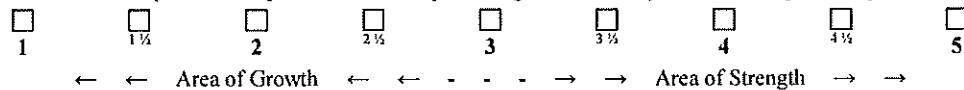
Able to engage other persons with empathy and assess situations and relationships with the compassion of Christ, with sensitivity to culture and context, and to convey the healing power of God to those who suffer.

**Proclamation of the Word**

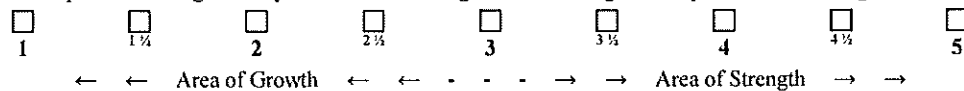
Know the practice and theory of Christian preaching, and can proclaim the Word of God, share the Good News of Jesus Christ, and help congregational members apply their faith to daily life.

**Spiritual Development**

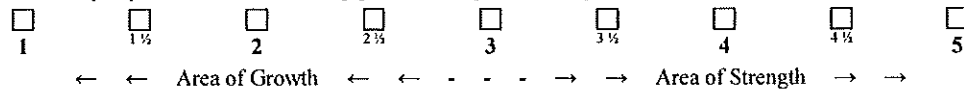
Establish and maintain spiritual disciplines that lead to personal growth and help others develop a rich spiritual life.

**Stewardship**

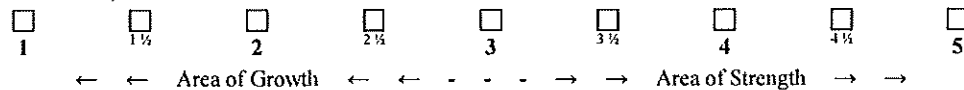
Able to develop and encourage healthy stewards who recognize and share generously God's abundant gifts for all creation.

**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](https://www.discipleshomemissions.org/wp-content/uploads/2012/10/SC-EthicalGuidelines.pdf) 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)*

DCC is at a critical point in our church life where we need to make decisions about infusing new life into our congregation. As our demographics show, we are aging and though we have a passion for doing Christ's work in our world and community, we need someone with a vision for connecting that passion to others looking for a church home. We feel we have much to offer other Christians as well as those who are seeking, while continuing to minister to our members in their times of need.