

DATE



Local Church Profile

for Local Churches Seeking New Leaders

Local Church Statement of Consent

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

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

Signature of Search Committee Chairperson

Date Signed:

4/14/01

Church

Name: The United Evangelical Church of Baltimore, Maryland
 Address: 3200 Dillon Street
 City, State, Zip: Baltimore, MD 21224

Search Committee Chairperson or Contact Person

Name: Harvey C. Jacob, United Evangelical Church
 Address: 3200 Dillon Street
 City, State, Zip: Baltimore, MD 21224
 Telephone: (410) 276-0393
 Fax: (410) 679-5343
 E-Mail: United-Evangelical@Starpower.Net

DATE



PASTOR

POSITION TO BE FILLED

Local Church Profile

for Local Churches Seeking New Leaders

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

- 1. Church: **The United Evangelical Church of Baltimore, Maryland**
- 2. Address: **3200 Dillon Street**
City, State, and Zip: **Baltimore, MD 21224**

3. Search Committee Chairperson or Contact Person

- Name: **Harvey C. Jacob, United Evangelical Church**
- Address: **3200 Dillon Street**
- City, State, and Zip: **Baltimore, MD 21224**
- Telephone: **(410) 276-0393**
- Fax: **(410) 679-5343** E-Mail: **United-Evangelical@Starpower.Net**

4. Conference/Association Staff Person Assisting Your church

- Name: **The Rev. John Deckenback, Conference Minister**
- Address: **UCC, Central Atlantic Conf., Chesapeake Assoc., 916 S. Rolling Rd.**
- City, State, and Zip: **Baltimore, Maryland 21228-5318**
- Telephone: **(410) 788-4190**
- Fax: **(410) 788-9485** E-Mail: **jrdeck@aol.com**

MEMBERSHIP INFORMATION

5. Membership (If information is not available, put N/A or estimate and put est.)

| | Last Year | 5 Years Ago | 10 Years Ago |
|--|-----------|-------------|--------------|
| a. # Church members | 170 | 260 | 411 |
| b. Average attendance at worship | 120 | 130 | 155 |
| c. Average participation of children/youth in CE | 48 | 60 | 83 |
| d. Average weekly participation in adult education | 8 | 0 | 5 |
| e. # Members who are ordained clergy | 1 | | |

6. Profile of Congregation

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

a. Age

- 1% ages 0-5
- 4% ages 6-18
- 5% ages 19-34
- 8% ages 35-49
- 9% ages 50-64
- 65% ages 65-74
- 8% ages 75+

b. Education level of adults

- 3% completed less than high school
- 76% high school graduate
- 4% vocational training
- 6% some college
- 6% college graduate
- 5% graduate school

c. Family units

- 5% couples with children at home
- 45% couples without children at home
- 45% single
- 5% single parent with children at home

d. Occupations of adults

- 5% business
- 8% clerical
- 0% farmer/rancher
- 34% homemaker
- 8% laborer/manufacturing
- 6% professional
- 6% student
- 0% tradesperson
- 33% other

e. Employment

- 33% employed
- 34% not currently employed
- 33% retired

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

Primarily Caucasian - Many of German Ancestry

CHURCH FINANCES

| | Last Year | 5 Years Ago | 10 Years Ago |
|--|-----------|-------------|--------------|
| 7. Total Church Income | \$157,990 | \$159,578 | \$112,567 |
| a. Member's offerings and pledges | \$120,392 | \$132,918 | \$87,468 |
| b. Interest from investments or endowments | \$8,980 | \$7,119 | \$8,623 |
| c. Principal reduction (endowments or investments) | \$0 | \$0 | \$0 |
| d. Rentals | \$975 | \$0 | \$0 |
| e. Special Fundraising | \$27,255 | \$18,901 | \$16,222 |
| f. Other | \$388 | \$640 | \$254 |

| | Last Year | 5 Years Ago | 10 Years Ago |
|---|-----------|-------------|--------------|
| 8. Total Operating Budget | \$183,098 | \$143,129 | \$119,526 |
| a. Our Church's Wider Mission Basic Support | \$2,500 | \$2,500 | \$2,500 |
| b. Our Church's Wider Mission Special Support | \$1,750 | \$2,800 | \$3,400 |
| c. Other gifts | \$350 | \$350 | \$250 |
| d. Current local expenses | \$139,274 | \$130,920 | \$103,279 |
| e. Annual capital payment | \$39,224 | \$6,559 | \$10,097 |
| f. Other debt | \$0 | \$0 | \$0 |

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

| Offering | Amount | Offering | Amount |
|----------------------------------|--------------|--------------------------|--------------|
| One Great Hour of Sharing | \$223 | Neighbors in Need | \$165 |
| | | | |

10. Name the most significant local missions/ministries or agencies that were financially supported by your local church last year and the amount of support.

| Name | Amount |
|---|--------------|
| a. Community Vacation Bible School | \$100 |
| b. Maryland Food Pantry | |
| c. World Day of Prayer | |
| d. | |

11. Indebtedness

- a. Total amount of capital debt: **\$0**
- b. Total amount of other debt: **\$0**
- Describe:

12. Capital Campaigns

a. If the church has had capital campaigns in the last ten years, note goal and results:

Goal: **\$70,000** Outcome: **\$70,000**

Goal: **\$17,000** Outcome: **\$17,000**

b. If a capital campaign is underway or anticipated, describe it:

Goal: **\$34,000** Beginning Date: **April of '99**

Purpose: **Repair of School Building, Parsonage & Church Doors**

13. Assets Held by the Church

a. Reserves (Savings): \$125,000

b. Endowments/Investments: \$0

c. Describe Buildings and Property of your church, except the parsonage:

375 seat sanctuary with 200 seat balcony. Fellowship hall/dining room below sanctuary & narthex. Attached wing includes large kitchen adjacent to fellowship hall, Main floor has Pastor's office, secretary's office, quiet room, powder room; 2nd floor consists of choir/conference room. Church school building is three stories with gymnasium & stage under.

10 rank "Wicks" pipe organ with unified voicing, MIDI in & out compatible.

d. If a building program is projected or underway, describe it, including estimated date of completion:

No building program. Currently renovating & repairing parsonage and church school building. Parsonage renovations completed 5/31/00.

e. If the church owns a parsonage, describe it.

Address: **945 S. East Ave. Baltimore, MD 21224**

Two story brick single family home. Corner of East Ave. & Dillon St.

Number of rooms: 9

Number of bedrooms: 4

Number of bathrooms: 1 1/2

Description:

First floor-large living room, dining room, den, kitchen, powder room.

Second floor- four bedrooms, library, bath & closets.

Finished basement with laundry room.

Large,spacious centrally air conditioned city home in excellent condition.

FINANCIAL SUPPORT OF MINISTERIAL LEADERS

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

Yes No

a. If the compensation package offered falls below conference guidelines, are you willing to have a pastor who is bi-vocational, having another part-time position to supplement income?

Yes No

b. Are you willing to help bi-vocational candidates locate other employment?

Yes No

15. Salary History

To provide a profile of salaries for the position you are seeking to fill, indicate salaries at the beginning and ending of the ministers' tenure. Do not include interim positions, If a parsonage is provided, insert the letter "P" in the space provided. Provide information for the last 3 leaders or the last 10 years.

| | Start Date | | | | End Date | | | |
|------------------|------------|----------|---------|-----------|----------|----------|---------|-----------|
| | Year | Salary | Housing | Parsonage | Year | Salary | Housing | Parsonage |
| a. Last | 1990 | \$22,000 | | P | 1999 | \$29,000 | | P |
| b. Previous | 1984 | \$13,000 | | P | 1990 | \$16,000 | | P |
| c. Next Previous | | | | | | | | |

16. During the above period, has your church failed to fulfill its financial obligations to its pastor? If yes, please comment:

Yes No

17. Salary, Benefits, and Expenses Offered

a. Cash salary offered: \$ **Cent. Atlant. Conf. Guidelines**

Conference recommended salary range: **\$30,000** to **\$35,000**

b. Housing:

Housing allowance only Parsonage only Would offer either

c. Customary benefits: (See conference guidelines, where available.)

vacation: 4 weeks annually

maternity/paternity leave

UCC retirement annuity (14 %); other retirement plan _____ %);

UCC life insurance plan; other life insurance

UCC disability plan; other disability plan

UCC health benefit; other health plan

UCC dental benefit; other dental plan

Social Security

continuing education funds: \$600 annually

continuing education time: 1 weeks annually

sabbatical leave: after _____ years for _____ months \$ _____ provided

books \$ _____ provided

other benefits. Specify

We consider salary & benefits negotiable. We would prefer a pastor who would utilize our recently remodeled parsonage.

d. Travel reimbursement

e. Meeting expense reimbursement

COMMUNITY CHARACTERISTICS

18. Population

a. Population of total city or town in which your church is located: **660,000**

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

Our church has been serving the community since 1873. We developed and grew because of the German immigrants settling in this area in the late eighteen and early nineteen hundreds and became mostly a German community. We are now surrounded by a wide and diverse class of working people in the community made up of people of German, Italian, Hispanic, Polish, African American and Asian backgrounds.

19. Economic Factors

Identify major sources of employment in your community:

- a. **Johns Hopkins Hospital, University of MD Medical Center, Other Hospitals & Med. Centers.**
- b. **Many small businesses in area, retail and service.**
- c. **Employment related to Port of Baltimore, Manufacturing, Recreational Activities & Growing Computer Software Industry.**

20. General Description

a. Describe three distinctive attributes of your community:

1. **Distinct neighborhood feeling giving a sense of community unity and fellowship.**
2. **Much urban renewal currently underway creating rejuvenation of typical Baltimore classic urban environment.**
3. **Easy access to transportation, major interstate highways, international airport, bus lines, rail and inner harbor water shuttle..**

b. Identify major trends you envision in your community during the next five years:

1. **Continued growth & renewal as older buildings are converted to new uses.**
2. **New employment opportunities as area moves from a manufacturing employment base to the recent trend of newly emerging service oriented businesses.**
3. **Change of racial, ethnic, age & cultural diversity make-up of neighborhood surrounding Church.**

c. List three or four problem areas confronting your community that members feel your church should address:

1. **How to reach the unchurched & those with unfulfilled spiritual needs in a changing diversified community.**
2. **Support the City's effort to increase the level of "Community Policing" to return the neighborhood streets to the level of safety formerly enjoyed.**
3. **Find ways to provide more parking for Church members and neighborhood residents.**
4. **Seek methods to improve cleanliness of community.**

d. Indicate mission activities

1. In which your church participates as a part of its mission in the community:

We currently have no specific mission programs, although we are currently participating in community inter-church activities such as: O'Donnell Square Palm Sunday Program, "Blessing of the Animals", Maryland Food Bank, Neighborhood Cross Carry on Good Friday, Annual Interfaith Music Festival, and Three Hour Good Friday Service at neighbor church.

2. In which your church expects the leader you are now seeking to participate:

The general consensus of our congregation is that we need specific mission program planning and implementation leadership. We wish our new Pastor to lead us into some new church mission activities, as well as guiding our council in seeking ways to increase our membership.

e. Describe how your church building is now being used by the community:

Boy Scouts, PACT pre-school program, Red Cross blood donor program. Church fund raising dinners & fellowship programs. Available for community meetings & being used to participate in ecumenical events ie "World Day of Prayer" and "Interfaith Music Festival"

f. Indicate the number of school districts from which members of your church are drawn:

one

two

three or more

CONGREGATIONAL LIFE

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

- Younger people coming into the church and the neighborhood
- More reaching out to families with young children
- Expected growth of the neighborhood due to the urban professionals moving into the area
- Because of the above, and with the help of the new pastor, it is reasonable to expect to substantially increase our membership within 5 years
- To put the school building to better use.

22. Planning

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

**By Church Council, Pastor, Individuals, Committees, & Congregational Meetings
Feel need to strengthen work of Committees.**

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

To be proactive in the planning process by bringing experience from previous callings. To have the skills to lead us in implementing specific programs.

23. Reflection on Congregational Life

Comment on the following with what you believe to be the generally-held responses of the congregation. (If more space is needed, use additional pages.)

a. Identify the three most important events in the history of your church and the year:

| Event | Year |
|---|-------------|
| 1. First annual presentation of Last Supper Tableau | 1950 |
| 2. 125th Anniverary of the organization of our Church in 1873 | 1998 |
| 3. Pay off of the mortgage the new Church building built in 1957 | 1961 |

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

**Dealing with the rapidly failing health , retirement and death of our former Pastor.
Learned to maintain our ongoing responsibilities to the congregation even with the sudden loss of our Pastor, with much help from our former Minister of Visitation ,The Rev. Roy W. Joellenbeck and others.**

c. Identify what the congregation intends to accomplish during the next three years:
**To develop and implement community outreach programs in a diversified urban setting.
Find new ways to build our membership.**

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

To bring their past experience and creative energy to us using insight and leadership skills to take advantage of the many challenges and opportunities present in our changing community.

e. Choose the statements that most accurately describe the theological/faith stance of your church. *You may check more than one.*

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

Comment:

Our congregation has a broad base of theological beliefs and faith stances.

f. Describe the educational program of your church:

See attached-1A

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

See attached-1A

2. Indicate resources used for confirmation and the person or committee responsible for the selection of these resources:

**Book: "Affirming Faith", 1996 edition, Published by United Church of Christ
Pastor teaches - Church Council Members examine**

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

Confirmation Classes

Adult Education Programs

New Member Classes

Attend Church School meetings & planning sessions

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

Monthly council meetings, Semi-annual & special congregational meetings, Committee meetings & Informal pastoral reviews (Formal Pastoral Review Committee currently being formed)

i. Describe the strengths or positive qualities of your church:

Congregation with strong Christain fellowship.

Financial stability - No debt.

Outstanding organist/music director.

24. Indicate major boards, committees, groups, and organizations that are a part of your church, the frequency of meetings (monthly, weekly, etc.), and expectations for leadership. For leadership role use: 1 = pastor takes primary initiative and responsibility; 2 = pastor and laity share responsibility; 3 = laity take primary initiative and responsibility.

| Group | Purpose | # Members | Frequency | Leadership |
|-----------------------------------|-----------------------------------|-----------|-----------|------------|
| Church Council | Governing body of church | 12 | monthly | 3 |
| Ladies Organization | Fellowship and service | 50 | monthly | 3 |
| Bible Study | Increase understanding of Bible | 10 | weekly | 2 |
| Adult Choir | Provide choral music | 20 | weekly | 3 |
| PACT(Parents & Children Together) | Parent/Children preschool program | 40 | 3 day/wk. | 3 |
| Vacation Bible School | Ecumenical summer Bible school | 30 | summer | 1 |
| Bowling League | Fellowship | 30 | weekly | 3 |
| Boy Scouts | BSA Scouting program | 10 | weekly | 3 |

25. Conflict

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

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 people to choose sides.

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.

N Open conflict is present, and we need a minister who can help us deal with it.

___ Other. Specify:

Comment:

26. Worship

a. Identify how worship is planned on a regular basis in your church:

- by a worship committee
 by the pastor
 by the pastor in consultation with the church musician
 Other. Specify:

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

**Lectionary based- practical to daily life - Engaging - Pertinent to theme of the day
Biblical teaching with contemporary applications.
Well thought out - Informal**

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

**Leader - with lay participation - obtain and coordinate the use of lectors in service.
Appreciate the role of music in worship - Spiritual leadership - Interpret scripture**

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

**"The Hymnal" Evangelical & Reformed
Published by Eden Publishing House, Saint Louis, Missouri**

WIDER CHURCH CONNECTIONS

27. United Church of Christ

a. Association, conference, or other denominational settings in which church members participate:

**None to few currently - We feel the need to increase our level of activity and strive to attend
Conference and Association events and meetings.**

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

To get members involved - To participate in those activities which the congregation is involved.

c. Choose the word that best describes how lay leaders of your church consciously identify with the United Church of Christ. closely moderately nominally other

Comment:

28. Ecumenical and Interfaith Activities

a. Describe ways your church participated in ecumenical and interfaith activities during the last 3 years:

See page 7 Item 20 d which explains many of our activities. Also, on many occasions, our pastor held services in other churches in the neighborhood, and other pastors have held services in our church as a way to foster ecumenical and interfaith activities.

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

He/She should be aware of interfaith activities going on in other churches in the neighborhood as well as participating these churches.

RELATIONSHIP WITH MINISTERIAL LEADERS

29. Relationship with Prior Leaders

a. Characterize your church's experience with pastoral leaders over the last 10 years.

You may check more than one response.

- We have had solid relationships with persons providing pastoral leadership.
- We have had some fairly rocky moments, but we have worked them through, and relationships with pastoral leaders have grown in significant and important ways.
- We have had some tough times and things did not always work out.
- Other. Specify:

Comment:

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

| Name | From | To |
|--|------|------|
| 1. The Rev. Robert M. Armstrong | 1990 | 1999 |
| 2. The Rev. John Steven Fair | 1984 | 1990 |
| 3. The Rev. Scott Hengen III | 1976 | 1984 |

c. If a previous pastor is currently a member of the church, describe his or her role in the life of the congregation:

N/A

d. In addition to financial support, describe how your church supported the most recent person to hold the position you are now seeking to fill:

Weekly luncheon meetings with Church Council representative.

e. Involuntary Terminations

Have any of the last three persons serving in the position you are seeking to fill left involuntarily or under pressure? yes no If "yes," respond to the following:

1. Choose all the issues that may have contributed to the termination. *You may check more than one.*

- conflict of personalities in the church
- inadequate performance
- pastoral style inappropriate for this church
- ethical issues
- Other. Specify: **Inappropriate behavior in personal life.**

Comment:

Resigned under pressure from Congregation and Church Council.

2. Indicate, if you can, which of the following best describe the congregation's behavior toward that person prior to her or his leaving. *You may check more than one.*

- | | |
|---|--------------------------------------|
| <input checked="" type="checkbox"/> civil | <input type="checkbox"/> kind |
| <input type="checkbox"/> compassionate | <input type="checkbox"/> supportive |
| <input checked="" type="checkbox"/> harsh | <input type="checkbox"/> indifferent |

3. Describe what your church has learned from the experience about itself and its relationship with persons who provide ministerial leadership:

The general feeling is that the resignation was an isolated incident.

30. Does the church have a pastoral relations committee? yes no

If yes, describe its purpose and how it functions:

Recently formed committee. Previous pastoral relations was by one person who met with the Pastor on the average of once a week. Newly formed committee will meet with the Pastor once a month or more often if necessary and report to the Church Council President.

31. If there is periodic assessment of the nature of the work and of the performance of that work for the position you are seeking to fill, describe it:

Monthly Church Council meetings. The only assessment, as such, usually takes place at our monthly Church Council meetings at which time items may be discussed that are the concerns of one or more of the Council members. There has been no regularly scheduled assessment of the Pastor's work in the past. Now have Pastoral Relations Committee. (see item 30)

32. Leadership Expectations

a. A list follows of 43 items which represent a range of qualities in the ministry of the church.

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

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

Our church needs a person who ...

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

45. _____

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

GENERAL

33. Does your church search committee or governing body have a policy against discrimination?

yes no

Comment:

We follow United Church of Christ guidelines.

34. a. Describe the functions and duties of this position:

See Attached-2A

b. Does your church have a personnel policy covering this position? yes no

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

| | | |
|--------------------------------------|--|-----------------------------|
| Title: Church Secretaries (2) | <input checked="" type="checkbox"/> PT | <input type="checkbox"/> FT |
| Title: | <input type="checkbox"/> PT | <input type="checkbox"/> FT |
| Title: | <input type="checkbox"/> PT | <input type="checkbox"/> FT |
| Title: | <input type="checkbox"/> PT | <input type="checkbox"/> FT |
| Title: | <input type="checkbox"/> PT | <input type="checkbox"/> FT |
| Title: | <input type="checkbox"/> PT | <input type="checkbox"/> FT |
| Title: | <input type="checkbox"/> PT | <input type="checkbox"/> FT |
| Title: | <input type="checkbox"/> PT | <input type="checkbox"/> FT |

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

| Name | Telephone Number | Relationship to Your Church |
|---------------------------------------|-----------------------|------------------------------------|
| a. The Rev. Roy W. Joellenbeck | (410) 377-7939 | Past Minister of Visitation |
| b. Father Joseph G. Bochenea | (410) 563-1717 | Neighbor Church |
| c. The Rev. Maxim R. Hoffmann | (410) 256-3722 | Visiting Minister |

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

Search Committee

Church Council Members

Individual Members of the Congregation

Profile made available to the general Congregation for review and comment.



Statement on Leadership in Ministry

Using this page and one additional page if needed, write a statement that will help a candidate better understand the relationship of clergy and lay leadership in the life of your congregation. Include in the statement reflections on leadership styles that work well for your church. Describe how clergy and lay leaders work together. If yours is a multiple-staff church, it would be helpful to comment on your expectations of how the staff team members relate to each other. You are encouraged to include anything else you want to say about your church and its expectations of the leader it now seeks.

See attached 3A

23 f. Describe the educational program of your church:

1. The UCC curriculum, "Bible Discovery", is used throughout the Church School. While the teachings are Bible centered there is also a strong emphasis on applying these lessons in the everyday life activities and experiences of our children.

In the Nursery/Kindergarten department children learn Bible stories while supplementing their learning with crafts projects, singing songs, and doing fingerplays, and enjoy the camaraderie of being with other children and developing their social skills.

The Primary department, where children in the early school years meet, hear Bible stories, partake in impromptu plays related to the stories, complete activities in their companion books, sing songs, and do many crafts as holiday projects.

Students in the Lower Junior department are in the intermediate grades of elementary school. Their program is more structured and also has a companion book with activities for the children to complete. They also participate in discussions about how to apply the learnings from the Bible to their own lives.

We also have an Adult Bible Study group that has formed and is functioning quite successfully.

The Church School staff works together as a committee responsible for selecting and implementing the curriculum used in our Church School.

2. The Confirmation classes are under the direction of the Pastor, and the UCC materials, "Our Confirmation" are used for these instructions. The Church School has also provided "Harper Study Bibles" which are utilized in these classes, along with other materials and information deemed necessary by the Pastor.

The Pastor basically has the responsibility for selecting the materials and resources used in the Confirmation classes.

- 23 g. We would expect our new pastor to be very involved in assisting us to further expand and develop our Christian Education program so as to be able to attract new and younger families, with children, to our church and church school so that we might expand our Christian service to the community.

1--PASTORS OVERALL RESPONSIBILITY

- a--Will be the on going religious aspects of the Church
- b--Provide spiritual leadership.
- c--Pastors background is to always be beyond reproach.
- d--Preferably but not necessarily is in good standing with the United Church Of Christ
- e--Actively participate in Church and school programs.
- f--Direct the work of the religious education in accordance with established norms.

2--ADMINISTRATIVE

- a--Work well with people of all ages.
- b--Must be an effective overall administrator
- c--Submits activity reports as requested in by laws
- d--Is an ex-officio member of, but not the leader of, the Church council meetings
- e--Requests special meetings with the Council regarding areas of immediate concern.
- F--Works diligently to increase Church membership

3--LEADERSHIP

- a--Assumes and demonstrates leadership within his/her area of responsibility,
- b--Must have reasonable counseling skills
- c--Must have mediating skills in settling conflicts and crisis situations.
- d--Have ability to work closely with members who have family problems.
- e--Have ability to discuss areas of concern and suggest possible corrective action.

4--OUTREACH

- a--Take necessary steps to contact inactive members
- b--Work diligently to bring new members into the church
- c--Organize committees to work with community programs
- d--Have ability to setup and organize community programs if necessary.

5--PROMULGATING OUR FAITH

- a--Effectively teach the traditions, beliefs and sacraments of the Christian faith.
- b--Posses the theological knowledge to interpret and convey the bible message.
- c--Actively participate in confirmation classes.
- d--Participate in setting up bible classes if necessary
- e--Provide clear and concise answers to questions of the Christian faith
- f--Make routine or surprise visits to the Sunday school classes

6--SOCIAL SKILLS

- a--Must be a compassionate and caring person sensitive to others' needs.
- b--Makes pastoral calls on people in hospitals, nursing homes and those confined to their homes.
- c--Mindful of and able to accept people with divergent backgrounds.
- d--Be aware of the many help organizations where one may seek and find help so as to aid people in need

7--PULPIT, SPIRITUAL AND WORSHIP

- a--Must be an effective preacher and speaker
- b--Proficient in encouraging people to develop and relate to their faith
- c--Must be a person who lives and believes the word of God that he/she preaches through example and demonstration.

Statement on Leadership in Ministry

Our vision

The vision of our leadership in Ministry is to bring together, through a new beginning, not only the Minister and the lay leaders of our church, but the entire congregation in Christian understandings, in such a way that it can be communicated to the neighborhood through our example and dedication. We are dedicated to promoting responsible stewardship in accordance with Christian principals and the wise use of today's ever broadening technology, which will not only allow us to spread the word of God, but to have the most effective communication possible between the new Minister and our lay people. Our aim is to add value and strength to the efforts put forth by the congregation, lay people and the previous Pastors; but not necessarily to duplicate those efforts. It is our hope, and fervent prayer, that our new Minister will be an integral part of this vision as well as the new beginning in leadership in Ministry in our Church.

Relationship of clergy and lay leaders

The relationship between clergy and leaders in our church has always been cordial. They have always greeted each other with a friendly hello; and you could always stop the previous pastor and he would talk about anything of interest of the day or something that might be a concern to the member. During many of our council meetings, there have been some heated debates of a give and take nature between the pastor and the lay leaders. However, friendship between members and the pastor has never diminished.

Leadership styles

The style of a leader is very important, most especially how the leader speaks to the congregation. It is certain that the congregation will not tolerate a leader who talks down to them, or one that sets himself /herself on a pedestal as the all knowing one. We would hope to find a pastor who would be as a good listener as he/she is a talker. The style that seemed to work well for our church is one of sincerity, warmth, compassion and a genuine desire to help.