

August '00

DATE



PASTOR

POSITION TO BE FILLED

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.

Harvey C. Jacob

Signature of Search Committee Chairperson

Date Signed:

8/15/00

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: **Harve@Erols.Com**



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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: **Harve@Erols.Com**
4. Conference/Association Staff Person Assisting Your church
Name: **The Rev. Ronald H. McLean, Associate 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:

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.

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.*

- civil
- kind
- compassionate
- supportive
- harsh
- 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.

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
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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.

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