



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: _____

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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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, UCC Central Atlantic Conf., Chesapeake Assoc.**
Address: **916 South Rolling Road**
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		

DATE



PASTOR

POSITION TO BE FILLED

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	Last Year	5 Years Ago	10 Years Ago
a. # Church members	170	260	411
b. Average attendance at worship	120	130	155
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d. Average weekly participation in adult education	8	0	5
e. # Members who are ordained clergy	1		

LOCAL CHURCH PROFILE FOR LOCAL CHURCHES SEEKING NEW LEADERS

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

1. Church: *United Evangelical Church*
2. Address: *3200 Dillon St.*
City, State, and Zip: *Baltimore, MD 21224*
3. Name of Search Committee Chairperson or Contact Person: *Harvey C. Jacob*
Address: *3200 Dillon St.*
City, State, and Zip: *Baltimore, MD 21224*
Telephone: *410-276-0395*
Fax: *410-679-5343* E-Mail: *Harve@Erols.com*
4. Conference/Association Staff Person Assisting Your Church
Name: *The Rev. Ronald McClean*
JCC Center Atlantic Conference
Address: *916 South Rolling Rd.*
City, State, and Zip: *Baltimore, MD 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	<i>170</i>	<i>260</i>	<i>411</i>
b. Average attendance at worship	<i>40</i>	<i>50</i>	<i>60</i>
	<i>80</i>	<i>90</i>	<i>95</i>
c. Average participation of children/youth in C.E.	<i>48</i>	<i>60</i>	<i>83</i>
d. Average weekly participation in adult education	<i>8</i>	<i>0</i>	<i>5</i>
e. # Members who are ordained clergy	<i>1</i>	—	—

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)			
d. Rentals	\$975		
e. Special Fundraising	\$27,255	\$18,901	\$16,222
f. Other	\$388	\$640	\$254

6. Profile of Congregation

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

a. Age

1.3 % ages 0-5
3.7 % ages 6-18
5.6 % ages 19-34
7.8 % ages 35-49
8.6 % ages 50-64
64.8 % ages 65-74
8.2 % ages 75+

b. Education level of adults

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

c. Family units (*Not Available*)

_____ % couples with children at home
 _____ % couples without children at home
 _____ % single
 _____ % single parent with children at home

d. Occupations of adults

5 % business
8 % clerical
7 % farmer/rancher
34 % homemaker
8 % laborer/manufacturing
6 % professional
6 % student
0 % tradesperson
33 % other *Retired*

e. Employment (*Estimate*)

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

	1999	1995	1990
	Last Year	5 Years Ago	10 Years Ago
7. Total Church Income	157990	159578	112567
a. Members' offerings and pledges	120392	132918	87468
b. Interest from investments or endowments	8980	7119	8623
c. Principal reduction (endowments or investments)	—	—	—
d. Rentals	975	—	—
e. Special Fundraising	27255	18901	16222
f. Other <i>Designated Charities</i>	388	640	254

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 0% couples with children at home
- 45 0% couples without children at home
- 45 0% single
- 5 0% 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

	<u>1999</u> Last Year	<u>1994</u> 5 Years Ago	<u>1990</u> 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)			
d. Rentals	\$975		
e. Special Fundraising	\$27,255	\$18,901	\$16,222
f. Other <i>Designated Charities</i>	\$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			

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	
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: \$30,000 Beginning Date: April of '99

Purpose: **Repair of School Building & Parsonage**

	Last Year	5 Years Ago	10 Years Ago
8. Total Operating Budget	183098	143129	119429 119526
a. Our Church's Wider Mission Basic Support	2500	2500	2500
b. Our Church's Wider Mission Special Support	1750	2800	3400
c. Other gifts	350	350	250
d. Current local expenses	139274	130920	103279
e. Annual capital payment <i>Improvements</i>	39224	6559	10097
f. Other debt	0	0	0

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

One Great Hour of Sharing 223⁰⁰
Neighbors in Need 165⁰⁰

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. <i>Community Vacation Bible School</i>	\$
b. <i>Maryland Food Pantry</i>	\$
c. <i>World Day of Prayer</i>	\$
d.	\$

11. Indebtedness

a. Total amount of capital debt: \$ *None*

b. Total amount of other debt: \$ *None*
Describe:

c. Are capital and other payments current? yes no

12. Capital Campaigns

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

'97-'98 Goal: \$ *Heating System 70000⁰⁰* Outcome: \$ *70000⁰⁰* *18 months*
 Goal: \$ *Air Conditioning 17000⁰⁰* Outcome: \$ *17000⁰⁰* *12 months*
System.

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

Goal: \$ *30000⁰⁰* Beginning Date: *1999*
 Purpose: *Repair School + Parsonage*

13. Assets Held by the Church

a. Reserves (Savings): \$130,000

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, 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								

13. Assets Held by the Church

a. Reserves (Savings): \$ 130,000.00

b. Endowments/Investments: \$ 0

c. Describe buildings and property of your church, except the parsonage: seat sanctuary with seat balcony. Fellowship hall below sanctuary & narthex organ. 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.

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

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

Address: 945 South East Ave Baltimore, MD 21212
Two story brick single family home. Corner of East Ave & Dillen 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, bath & closets
Finished basement with laundry room.

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

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	Start Date				End Date			
	Year	Salary	Housing	Parsonage	Year	Salary	Housing	Parsonage
a. Last	1990	22000		P	1999	29000		P
b. Previous	1987	13000		P	1990	16000		P
c. Next previous								

13. Assets Held by the Church

a. Reserves (Savings): \$130,000

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. _____ organ. 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.

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.

note on condition

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, bath & closets. *library room*

Finished Finished basement with laundry room.

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

city

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

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	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								

6. During the above period, has your church failed to fulfill its financial obligations to its pastor?
 yes no If yes, please comment:

7. Salary, Benefits, and Expenses Offered

a. Cash salary offered: \$

Conference recommended salary range: \$ — \$

b. Housing: \$

Housing allowance only Parsonage only Would offer either

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

- _____ vacation: _____ weeks annually after _____ (date)
- _____ maternity/paternity leave
- _____ UCC retirement annuity (_____%); _____ 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: \$_____ annually
- _____ continuing education time: _____ weeks annually
- _____ sabbatical leave: after _____ years for _____ months \$_____ provided
- _____ books
- _____ other benefits. Specify:

d. _____ Travel reimbursement

e. _____ Meeting expense reimbursement

COMMUNITY CHARACTERISTICS

18. Population

- a. Population of total city or town in which your church is located:
- b. Describe the population by racial-ethnic category and identify the source of the information:

As of 12/98:
a - Baltimore City Population - 245,000 X

b. Racial Breakdown: 55% Black
35% White
3% American Indian
4% Hispanic
3% Asian American

Info. came from
Census Info.
Dept. of Planning (Gloria Griffin)
410-396-4329
{ Southeast Development Inc. }
{ 3614 Eastern Ave 21224 }
410-342-3234

* Information by community is over 10 yrs. old - hasn't been updated!

16. During the above period, has your church failed to fulfill its financial obligations to its pastor?
 yes no If yes, please comment:

17. Salary, Benefits, and Expenses Offered

a. Cash salary offered: \$ *Central Atlantic Conference Guidelines*

Conference recommended salary range: \$ *33,000* — \$ *43,000*
plus experience factor

b. Housing: \$

Housing allowance only Parsonage only Would offer either
though would prefer to use parsonage

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

- vacation: *4* weeks annually after *1 yr* (date)
- 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 *5* years for *2* months \$ _____ provided
- books *reimbursement*
- _____ other benefits. Specify:

d. Travel reimbursement *Church related business*

e. Meeting expense reimbursement

COMMUNITY CHARACTERISTICS

18. Population

a. Population of total city or town in which your church is located: *700,000 (Baltimore City)*

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

	<i>Baltimore Metro Area</i>	<i>Balt. City</i>	<i>Canton-Highlandtown Zip 21224</i>
<i>White</i>			
<i>Black</i>			
<i>Hispanic</i>			
<i>Asian</i>			
<i>Amer Indian</i>			
<i>Other</i>			

Sources: *US census Bureau, Internet, Estimates*

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: \$33,000 to \$43,000

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 5 years for 2 months \$ _____ provided

books \$ _____ provided

other benefits. Specify

We consider all benefits negotiable

d. Travel reimbursement

e. Meeting expense reimbursement

COMMUNITY CHARACTERISTICS

18. Population

a. Population of total city or town in which your church is located: **700,000**

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

Black	Baltimore City	Church Zip Code 21224	White	Hispanic
Asian			Amer. Indian	
Other			Total	

Source: U. S. Census, Internet

internet documentation

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~~ *Goodly sense of fellowship (community) (cohesiveness) (unity) — covers many ages*
- 2. ~~Much urban renewal currently underway~~ *rejuvenation of classic urban environment.*
- 3. ~~Easy access to transportation, highways, bus, harbor shuttle (water taxi)~~ *major interstateⁿ / also rail & International airport*

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. Support City's effort to increase level of "Community Policing" to return neighborhood streets to level of safety formerly enjoyed.
- 2. Find ways to provide more parking for Church members & neighborhood residents.
- 3. Seek methods to improve cleanliness of ~~area & disposal of trash~~ *community*
- 4. ~~Reach unchurched~~ *the* ~~changing, diversified community~~ *awareness to*
How to → *those with unfulfilled spiritual needs,*

d. Indicate mission activities

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

Currently no specific mission programs in community
Although currently participating inter-church activities such as: blessing of animals, etc.

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

Need a specific mission planning program and implementing leadership implementation for execution

19. Economic Factors

Identify major sources of employment/income in your community:

- a. General Motors
- b. Small Businesses - O'Donnell Square Fells Point, etc.
American Can Co.
- c. Nursing home - Ellwood + Boston

20. General Description

a. Describe three distinctive attributes of your community:

1. Canton Park + Korean War Memorial
2. Easy Access to transportation (Bus, Harbor Shuttle)
3. Plenty of schools, churches, ^{large} grocery store - Safeway

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

1. Area will be well known for its history + old fashioned charm
2. Decent playgrounds for young children to use
3. More "young people" "flocking" to Canton community

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

1. Need more "foot patrol" police so that senior citizens aren't afraid to come out
2. Sanitary conditions need improvement - people put trash out too early - attracts rodents
3. Cut down on Drug problems / Drinking underage at local bars
- 4.

d. Indicate mission activities:

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

visit sick/shut ins

Allows groups to hold meetings in Church school/hall to improve their lifestyles
(one example is Narcotics Anonymous)

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

work with the youth in our Church community

Build fellowship among all members of the Church

Reach out to inactive members -- possibly bring in new faces

Be compassionate + caring

(Inter church activities -

Blessing of Animals - O'Donnell Sq. Palm Sunday -

Cross Carry Good Friday - Good Friday Service (3 hr)

Inter Faith Music Festival

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Identify major sources of employment/income in your community:

- a. General Motors
- b. Small Businesses - O'Donnell Square Tells Point, etc.
American Can Co.
- c. Nursing home - Ellwood + Boston

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a. Describe three distinctive attributes of your community:

1. Canton Park + Korean War Memorial
2. Easy Access to transportation (Bus, Harbor Shuttle)
3. Plenty of schools, churches, ^{large} grocery store - Safeway

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

1. Area will be well known for its history + old fashioned charm
2. Decent playgrounds for young children to use
3. More "young people" "flocking" to Canton community

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

1. Need more "foot patrol" police so that senior citizens aren't afraid to come out
2. Sanitary conditions need improvement - people put trash out too early - attracts rodents
3. Cut down on Drug problems | Drinking underage at local bars
- 4.

d. Indicate mission activities:

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

visit sick/shut ins

Allows groups to hold meetings in Church school/hall to improve their lifestyles
(one example is Narcotics Anonymous)

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

work with the youth in our Church community

Build fellowship among all members of the Church

Reach out to inactive members -- possibly bring in new faces

Be compassionate + Caring

Interchurch activities -

Blessing of Animals - O'Donnell Sq. Palm Sunday -

Cross Carry Good Friday - Good Friday Service (3 hr)

Inter Faith Music Festival

19. Economic Factors

Identify major sources of employment/income in your community:

- a. *Many small businesses in area - retail + service
Hospitals; Johns Hopkins University + Hospital + others*
- b. *Manufacturing Companies - General Motors Corp, Lever
Brothers Co., GAF Roofing Shingles*
- c. *Port of Baltimore - Commercial Shipping - Recreational
Boating*

20. General Description

a. Describe three distinctive attributes of your community:

- 1.
- 2.
- 3.

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

- 1.
- 2.
- 3.

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

- 1.
- 2.
- 3.
- 4.

d. Indicate mission activities:

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

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

19. Economic Factors

Identify major sources of employment/income in your community:

- a. Many small businesses in area - retail + service
- b. Manufacturing Companies - General Motors Corp, Lever Brothers Co.,
- c. Port of Baltimore - Commercial Shipping - Recreational Boating

20. General Description

a. Describe three distinctive attributes of your community:

1. Distinct neighborhood feeling
2. Renewal Urban
- 3.

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

1. upward
- 2.
- 3.

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

1. Parking
2. Racial / Ethnic
3. Assimilating new people into neighborhood
- 4.

d. Indicate mission activities:

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

- | | | | |
|-----|-------------|---|-----------------------|
| Vac | Food Pantry | } | Advertising - |
| | Bible Sch. | | Lenten Service Series |
| | Inter Music | | Tableaux Tableaux |
| | PACT | | |

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

Use skills to identify + reach mission goals. ^{strong} Leader to guide + direct us to increase outreach to community. experience urban communities

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

Boy Scouts, PACT preschool program, Red Cross blood donor program, Narcotics Anonymous group. Church fund raising dinners & programs Available for community meetings

fellowship

ecumenical wets i.e. "world day of prayer"

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:

There is a fear that the congregation may decrease to a point where the church may close.

Community is dynamically changing from older generation to new

22. Planning

established population

influx of young families diversified

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 Committees

work of

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

To be proactive in all planning process by bring experience from previous ~~committees~~ & callings and 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. ANNUAL TABLEAU @ EASTER (1st 1850)	cont.
2. 125th ANNIVERSARY - D (ORG 1825)	
3. MORTGAGE OF BLDG 1959 PAID-OFF IN 1961 (4yrs)	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:

Pastor's sudden loss (health & death)
Sudden

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

Boy Scouts
 PACT Preschool Program
 Red Cross Blood Donor Drives
~~Narcotics Anonymous Group~~

Available For Community Meetings
 Church Fund Raising Dinners + Programs
 Ecumenical Events
 World Day of Prayer

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:

Outreach to new community development

Reach out to youth -

~~Initiate Saturday evening service.~~

Housing values -

(assimilation)

Same as 1990 profile

changing

as more development challenge to assimilation

Investigate alternate worship time

22. Planning

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

by Church Council, Committees, Pastor, Congregational Meetings

individual - strengthen committee

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

written reports and studies. Thoughts - Ideas - Leadership - ~~verbal~~ input at meetings

to be actively involved in planning

identify + (pull it all together)

implementing

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
church Dinners	
* Presentation of Last Supper Tableau + Dinner	1950
Becoming part of UCC	1957
2. Ecumenical interaction with neighbor Churches	1970
* 125th Anniversary of Church organization	1998
* Pay off of mortgage of new church 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 learned from it:

Dealing with rapidly failing health, retirement and death of former Pastor.

other: declining attendance, church buildings

Learned:

Compassion - Terminally ill person - while maintaining ongoing responsibilities to congregation

(interim period + transition new leadership)

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

Boy Scouts
 PACT Preschool Program
 Red Cross Blood Donor Drives
 Narcotics Anonymous Group

Available For Community Meetings
 Church Fund Raising Dinners
 + Programs

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:

Outreach to new community development.
 Reach out to youth
 Initiate Saturday evening service

Same as 1990 profile

22. Planning

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

by Church Council, Committees, Pastor, Congregational Meetings

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

Written reports and studies. Thoughts - Ideas - Leadership - Verbal input at meetings

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. Presentation of Last Supper Tableau	1950
Becoming part of VCC	1957
2. Ecumenical interaction with neighbor churches	1970
3. 125th Anniversary of Church organization	1998
Pay off of mortgage of new church 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 learned from it:

Dealing with rapidly failing health, retirement and death of former pastor.

other: declining attendance, church buildings

Learned:

Compassion - Terminally ill person - while maintaining ongoing responsibilities to congregation

c. Identify what the congregation intends to accomplish during the next three years: *(gaining)*
 Aggressive community outreach to serve + growth member
 Finding better use of Church Facility. (School Building)
 Unified direction for congregation *see 1990 16C*

d. Describe how the church expects the person you are seeking to help your church reach these goals:
 Bring past experience to us *To advance of many*
 experience creative energy + insight *appropriate* in changing
 innovative *See 1990 16D commit.*
 organization skills + leadership to meet challenge

- 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. *See 1990 16E*
 - 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: *Pastor background*

f. Describe the educational program of your church:
church - school from preschool thru
confirmation age - 9:00 - 10:00
Adult Bible study 9:00
Integrate into church life -

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

2. Indicate resources used for confirmation and the person or committee responsible for the selection of these resources.
 Book: "~~My Confirmation~~" published by *VCC*
"Affirming Faith" 1996
 Pastor teaches + Council members examine.

g. Describe how the church expects the person you are seeking to participate in the congregation's educational programs:
Confirmation Classes *See 1990 166 1-5*
Adult Education Programs
New Member ~~Confirmation~~ classes
Attend church school meetings - +
or -
planning session

Stewardship

most process skills experi

parties

To develop and implement community outreach programs in a diversified urban setting.

c. Identify what the congregation intends to accomplish during the next three years:

~~To Develop a growing community outreach program to grow the church program.~~
~~Cooperative projects in different areas of the city.~~
~~Also a discussion~~

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

to bring ~~his/her~~ past experience & creative energy using insights with leadership skills.

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 spectrum of theological beliefs & faith stances.

f. Describe the educational program of your church:

Clarence / Ed Myers
Control

OR CAROL

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

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

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

- Conduct confirmation class & baptismal (teaching) classes
 - Conduct new member orientation
 - Participate in education planning committee meetings.
- give focus to children's Sunday School programs

c. Identify what the congregation intends to accomplish during the next three years:

Aggressive community outreach
Finding better use of Church Facility (School Building)
See 1990 16C

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

Bring past experience to us

See 1990 16D

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

See 1990 16E

Comment:

Pastor background

f. Describe the educational program of your church:

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

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

Book: "My confirmation" published by L. E. S. -
Pastor teaches - 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 indoctrination
Attend Church School Meetings

See 1990 16G 1-5

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:

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

- council
- com
- congregat

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

Fellowship strong *Baptist DR/*
no debt. - *ORAWA.*
Outstanding Service

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

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.

- ___ As a church, we respect and listen to each other and work things through without generating divisiveness.
- ___ 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.
- ___ Some have left our church because of conflict.
- ___ Conflict hurts our sense of unity, but we tend not to talk about it.
- ___ Painful experience with conflict has been present, but it has been worked through, and we have learned from the experience.
- ___ We have had some painful experiences with conflict, and they linger in the background.
- ___ Open conflict is present, and we need a minister who can help us deal with it.
- ___ Other. Specify:

Comment:

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

Monthly Council Meetings
Periodic Pastoral Reviews -
Committee Meetings
Semi Annual Congregational Meetings

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

Congregation with strong christian Fellowship
Financial stability - No debt.
Outstanding Organist/Music Director *Loyal*
stead Fast

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
<i>Church Council</i>	<i>Governing Body</i>	<i>12</i>	<i>monthly</i>	<i>3</i>
<i>Ladies Organization</i>	<i>Fellowship + Service</i>	<i>50</i>	<i>monthly</i>	<i>3</i>
<i>Bible Study</i>	<i>Increase Understanding</i>	<i>10</i>	<i>weekly</i>	<i>2</i>
<i>Adult Choir</i>	<i>Provide Choral Music</i>	<i>20</i>	<i>weekly</i>	<i>3</i>
<i>Vacation Bible School</i>	<i>Ecumenical School</i>		<i>Summer</i>	<i>1</i>
<i>Bowling League</i>	<i>Fellowship</i>	<i>30</i>	<i>weekly</i>	<i>3</i>
<i>Scouts</i>				

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:

we get along at each other!
MCA

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

Monthly Council Meetings
 Periodic Pastoral Reviews
 Committee Meetings
 Semi Annual Congregational Meetings

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

Congregation with strong christian Fellowship
 Financial stability - No debt.
 Miss. Director serving
 Stead Fast. loyal

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
See 1990 * 8 (1-13)				

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 ~~N~~ Conflict hurts our sense of unity, but we tend not to talk about it.

S Painful experience with conflict has been present, but it has been worked through, and we have learned from the experience.

S We have had some painful experiences with conflict, and they linger in the background.

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

Other. Specify:

Comment:

We yell at each other!
 H.C.J.

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 - Extemporaneous
Biblical teaching with contemporary applications
Well thought out - Informal - Folk.*

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

*Leader - with lay participation
Appreciate role of music in services
Spiritual leadership - Interpret scripture
obtain + coordinate use of lectors in service*

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 we need to increase our level
of activity. Strive to attend Conference + Association
events + meetings.*

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

*To participate in those activities which members
(congregation) are involved. To get members 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:

*Search committee meetings with conference
minister. Interaction with local schools.
Interfaith music Festival.*

*ck.
thesaurus*

*See page 7
1

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,
(Day to plan ^{cell} around theme of day)*

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

Leader - with lay participation

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

*Evangelical & Reformed (E+R)
published by - - - - -*

WIDER CHURCH CONNECTIONS

27. United Church of Christ

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

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

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:

Food Pantry

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

See page 7

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. <i>Robert M. Armstrong</i>	<i>1990</i>	<i>1999</i>
2. <i>John Steven Fair</i>	<i>1984</i>	<i>1990</i>
3. <i>W. Scott Hengen III</i>	<i>1976</i>	<i>1984</i>

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 congregation liaison person. Support during illness.

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:

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.

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 her/his 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.
 30. _____ works well on a team.
 31. _____ 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. _____
- b. If there are other comments you wish to make about expectations, include one or more paragraphs here or on an additional sheet.

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 her/his 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.
 30. works well on a team.
 31. 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. _____
- b. If there are other comments you wish to make about expectations, include one or more paragraphs here or on an additional sheet.

*Note about
survey
all checked*

United Evangelical Church Pastor Search Survey

Mark (x) 12 statements that you feel are most important. You may rank them (1-12) if you wish.

Our church needs a Pastor who.....

Administrative

- 2 is effective in working with people of all age groups. 57
 maintains and encourages confidentiality.
 is an effective overall administrator.
 writes clearly and well.

Community – Outreach

- 7 reaches out to inactive members. 41
 organizes people for community action.
 5 works regularly at bringing new members into the church. 50

Education – Teaching

- 8 is effective in teaching the traditions and sacraments of the Christian faith. 40
 has a strong commitment to the educational ministry of the church.
 6 possesses the theological and biblical knowledge to interpret and convey the Bible's message. 42
 will actively participate in the development and execution of Church School programs and activities.

Leadership

- 9 is a good leader and encourages others to develop their leadership abilities and assume leadership positions. 38
 is skilled in planning and leading well-organized meetings and programs.
 10 inspires a sense of confidence and deals effectively with conflict and crisis situations. 35

Social

- 3 is a compassionate and caring person, sensitive to others' needs. 52
 is a helpful counselor.
 1 makes pastoral calls on people in hospitals, nursing homes and those confined to their homes. 59
 is accepting of people with divergent backgrounds and traditions.

Spiritual – Worship – Sacred

- 4 is an effective preacher/speaker. 50
 encourages people to develop and relate their faith to their daily lives.
 11 is a person who lives a life of faith and integrity. 35

UCC – Ecumenical – Universal Church

- 12 regularly encourages people to participate in United Church of Christ activities and programs. 32
 is active in ecumenical (other churches) relationships and encourages United Evangelical to participate.
 has strong commitment and loyalty to the United Church of Christ.

Comments

Use space below for any comments you wish to make about your expectations of a pastor for our church.

GENERAL

33. Does your church search committee or governing body have a policy against discrimination?
 yes no Comment: *VCC Guidelines & Policy.*

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

Cass Search Book
see page 8

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 fulltime (FT) or part-time (PT).

Title: *Secretaries* PT FT

Title: *Music Director* PT FT

Title: PT FT

Title: PT 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. <i>Father Joe</i>		
b. <i>Max Hoff</i>		
c. <i>Pastor Jollenbeck</i>		

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

Search Committee
congrat *Avail to Congregat.*
Inter Pastor supports

Conference or Association
Descriptive Reference

Church Name: *The United Evangelical Church of Baltimore, MD*
Location: *3200 Dillon St. Baltimore, MD 21224*
Conference: *Central Atlantic Conference*
Association: *Chesapeake Association*
Name of Staff Assisting in the Search: *The Rev. Ronald*

Signature of Staff Assisting in the Search

Date



Conference or Association Descriptive Reference

Church Name: **The United Evangelical Church of Baltimore, Maryland**

Location: **Baltimore, MD 21224**

Conference: **Central Atlantic Conference**

Association: **Chesapeake Association**

Name of Staff Assisting in the Search: **The Rev. Ronald H. McLean, UCC Central Atlantic Conf.,
Chesapeake Assoc.**

Signature of Staff Assisting in the Search

Date

6. During the above period, has your church failed to fulfill its financial obligations to its pastor?
 yes no If yes, please comment:

7. Salary, Benefits, and Expenses Offered

a. Cash salary offered: \$

Conference recommended salary range: \$ — \$

b. Housing: \$

Housing allowance only Parsonage only Would offer either

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

- _____ vacation: _____ weeks annually after _____ (date)
- _____ maternity/paternity leave
- _____ UCC retirement annuity (_____ %); _____ 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: \$ _____ annually
- _____ continuing education time: _____ weeks annually
- _____ sabbatical leave: after _____ years for _____ months \$ _____ provided
- _____ books
- _____ other benefits. Specify:

d. _____ Travel reimbursement

e. _____ Meeting expense reimbursement

COMMUNITY CHARACTERISTICS

18. Population

- a. Population of total city or town in which your church is located:
- b. Describe the population by racial-ethnic category and identify the source of the information:

As of 12/98:
a - Baltimore City Population - 245,000

b. Racial Breakdown: 55% Black
35% White
3% American Indian
4% Hispanic
3% Asian American

Info. came from
Census Info.
Dept. of Planning (Gkia Griffin)
410-396-4329
{ Southeast Development Inc. }
3614 Eastern Ave 21224
410-342-3234

* Information by community is over 10 yrs. old - hasn't been updated!

16. During the above period, has your church failed to fulfill its financial obligations to its pastor?

yes no If yes, please comment:

17. Salary, Benefits, and Expenses Offered

a. Cash salary offered: \$ *Central Atlantic Conference Guidelines*

Conference recommended salary range: \$ *33,000* — \$ *43,000*
plus experience factor

b. Housing: \$

Housing allowance only Parsonage only Would offer either
though would prefer to use parsonage

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

- vacation: *4* weeks annually after *1yr* (date) ✓
- 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
- 1/2* Social Security
- continuing education funds: \$ *600* annually
- continuing education time: *1* weeks annually
- sabbatical leave: after *5* years for *2* months \$ _____ provided
- _____ books *reimbursement*
- _____ other benefits. Specify:

d. Travel reimbursement *Church related business*

e. Meeting expense reimbursement

COMMUNITY CHARACTERISTICS

18. Population

a. Population of total city or town in which your church is located: *700,000 (Baltimore City)*

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

	<i>Baltimore Metro Area</i>	<i>Balt. City</i>	<i>Canton-Highlandtown Zip 21224</i>
<i>White</i>			
<i>Black</i>			
<i>Hispanic</i>			
<i>Asian</i>			
<i>Amer Indian</i>			
<i>Other</i>			

Sources: *US census Bureau, Internet, Estimates*

13. Assets Held by the Church

a. Reserves (Savings): \$ 130,000.00

b. Endowments/Investments: \$ 0

c. Describe buildings and property of your church, except the parsonage: ----- seat sanctuary with ----- seat balcony. Fellowship hall below sanctuary + narthex. ----- organ. 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.

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.

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

Address: 945 South 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, bath + closets.
 Finished basement with laundry room.

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	22000		P	1999	29000		P
b. Previous	1984	13000		P	1990	16000		F
c. Next previous								

	Last Year	5 Years Ago	10 Years Ago
8. Total Operating Budget	183098	143129	119526
a. Our Church's Wider Mission Basic Support	2500	2500	2500
b. Our Church's Wider Mission Special Support	1750	2800	3400
c. Other gifts	350	350	250
d. Current local expenses	139274	130920	103279
e. Annual capital payment <i>Improvements</i>	39224	6559	10097
f. Other debt	0	0	0

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

One Great Hour of Sharing 223⁰⁵
Neighbors in Need 165⁰⁵

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. <i>Community Vacation Bible School</i>	\$
b. <i>Maryland Food Pantry</i>	\$
c. <i>World Day of Prayer</i>	\$
d.	\$

11. Indebtedness

a. Total amount of capital debt: \$ *None*

b. Total amount of other debt: \$ *None*
Describe:

c. Are capital and other payments current? yes no

12. Capital Campaigns

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

'91-'98 Goal: \$ *Heating System 7000⁰⁰* Outcome: \$ *7000⁰⁰* *18 months*
 Goal: \$ *Air Conditioning 17000⁰⁰* Outcome: \$ *17000⁰⁰* *12 months*
System.

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

Goal: \$ *30000⁰⁰* Beginning Date: *1999*

Purpose: *Repair School Bus passage*

	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			

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	
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:

97-98 Goal: \$70,000 Heating System Outcome: \$70,000 18 months

Goal: \$17,000 Air Cond System Outcome: \$17,000 12 months

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

Goal: \$30,000 Beginning Date: April of '99

Purpose: Repair of School Building & Parsonage

6. Profile of Congregation

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

a. Age

1.3 % ages 0-5
3.7 % ages 6-18
5.6 % ages 19-34
7.8 % ages 35-49
8.6 % ages 50-64
64.8 % ages 65-74
8.2 % ages 75+

b. Education level of adults

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

c. Family units (*Not Available*)

_____ % couples with children at home
 _____ % couples without children at home
 _____ % single
 _____ % 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 *Retired*

e. Employment (*Estimate*)

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

	1999	1995	1990
	Last Year	5 Years Ago	10 Years Ago
7. Total Church Income	157990	159578	112567
a. Members' offerings and pledges	120392	132918	87468
b. Interest from investments or endowments	8980	7119	8623
c. Principal reduction (endowments or investments)	—	—	—
d. Rentals	975	—	—
e. Special Fundraising	27255	18901	16222
f. Other <i>Designated Charities</i>	388	640	254

LOCAL CHURCH PROFILE FOR LOCAL CHURCHES SEEKING NEW LEADERS

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

1. Church: *United Evangelical Church*
2. Address: *3200 Dillon St.*
City, State, and Zip: *Baltimore, MD 21224*
3. Name of Search Committee Chairperson or Contact Person: *Harvey C. Jacob*
Address: *3200 Dillon St.*
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 McClean*
UCC Central Atlantic Conference
Address: *916 South Rolling Rd.*
City, State, and Zip: *Baltimore, MD 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	<i>170</i>	<i>260</i>	<i>411</i>
b. Average attendance at worship	<i>40</i>	<i>50</i>	<i>60</i>
	<i>80</i>	<i>90</i>	<i>95</i>
c. Average participation of children/youth in C.E.	<i>48</i>	<i>60</i>	<i>83</i>
d. Average weekly participation in adult education	<i>8</i>	<i>0</i>	<i>5</i>
e. # Members who are ordained clergy	<i>1</i>	—	—

10/1/04

H. J.

Pastor

DATE

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:

Church

Name: *United Evangelical Church*
 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 St.*
 City, State, Zip: *Baltimore, MD 21224*
 Telephone: *410 276 0393*
 Fax: *410 679 5343*
 E-Mail: *Harve@Erels.com*

DATE

POSITION TO BE FILLED

Pastor

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.

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Harvey C. Jacob

Signature of Search Committee Chairperson

Date:

Church

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Search Committee Chairperson or Contact Person

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