

April 1990

DATE

Pastor

POSITION TO BE FILLED

# Local Church Profile for Local Churches Seeking New Leaders

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

1. Church United Evangelical Church, United Church Of Christ

2. Address 3200 Dillon Street

City and state Baltimore Maryland zip 21224

3. Church telephone ( 301 ) 276-0393 Contact William A. Voelker

4. Name of search committee chairperson William A. Voelker

Address 270 South East Avenue

City and state Baltimore Maryland zip 21224

Chairperson's telephone ( 301 ) 342-2875

5. Conference/association staff person assisting your church

Name Rev. Dr. Thomas R. Hamilton

Address 916 South Rolling Road

City and state Baltimore, Maryland zip 21228

Conference/association person's telephone ( 301 ) 788-4190

6. Membership

A. Number of resident church members 411 number of non-resident members 10

8:00 a.m. - 54  
average attendance at Sunday worship 10:30 a.m. - 96

B. Number of church school and adult education members 83 average attendance 52

7. Profile of church members

A. Age

6.2 % 0-11 4.8 % 12-18 3.9 % 19-24 8.6 % 25-34 17.9 % 35-49 18.7 % 50-64 39.8 % 65+

B. Occupations

11 % business

29 % homemaker

25 % retired

9 % clerical

5 % laborer

6 % student

0 % farmer/rancher

14 % professional

1 % other

C. Educational level of adults

13 % completed grades 1-8    65 % high school    13 % college    7 % graduate school

D. Family units

\_\_\_\_ % married without children at home  
 \_\_\_\_ % single

Not Available

\_\_\_\_ % married with children at home  
 \_\_\_\_ % single parent with children at home

8. Organizational life

Indicate major boards, committees, groups, and organizations that are a part of your church and frequency of meetings—monthly, weekly, etc.)

Name	Purpose of group	Number of members	Frequency of meetings	*Leadership role
1. Church Council	Governing Body of Church	12	1st Tues. of month	Expected to attend
2. Ladies' Aid Society	Fellowship and spiritual group	24 7 honorary	Luncheon 1st Wed. of month	Attend when free for a greeting and/or coffee
3. Sewing Group	Sewing through fellowship	18	Every Tues.	"
4. Young Women's Guild	Fellowship and service group	55	3rd Wed. of month	"
5. Senior Citizens	Friendship/pleasure	41	Every Monday	"
6. Choirs-Senior	Provide music for services and various activities	12	Every Thurs. evening	Occasional participation
	-Contemporary Children's	Approx. 8	Every Thurs. evening	"
7. Bible Study	To increase our knowledge of bible	5	Every Sunday between services	Pastor is teacher

\*Indicate leadership role expected by number:

(See attached sheet)

1. Pastor takes primary initiative and responsibility
2. Pastor and laity share responsibility
3. Laity take primary initiative and responsibility

9. Finances and budget

A. Expenditures for five years

Year	Our Church's Basic support	Wider Mission Special support	Other gifts	Current expenses	Capital payment	Debts	Total		
	Cent. Atl. Conf.	Chesapeake Assoc.	Eden Sem.	Lancaster Sem.	Hoffman Home	Homewood Home	OGS NIN	Curr. Exp.	Total
1989	500	1500	600	600	600	600	250 250	97,806	102,706
1988	500	1500	600	600	600	600	376 200	122,793	129,500
1987	500	1500	600	600	600	600	150+ 150+	96,242	102,600
1986	500	1500	600	600	600	600	100+ 100+	105,613	111,600
1985	500	1500	600	600	600	600	100+ 100+	105,613	111,600

Name	Purpose of Group	No. of Members	Frequency of Meetings	*Leadership role
8. Bowling League	Fellowship	36 regular 9 subs	Every Friday evening	Optional
9. Dance classes	Fellowship	50-70	8 Week sessions Couple times a year	Optional
10. Church School Cradle Roll	Teach children	52 57	Every Sunday	Optional
11. Vacation Bible School (Canton Happening)	Ecumenical children's program	50-80	10 days after closing of schools (Reorganizing)	Full partici- pation
12. Youth Group	Fellowship	3	Monday evenings	Chaplain
13 Scouts Cubs		31 and 10 leaders 7 Tiger Cubs	" Wednesday evenings	" "
Boy Scouts		33 and 14 leaders		
Girl Scouts		Approx. 55 and 10 leaders	Cadets-Mond.7-8 Brownies-Tues.7-8	" "

B. Sources of income for five years

Year	Members' contributions	Interest	Principal reduction	Rentals	Other	Total
1989	104,243	5010	-	-	-	109,254
1988	117,372	6653	-	-	-	124,025
1987	96,968	4,959	-	-	-	101,927
1986	106,194	5,541	-	-	-	111,736
1985	106,194	5,541	-	-	-	111,736

C. Present reserves (savings) \$ 100,000

Present endowments (investments) \$ 0

10. Salary, benefits, and expenses offered

A. Cash salary \$ 22,000

B. Housing

\$ 6,600 housing allowance only

parsonage only

would offer either of above

C. Benefits and expenses

retirement annuity (14 %)

family protection plan

health and medical insurance

group life insurance

1/2 Social Security

Malpractice insurance covered  
in Church totak policy

continuing education funds

continuing education time

sabbatical leave

travel/mileage

books

meetings

11. Property owned by church

A. Describe buildings and property of your church, except parsonage. Sanctuary with Fellowship Hall below. Attached wing includes basement kitchen; main floor has Pastor's office, Secretary's office, Quiet Room or Parlor, Powder Room; 2nd floor consists of Choir Room/or Conference Room. Church School building is three (3) stories with a gymnasium and stage.

B. Does the church own a parsonage?  yes  no If yes, how many rooms? 8

bedrooms 4 Describe 1st floor - large living room, dining room, den, kitchen, powder room. 2nd floor - 4 bedrooms, bath and closets.

Finished basement.

Address of parsonage 945 S. East Avenue

C. Is a building program projected?  yes  no If yes, what? \_\_\_\_\_

When? \_\_\_\_\_

12. Community characteristics

A. Population of total community 75,000 Percentage of population according to racial and ethnic background

\_\_\_\_\_ % Asian

\_\_\_\_\_ % Black

85 % Caucasian

\_\_\_\_\_ % Hispanic

\_\_\_\_\_ % Other: Please specify \_\_\_\_\_

13. Indicate responsibilities in United Church of Christ activities

A. Which church members undertake

Men's Retreat, Association meetings, World Day of Prayer, visits to Hoffman Home with Guild members and Choir. Joint U.C.C. Choir Gatherings.

B. Which your church expects the leader you are now seeking to take

To be a part of meetings required (or suggested) by U.C.C. in a capacity which does not interfere with duties as Pastor of United.

14. In what ways does your church participate in ecumenical activities?

- (1) Ecumenical services with St. Brigid's (R.C.) and others on a bi-annual basis
- (2) Yearly Vacation Bible School
- (3) Guest speakers
- (4) 3 Hour Community Good Friday Service
- (5) World Day of Prayer Participation
- (6) Joint Choir programs

15. What major trends do you envision in your church in the next five years?

A challenge to promote this church to not only Youth but all the unchurched. The membership is stable but there is a need to reach the newly-developing condo communities.

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

A. What have been the three most important events in the history of your church? Indicate the dates of the events.

- 1934 - Added Church School Building
- 1950 - 1st presentation of the Annual "Last Supper" Tableau
- 1957 - Dedication of new Church and new Parsonage
- 1961 - Burning of mortgage-4 years after building church
- 1973 - 100th Anniversary Celebration
- 1988 - 115th Anniversary Celebration

B. What has been the most interesting and challenging event in the life of your church in the last three years?

1. 115th Anniversary Celebration
2. Challenge - What to do with our Church School Building or part of it --- with the declining attendance.
3. Replacing the church's air conditioning system and overhauling the boilers for Church and Church School.

C. What does the congregation wish to accomplish during the next three years?

We seek a Pastor who will try to reach out to Youth and to younger people and families. We hope our church will grow and become more involved in the community. Perhaps the Pastor could develop and implement a program or help us find some good purpose for our Church School Building.

D. How do you expect the person you are seeking to help your church reach these goals?

1. By being a dynamic, mature, individual who can hold one's attention and teach God's word. Good sermons!
2. Responds supportively to crisis situations.
3. Maintains confidentiality.
4. Makes pastoral calls to shut-ins and those inactive members.

E. Describe the theological and faith stance of your congregation.

We are strongly committed to the United Church of Christ.

Have a high appreciation for liturgy and the Church Year. The Sacraments and rites of the church are significant elements in our corporate worship.

F. Describe the educational mission and program of your church.

To teach children about the Bible and help them to develop a value system in keeping with Christian doctrine, using the "Discovering the Bible" series and other selected materials from the Board of Homeland Ministries.

G. How do you expect the person you are seeking to participate in the congregation's educational mission and programs?

1. To participate in the planning of the educational program
2. Visit the Church School - become familiar with children
3. Take part in special programs planned for religious holidays
4. During visits at home or meetings, make families, especially baptismal families, aware of importance of Church School
5. Encourage young adults to become part of church school program

H. Describe the strengths or positive qualities of your church.

1. congenial congregation
2. people not afraid to work
3. church cares for all people
4. well maintained buildings
5. financially strong, especially under pressure or when we have a special project

### 17. Leadership expectations

Below are listed 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.

#### Section 1

Our church needs a person who . . .

- is an effective preacher/speaker.
- continues to develop theological and biblical skills.
- helps people develop their spiritual life.
- helps people work together in solving problems.
- is effective in planning and leading worship.
- has a sense of the direction of her/his ministry.
- regularly encourages people to participate in United Church of Christ activities and programs.
- helps people understand and act upon issues of social justice.
- is a helpful counselor.
- ministers effectively to people in crisis situations.
- makes pastoral calls on people in hospitals and nursing homes and those confined to their homes.
- makes pastoral calls on members not confined at home or in hospitals.
- is a good leader.
- is effective in working with children.
- builds a sense of fellowship among the people with whom he/she works.
- helps people develop their leadership abilities.
- is an effective administrator.
- is effective with committees and officers.
- is an effective teacher.
- has strong commitment to the educational ministry of the church.
- is effective in working with adults.
- inspires a sense of confidence.
- works regularly at bringing new members into the church.

However, please mark those **12** which you feel need first priority at this time. Do not rank the items. If the aspects you consider to be important are not included in the list, place them at the end in the blanks provided.

- regularly encourages support of Our Christian World Mission.
- reaches out to inactive members.
- works regularly in the development of stewardship growth.
- is active in ecumenical relationships and encourages the church to participate.
- is a person of faith.
- writes clearly and well.
- works well on a team.
- is effective in working with youth.
- organizes people for community action.
- is skilled in planning and leading programs.
- plans and leads well-organized meetings.
- encourages people to relate their faith to their daily lives.
- is accepting of people with divergent backgrounds and traditions.
- encourages others to assume and carry out leadership.
- is mature and emotionally secure.
- has strong commitment and loyalty to the United Church of Christ.
- maintains confidentiality.
- understands and interprets the mission of the church from a global perspective.
- is a compassionate and caring person, sensitive to others' needs.
- deals effectively with conflict.
- \_\_\_\_\_
- \_\_\_\_\_

#### Section 2

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