

CONGREGATIONAL PROFILE

(Form Revised October 3, 2017)

Position Being Filled: Senior Minister					
Name of Congregation: Valley Christian Church (Disciples of Christ)					
Street Address: 2600 Cherokee Place				Phone: 205-879-0419	
City: Mountain Brook		State: Alabama		Zip: 35216	
Search Committee Chair: Ginny Guindon					
Address: 2688 Alta Glen Drive					
City: Vestavia		State: AL		Zip: 35243	
Email Address: virginiguindon@icloud.com				Preferred Phone: 205-305-1169 (cell)	
II. MEMBERSHIP PROFILE					
1. Total Number of Members: 44			Number of Participating Members: 26		
Total Number of Participating Non-Members: 5					
2. Number of Participants:			Are these figures -		Estimated <input checked="" type="checkbox"/>
					Actual <input type="checkbox"/>
Ages 1-11: 2		Ages 25-34: 2		Ages 55-64: 5	
Ages 12-17: 0		Ages 35-44: 3		Ages 65-79: 9	
Ages 18-24: 0		Ages 45-54: 0		Above 80: 7	
3. Church Family Profile: <i>(Note: Percentage may add up to more than 100%)</i>			Are these figures -		Estimated <input checked="" type="checkbox"/>
					Actual <input type="checkbox"/>
Single Adults 18-35 0 %		Single w/children at home 0 %		Married 70 %	
Single Adults 36+ 29 %		Married w/children at home 1 %		Blended Families 0 %	
4. Education Level of Adults:			Are these figures -		Estimated <input checked="" type="checkbox"/>
					Actual <input type="checkbox"/>
High School	38 %	College	31 %	Graduate School	28 %
Specialty Training	1 %	Other	Click here to enter text. %	Please Specify: Click here to enter text.	
5. Occupations of Participants: <i>(Note: Percentage may add up to more than 100%)</i>			Are these figures -		Estimated <input checked="" type="checkbox"/>
					Actual <input type="checkbox"/>
Business/Retail	15 %	Service	7 %	Agriculture	Click here to enter text. %
Construction	Click here to enter text. %	Education	3%	Professional	15 %
Military	Click here to enter text. %	Technical	4 %	Manufacturing	Click here to enter text. %
Other <i>(specify below)</i>	45 %	Homemaker	11 %	Student	Click here to enter text. %
Other Explanation: other are unknown					

From Totals Above:	Employed Full Time 35 %	Retired 65 %
III. ORGANIZATIONAL INFORMATION <i>(Check those currently active)</i>		
1. Worship	How many worship services per week?	1
<input checked="" type="checkbox"/> Traditional	<input checked="" type="checkbox"/> On Site	<input type="checkbox"/> Off Site
<input type="checkbox"/> Contemporary	<input type="checkbox"/> On Site	<input type="checkbox"/> Off Site
<input type="checkbox"/> Other	Specify Click here to enter text.	
Average Attendance:		23
Average Attendance:		Click here to enter text.
Average Attendance:		Click here to enter text.
Total weekly average attendance from all services: 23 (includes 1-2 per week on Zoom)		
2. Educational Ministries – Average Weekly Attendance		
Children's Church School	Click here to enter text.	Adult's Church School
Weekly Children's Program	Click here to enter text.	(Name of Program) Click here to enter text.
Weekday Adult Groups	Click here to enter text.	(Name of Program) Click here to enter text.
	Click here to enter text.	(Name of Program) Click here to enter text.
Total Average Weekly Education Attendance		7 (Since the pandemic, adult church school meets on Zoom Tuesday nights)
3. Administrative and Oversight Groups		
<input checked="" type="checkbox"/> Board	<input checked="" type="checkbox"/> Cabinet	<input checked="" type="checkbox"/> Personnel
<input checked="" type="checkbox"/> Elders	<input checked="" type="checkbox"/> Diaconate	<input type="checkbox"/> Deacons
<input checked="" type="checkbox"/> Planning/Functional Committees	How many? 10	<input type="checkbox"/> Other Groups
		Specify other groups Click here to enter text.
4. Ministries and Service Groups Within the Congregation (List all)		
List all active ministry and service groups and share information about their activities, focus and ministry. Active Ageless Adults (AAA)-Senior adults enjoy monthly statewide day trips for fellowship and educational purposes; Disciples Women meet monthly for study, service and fellowship; Disciples Men meet monthly for lunch and fellowship		

IV. STAFF (label those presently employed/serving as "FT" - full time; "PT" - part time; or "V" - Volunteer)							
PT	Pastor		Choose an item.	Youth Minister/Director	PT	Office Staff	# 1
Choose an item.	Co-Pastor(s)	# Click here to enter text.	Choose an item.	Education Director	PT	Other (Please Specify) 3 part-time positions: Treasurer; Housekeeper; Nursery attendant	
Choose an item.	Associate Minister(s)	# 1	PT	Organist/Accompanist			
Choose an item.	Music Minister/Director	# Click here to enter text.	Choose an item	Administrator			
V. PROPERTY							
				Year Erected	Adequate?		
1. Sanctuary	Seating Capacity	150	1961	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
2. Education Unit	# of Classrooms	10	1961/1967	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
3. Fellowship Facility	Seating Capacity/	90	1961	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
	Tables	20		Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
4. Administrative Facility	# of Offices	4	1961/1967	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
5. Off Street Parking	# of Spaces	90		Paved?			
				Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
6. Building Program:		Yes <input type="checkbox"/>		No <input checked="" type="checkbox"/>	Projected? <input type="checkbox"/>		
If Building Program is "Yes" or "Projected", describe: Click here to enter text.							
7. Church Location (check all which are applicable)							
<input type="checkbox"/> Downtown	<input type="checkbox"/> Inner City	<input type="checkbox"/> Urban	<input checked="" type="checkbox"/> Suburban				
<input type="checkbox"/> County Seat	<input checked="" type="checkbox"/> Neighborhood	<input type="checkbox"/> Rural	<input checked="" type="checkbox"/> Bedroom Community				
<input type="checkbox"/> Small Town							
8. Parsonage:		<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No					
# of Bedrooms Click here to enter text.	# of Bathrooms Click here to enter text.	Garage? <input type="checkbox"/> Yes <input type="checkbox"/> No		Age of Parsonage Click here to enter text.	Condition of Parsonage Click here to enter text.		
9. Other Facilities: (such as senior housing, pre-school, camp, etc.) Click here to enter text.							
VI. COMMUNITY							
1. Characteristics							

<input type="checkbox"/> Industrial	<input checked="" type="checkbox"/> Commercial/ Retail	<input checked="" type="checkbox"/> College/ University	<input checked="" type="checkbox"/> Medical Center		
<input type="checkbox"/> Agricultural	<input type="checkbox"/> Military	<input checked="" type="checkbox"/> Tourist/Recreational			
2. Population Changes					
<input type="checkbox"/> Rapid Growth	<input checked="" type="checkbox"/> Slow Growth	<input type="checkbox"/> Other (<i>describe</i>)			
<input type="checkbox"/> Rapid Decline	<input type="checkbox"/> Slow Decline	Click here to enter text.			
3. Concerns					
<input type="checkbox"/> Teen Needs	<input type="checkbox"/> Senior Citizen Needs	<input type="checkbox"/> Race Relations	<input type="checkbox"/> Alcohol/Drugs		
<input type="checkbox"/> Crime	<input type="checkbox"/> Population Changes	<input type="checkbox"/> Unemployment (<input type="checkbox"/> Seasonal or <input type="checkbox"/> Chronic)			
<input type="checkbox"/> Other	(List other concerns here) Click here to enter text.				
4. Population Profile					
Total Population 209,626 (These 2019 figures are for 5- mile radius)	<input checked="" type="checkbox"/> Estimated	<input type="checkbox"/> Actual			
Asian American 3%	African American 26 %	Hispanic American 4.4 %			
Haitian 0 %	Pacific Islander 0 %	Native American 0.1 %			
Middle Eastern 0 %	Euro American 64.9 %	Other 1.6 % Other and multi-racial			
5. Demographic Trends: Ethnic trends, Religious trends, Economic trends, Political/Issue Trends – Describe your perception in narrative form and how you've arrived at them. How has your locale changed over the last 6 months, 5 years and 10 years?					
<p>The source of information provided is www.arda.com (Association of Religious Data Archives). The 2-mile radius population in 2019 was 44,445 (decreased slightly from 2014), in 2019 4% of residents were foreign-born, mostly suburban areas and numerous congregations, average income is \$174,391, 91% of residents are white, 86.1% white-collar occupations, increase in residents ages 25-34 and even more ages 65-74. The 5-mile radius data includes urban and suburban areas and numerous congregations, average income is \$105,145, 2.7% population increase between 2014 and 2019, in 2019 6.3% of residents were foreign-born, projected population would increase to 211,742 in 2024, 75.3% white-collar occupations, average income is \$105,145, increase in number of adults ages 25-39, even greater increases in adults ages 62-84. In last 2 years, COVID -19 pandemic caused shopping mall within 1-mile radius to close down, also some restaurants surrounding the mall. The church property is adjacent to a very heavily travelled major highway.</p>					
VII. FINANCIAL INFORMATION					
1. Income & Expenses for the last four years, beginning with the most recent year: (<i>Year Book Information</i>)					
	Year	Operating Receipts	Capital Receipts	Total Outreach Paid (<i>Include Disciples Outreach</i>)	Total Disciples Outreach Paid (<i>DMF, WOC, Reconciliation, etc.</i>)
A	2021	\$183,400	\$0	\$22,337	\$17,567

B	2020	\$154,400	\$0	\$35,870	\$16,504
C	2019	\$169,100	\$0	\$27,561	\$18,457
D	2018	\$170,900	\$0	\$46,100	\$17,800
2. Current Total Debt: \$0			Monthly Payment on this Debt: \$0		
3. Reserve/Restricted/ Endowment Funds:		Building - \$15,000 (Property)		Savings - \$110,000	
Permanent - \$Click here to enter text.		Memorial - \$42,000 (Gifts, Memorials and Bequests)		Other - \$488,000-Living Endowment Fund; Hayes bequest: \$69,000 (Specify) Click here to enter text.	
VIII. CONGREGATIONAL OUTREACH MINISTRIES (please list)					
1. Community Ministries Program (e.g. food pantry, tutoring, etc.) Monthly food pantry & Christmas gift donations to Greater Birmingham Ministries (GBM); Disciples Women donations to local ministries/charities, public warming stations and victims of weather disasters; Community playground/Walking trail/Little Free Library on church property; Periodic pet blessing services					
2. Participation in Christian Church (Disciples of Christ) (district/area, cluster, regional, general) 10% of receipts to Disciples Mission Fund; participation in all Special Day offerings, additional Week of Compassion response to natural disasters and local needs as they arise; some members have served on Regional Church board/committees/cabinets; one member serves on council at Christmount; one member serves as counselor at Regional Junior camp each summer, Valley hosted 2018 AL/NW Florida Regional Assembly; some members attend Regional Assemblies and Transformational events. Interested in reviving District 2 churches' association.					
3. Ecumenical and Interfaith Activities (with other denominations, religious groups, local and regional) Support for Alabama Arise (social and racial justice), Bread for the World Sunday, Greater Birmingham Ministries (direct services plus social and racial justice, one member serves on board).					
IX. PREVIOUS PASTORAL LEADERSHIP HISTORY FOR PAST TWENTY YEARS					
Beginning with most recent, provide a listing of all clergy (including installed and interim/transitional ministers, whether in senior, co-, or associate positions) who have served your congregation during the past 20 years , and the requested information about those persons.					
Name of Minister		Position		Date Began	Date Ended
Edd Spencer		Interim Minister		May 2022 to present	Click here to enter text.
Eric Atcheson		Senior Minister		September 2020	May 2022
Edd Spencer		Interim Minister		November 2019	August 2020
Gary Edge		Senior Minister		October 2007	October 2019
Roger Lovette		Interim Minister		2006	2007
Jim Clifford		Senior Minister		1983	2006
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X. CONGREGATIONAL DYNAMICS/DEALING WITH CONFLICT			
Many congregations experience conflict at various times. Characterize your congregation's experience with conflict given the following possibilities. Indicate the extent to which each statement describes your congregation: C= closely, S= somewhat, N= not at all.			
S	As a church, we respect and listen to each other and work things through without generating divisiveness.		
S	As a church, we try to respect and listen to each other, but it is not uncommon for differences of opinion to be a problem and for some people to choose sides.		
C	Some have left our church because of conflict.		
C	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.		
C	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.		
Choose an item.	Other (<i>Specify</i>) Click here to enter text.		
	Comments: Click here to enter text.		
XI. CONGREGATIONAL DISCERNMENT			
The following questions are beneficial to a process of discernment that helps you look at yourself and also provide important information to your candidates. It is our hope that you'll spend significant time in reflecting on these ten questions prior to you providing the answers on this form. You may likely want to involve discussion of them in various congregational venues to provide the Search Committee with a breadth of input. Discuss with your Regional Minister how this might be accomplished. We are encouraging answers on the Congregational Profile that are both succinct and well thought through.			

<p>1. What has God uniquely called you to be and do as a congregation (both now, and looking to the future)?</p> <p>God has called us to be a friendly, caring church with a big heart for outreach support. Everyone in this congregation cares about and wants the best for each other. We nurture and support our members with educational opportunities, meaningful worship services, and fellowship. Looking to the future, we would like to be relevant to our immediate neighborhood and the greater community. We would like to focus more on evangelism, our continued outreach missions, and growth opportunities. We would like to keep an open mind about the opportunities we may have in the future to reach out to our community and welcome others into our congregation.</p>
<p>2. Describe the processes you used to hear God’s unique call for your congregation.</p> <p>As we started this journey, daily prayer was implemented as we shared our hopes and dreams for a healthy, active, and Christ-like church. The Search Committee has encouraged the congregants (anyone actively attending or who has actively attended in recent years) to provide feedback verbally and via a written survey. Through the church newsletter (published twice monthly) and Sunday announcements, the Search Committee has provided updates on its progress. The Search Committee also hosted a “Town Hall” meeting to let everyone dialogue together as to what was on their hearts and minds concerning the life of the church. The survey and town hall meeting responses were then gathered together and carefully reviewed by the Search Committee to get an overall sense of what Valley as a whole is looking for and needs going forward to try to live within the Scriptures.</p>
<p>3. Describe the Spiritual Disciplines that are regularly practice throughout this congregation.</p> <p>Daily prayer, active prayer list, Sunday worship, Zoom available for Sunday worship for those who cannot attend in person, Ash Wednesday and Christmas Eve services, adult Sunday School, periodic special studies/seminars, theme-based Advent and Lenten devotionals written by members and published in-house, music programs.</p>
<p>4. Describe your sense of God’s covenantal call to be a part of the Christian Church (Disciples of Christ) and broader ecumenical/interfaith ministries.</p> <p>The Valley congregation has always felt a strong call to be a part of the whole church, Disciples of Christ and beyond. We have served on Regional Committees and Regional Cabinets, and in the past our members have been very active with district events. We have had one member serve as a District President. We have had numerous members serve on General and Regional Councils and Boards throughout the years. We hosted the 2018 Regional Assembly for AL-NW Florida and spent two years preparing the building and grounds. We have a member who is active in the Regional Camp and Conference Program every summer and Valley has had several “Camp Sundays” to support that Regional Ministry. Our members have served on Boards as volunteers and as a congregation we have supported Alabama Arise, Greater Birmingham Ministries, and Bread for The World. We have conducted interfaith groups and studies and partnered with those of other races and cultures. We are open to learning about other ministries and organizations that address social and ecumenical needs.</p>
<p>5. In what ways have members of the congregation been engaged in the Search and Call discernment process?</p> <p>The primary involvement was through our congregational survey with periodic communication to the congregation of the Search Committee’s progress. It has been made</p>

clear to all that the Committee wants input and insight from all members to aid in the Search and Call process. We held a “Town Hall” meeting for the congregation to express their concerns and ideas. Members and regular attendees have expressed their opinions to the Search Committee and the Committee has reviewed all suggestions and constructive comments. We have invited the congregation to pray for God to send the right person(s) for us.

6. What are the ministry opportunities you see in your particular context? What are the resources and gifts you have within the congregation to respond to these opportunities (including particular talents represented by members of the congregation; financial and other resources you have; the traditions you have manifested over the years)?

Our location, building and grounds are excellent resources with more than adequate meeting space and educational rooms that provide for community space as well as the church’s Christian educational activities. We have a strong financial base and we are a loving and generous congregation. But we need to grow to strengthen our position in the community. We have built a walking trail, playground, and a Little Free Library for our community. We already have an active ministry for aging adults, and we need to focus on including these gifts and opportunities for the wider community in general. Some of our congregants are animal and pet lovers and we possibly could connect and build relationships with other animal lovers. Our members are very dedicated to leading Valley forward and to helping the congregation grow with the right guidance.

7. Describe the congregation’s strengths and growing edges.

Our strengths include our friendliness, openness, caring attitude for fellow members, and support for outreach, both hands-on and financial. Our growing edges include our small size and aging demographic. We have a few young people but no youth and only two small children. Consequently, our ability to attract other young people and families is affected by our lack of programs. Our small size means that our members all stay busy keeping the church running, so there is a potential for burnout. We are challenged by evangelism and many feel inadequate in reaching out to bring others to Christ and to our church. Our facility is well maintained by the membership with fellowship experienced during our monthly workdays. Our members have a lot of faith and spirituality. We have a good worship service and strong sermons. We also have a very strong Outreach Program and a committed Bible Study Group.

8. Describe the ways you make decisions and carry them out as a congregation.

Our structure includes a Constitution and By-Laws that provide for leadership with a Church Board, Trustees, Elders, Diaconate, officers and ministry departments with particular functions and responsibilities. For example, our Worship Department works closely with the Senior Minister to plan worship services as well as any special services or extra worship opportunities. Our Property Department has several experienced members who know the building and grounds and can quickly determine what needs maintaining and how to engage the proper resources. Whenever there is something that needs further guidance or approval, committees and ministry departments recommend action to the Church Board which serves as the decision-making group. We also have several well thought out policies adopted by the Church Board over the years that help us address many of the issues we encounter as we go about the business of the church. Examples include a wedding policy, building use policy, Gifts, Memorials and Bequests policy, Substantial Services policy, Pastoral Relations

<p>Committee, and Sabbatical policy, etc. We have a Board of Elders that meets regularly and addresses the church's spiritual awareness and individual spiritual needs. We are a small church so everyone is involved by necessity and many are very experienced in their roles.</p>
<p>9. How is this congregation relevant to the needs of (a) the local community, (b) Disciples mission, and (c) the world?</p> <p>For the greater Birmingham community, we strongly support Greater Birmingham Ministries with monthly food donations and year-round financial support. Our Outreach funds are distributed to both local and Disciple ministry organizations. We are pleased to make our building available for use for several local groups including four quilting groups and an organic food co-op. An adult learning group associated with the University of Alabama at Birmingham and a community handbell choir began meeting in our building in the fall of 2022. Valley tithes 10% of our income to Outreach projects, which includes the aforementioned local organizations but also the Disciple Mission Fund. We participate in all Special Day offerings while supporting our Region, Week of Compassion, Reconciliation, and other general church programs. We welcome the local community to enjoy the walking trail and Little Free Library we have built, as well as our playground that we are preparing to update. Even though we have not been successful in making a cohesive connection with the immediate neighborhood, we are exploring other ways to expand our presence in the community.</p>
<p>10. How does this congregation bear witness in tangible ways to God's healing, welcoming, reconciling presence in a broken world?</p> <p>We have a close relationship with a sister Disciple Church that is predominantly African American. This relationship has been nurtured for more than 25 years and has been a means for all members to better understand the perspectives and the value of all brothers and sisters of different backgrounds from us. We have genuinely grown close to these brothers and sisters through these various joint activities, but activities have been curtailed since March 2020 due to COVID-19 and the sister congregation not resuming in-person gathering yet. Another way we made a difference was through the sharing of our facilities with a Hispanic Church for more than 7 years. Several of our members were involved in the startup of this congregation, and we shared some joint worship services, but mostly we provided a low-cost facility for the congregation and office space for the pastor. In early 2022, the Hispanic church moved to another area of town in order to reach more people, but we were very spiritually enlightened by the sharing of our facility. We have hosted several programs open to all of our district churches on social justice issues, including male homelessness, female homelessness, septic tank inadequacy in poor counties of the state, senior adults and the church, climate change and other topics. We have a Board of Elders within our church that helps guide the spiritual wellbeing of the congregation. Each active member or non-member of the congregation is in an Elder Shepherd Group. The Elders provide communion to the homebound and sick members and to others located in assisted living or other healthcare facilities.</p>
<p>XII. GOALS OF THE CONGREGATION FOR THE NEXT FIVE YEARS <i>List four. Attach recent congregational mission statement and goals if available.</i></p>
<p>1. Become more effective at evangelizing our neighbors-finding the unchurched and providing a conduit for connection to God and to His mission to serve others. Looking at ideas that let us think outside the box.</p>

2. Reestablish/develop programs and ministries for youth, children and families, providing a nurturing environment where young people can learn about God and grow a faith that will accompany them throughout their lifetimes.				
3. Provide more hands-on mission opportunities for our congregation and others seeking service opportunities. Become God's hands and feet to serve those in need.				
4. Relate better to our changing world and culture by continuing to utilize technology and social media to reach out to the community as well as keep our members and guests engaged in current programs.				
XIII. PERSONAL AND PROFESSIONAL QUALIFICATIONS				
1. Name the personal/professional qualifications you desire in your pastor.				
A. Effective preacher/speaker		B. Compassionate and caring		
C. Emotionally mature and secure		D. Ability to deal effectively with disagreements		
E. Strong pastoral skills; calls/visits the homebound and hospitalized		F. A person of faith who will help congregants with their spiritual life development		
G. Works regularly to bring new people into the congregation		H. Builds sense of fellowship/teamwork with congregation and staff		
2. Educational Level (<i>check one</i>)				
High School <input type="checkbox"/>	Undergraduate <input type="checkbox"/>	Seminary <input checked="" type="checkbox"/>	Doctoral <input type="checkbox"/>	Other <input type="checkbox"/>
If other, please explain. Click here to enter text.				

XIV. COMPENSATION, HOUSING, BENEFITS, EXPENSES. OUR CONGREGATION WILL PROVIDE THE FOLLOWING:					
1. Salary/Housing We can provide a cash salary and housing (including utilities, furnishing, insurance, etc.) in the range checked below:					
15-\$17,999 <input type="checkbox"/>	18-\$21,999 <input type="checkbox"/>	22-\$25,999 <input type="checkbox"/>	26-\$29,999 <input type="checkbox"/>	30-\$34,999 <input type="checkbox"/>	35-\$39,999 <input type="checkbox"/>
40-\$49,999 <input type="checkbox"/>	50-\$59,999 <input type="checkbox"/>	60-\$69,999 <input type="checkbox"/>	70-\$79,999 <input type="checkbox"/>	80-\$99,999 <input type="checkbox"/>	\$100,000+ <input type="checkbox"/>
Negotiable <input checked="" type="checkbox"/>					
2. Provided Housing					
<input type="checkbox"/> Parsonage Fair Rental Value \$ Click here to enter text. (per month)					
3. Pension <input checked="" type="checkbox"/> Pension Fund (14% of combined value of cash salary and housing allowance/parsonage fair rental value)					\$ See item XVII for pension, salary and FICA information
4. Vacation <input checked="" type="checkbox"/> Days 21 including 3 Sundays					\$ Click here to enter text.
5. Continuing Education: <input checked="" type="checkbox"/> Days 7 including 1 Sundays					\$ Click here to enter text.
6. Sabbatical <input checked="" type="checkbox"/> 3 Months after 7 years					\$ Click here to enter text.
7. Family/Medical Leave <input type="checkbox"/> Click here to enter text. Weeks <input checked="" type="checkbox"/> Negotiable					
8. Health Insurance					
<input checked="" type="checkbox"/> Taxable Stipend	<input type="checkbox"/> Negotiated Plan	<input type="checkbox"/> Other	<input type="checkbox"/> Canada Supplemental Health Plan		
9. Reimbursable Professional Expenses					
Auto Allowance \$0.58 or IRS allowable	Assembly/Meeting Expenses \$1200 negotiable	Books \$500	Miscellaneous \$ Click here to enter text.		
10. Reimbursement for cost of mandatory Criminal Background Check (CBC) \$160				Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
11. Moving Expenses The congregation will provide <input type="checkbox"/> all OR <input checked="" type="checkbox"/> up to \$5,000					Negotiable <input checked="" type="checkbox"/>
XV. DISCERNING AREAS OF GREATEST NEED FOR MINISTERIAL LEADERSHIP					
The list below is based on the requirements found in <i>Theological Foundations and Policies and Criteria for the Ordering of Ministry of the Christian Church (Disciples of Christ)</i> . It is used for describing a minister's areas of skill and expertise (which you will observe on the Ministerial Profiles you receive). It is expected that all ministers will demonstrate competency in each of these areas, but will excel in some more than others. Part of the Search & Call process is discerning a good match between the skills of the pastor and the needs of the congregation. In light of where growth is desired and God is calling you, please indicate the top 4 skills needed in your next pastor.					

<input type="checkbox"/>	Biblical Knowledge Rooted and grounded in scripture and able to interpret and apply the scriptures in ways that are appropriate to original and contemporary contexts.
<input type="checkbox"/>	Church Administration and Planning Able to practice the principles of good administration, planning and implementing short- and long-range goals to enhance Congregational life in collaboration with teams and committees.
<input checked="" type="checkbox"/>	Communication Be an effective communicator and able to facilitate effective communication within and on behalf of the church.
<input type="checkbox"/>	Cross Cultural and Anti-Racism Experience Sensitive to the different manifestations of racism and prejudice in the culture and committed to confronting and overcoming them.
<input type="checkbox"/>	Ecumenism Exhibit a commitment to working with other Christians and denominations, and with other faiths, in programs of common witness and service – articulating the vision of the ecumenical and global church as a starting place for mission.
<input type="checkbox"/>	Education and Leader Development Knows the foundations of Christian education and principles of leader development, and can demonstrate competency in teaching children, youth, and adults, including lay leaders and staff.
<input type="checkbox"/>	Ethics Able to help parishioners think critically about the relationship of their faith to issues of justice, ethics and morality.
<input checked="" type="checkbox"/>	Evangelism Able to motivate congregational members to share their faith through word and action.
<input type="checkbox"/>	Mission of the Church in the World Understand and articulate the centrality of the call to mission given by Jesus Christ and the prophets, and can empower congregations to engage in mission from our doorsteps to the ends of the earth.
<input checked="" type="checkbox"/>	Pastoral Care Able to engage other persons with empathy and assess situations and relationships with the compassion of Christ, with sensitivity to culture and context, and to convey the healing power of God to those who suffer.
<input checked="" type="checkbox"/>	Proclamation of the Word Know the practice and theory of Christian preaching, and can proclaim the Word of God, share the Good News of Jesus Christ, and help congregational members apply their faith to daily life.
<input type="checkbox"/>	Spiritual Development Establish and maintain spiritual disciplines that lead to personal growth and help others develop a rich spiritual life.
<input type="checkbox"/>	Stewardship Able to develop and encourage healthy stewards who recognize and share generously God's abundant gifts for all creation.
<input type="checkbox"/>	Theology Able to articulate a coherent view of God's nature and activity in relation to the Christian tradition, critically engage human situations from a perspective of faith, and help persons recognize theological issues in their daily lives.
<input type="checkbox"/>	Understanding of Heritage Know and appreciate the history and thought of Christianity and the history, structure, practices, and ethos of the Christian Church (Disciples of Christ).
<input type="checkbox"/>	Worship Know the purpose and elements of Christian worship, and can plan and lead meaningful worship by working with the worship team, musicians, and congregational members.

Optional: Please include any comments regarding the 4 skills identified and/or how you identified them.
Click here to enter text.

XVI. CONGREGATIONAL CONDUCT

Our Congregation has taken official Action to adopt and abide by the "Ethical Guidelines for Congregational Conduct".

Yes

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No

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A PDF copy of the **ETHICAL GUIDELINES FOR CONGREGATIONAL CONDUCT** can be downloaded from the following website:

<https://www.discipleshomemissions.org/wp-content/uploads/2012/10/SC-EthicalGuidelines.pdf>

XVII. ADDITIONAL INFORMATION

(Please use space below or attach your documentation to this packet)

Total compensation package would be in the \$70,000+ range (includes health insurance, FICA offset and pension). Church website: www.vccbhm.org