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**FIRST CHRISTIAN**  
**CHURCH**  
*Disciples of Christ*  
JEFFERSON CITY, MO

December 15, 2022

Dear Candidate,

Thank you for expressing interest in First Christian Church of Jefferson City, Missouri.

We are searching for an associate minister to support the work of our senior minister in leading the congregation and fulfilling our stated vision of “Growing closer to God to serve as we are called.” This person will be charged with creating and directing a Christian Formation (Discipleship) Ministry from children through adults and implementing a Connection Ministry from first time visit to involvement in an intentional journey of spiritual growth.

Located four blocks from Missouri’s Capitol, First Christian Church of Jefferson City has a significant footprint in the community. We serve hundreds of families per month through our Food Pantry and participate with other congregations in a Transformational Housing program that helps provide affordable housing for residents.

We are especially proud of our work with East School – a nearby public school – where our members serve as mentors to students, provide support to teachers, and coordinate a yearly Block Party that brings our congregation together with East’s families, faculty, and staff.

Sundays at First Christian offer opportunities for members to enjoy both traditional and contemporary services, and music plays a vital role in the life of the church, thanks to our talented musicians, singers, and directors.

A financially stable church with diverse membership, First Christian Church is in the heart of Jefferson City, where residents and visitors have convenient access to a variety of amenities, including popular restaurants, historic sites, locally owned shops, and areas for outdoor recreation.

We encourage you to learn more about our congregation and life at First Christian Church of Jefferson City online at [firstchristianjcmo.org](http://firstchristianjcmo.org) and visiting our Facebook page. For more on our community, visit the Jefferson City Area Chamber of Commerce website at [jcchamber.org](http://jcchamber.org) and the Jefferson City CVB website at [visitjeffersoncity.com](http://visitjeffersoncity.com)

Thank you for your interest and your time.

God’s blessings,

Associate Minister Search Committee

# CONGREGATIONAL PROFILE

(Form Revised October 3, 2017)

Position Being Filled: Associate Minister/Pastor					
Name of Congregation: First Christian Church of Jefferson City, Missouri (Disciples of Christ)					
Street Address: 327 E. Capitol Ave.			Phone: (573) 636-5157		
City: Jefferson City		State: Missouri		Zip: 65101	
Search Committee Chair: John Blosser					
Address: 1911 Windriver Dr.					
City: Jefferson City		State: Missouri		Zip: 65101	
Email Address: blossomjd@gmail.com			Preferred Phone: 573-619-0803		
<b>II. MEMBERSHIP PROFILE</b>					
<b>1. Total Number of Members:</b> 327			Number of Participating Members: 296		
Total Number of Participating Non-Members: 30+					
<b>2. Number of Participants:</b>					
			Are these figures -	Estimated <input checked="" type="checkbox"/>	Actual <input type="checkbox"/>
Ages 1-11: 18		Ages 25-34: 23		Ages 55-64: 73	
Ages 12-17: 8		Ages 35-44: 38		Ages 65-79: 63	
Ages 18-24: 8		Ages 45-54: 38		Above 80: 58	
<b>3. Church Family Profile:</b> <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 10 %		Single w/children at home 10 %		Married 60 %	
Single Adults 36+ 30 %		Married w/children at home 40 %		Blended Families 10 %	
<b>4. Education Level of Adults:</b>					
			Are these figures -	Estimated <input checked="" type="checkbox"/>	Actual <input type="checkbox"/>
High School	30 %	College	60 %	Graduate School	10 %
Specialty Training	Click here to enter text. %	Other	Click here to enter text. %	Please Specify: Click here to enter text.	
<b>5. Occupations of Participants:</b> <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	5 %	Agriculture	2 %
Construction	5 %	Education	20%	Professional	20 %
Military	2 %	Technical	10 %	Manufacturing	5 %
Other <i>(specify below)</i>	Click here to enter text. %	Homemaker	5 %	Student	5 %
Other Explanation: Government is the major employer in this State Capital city					
From Totals Above:		Employed Full Time 65 %		Retired 35 %	

<b>III. ORGANIZATIONAL INFORMATION</b> <i>(Check those currently active)</i>				
<b>1. Worship</b>		How many worship services per week?		<b>2</b>
<input checked="" type="checkbox"/> Traditional	<input checked="" type="checkbox"/> On Site	<input type="checkbox"/> Off Site	Average Attendance:	57
<input checked="" type="checkbox"/> Contemporary	<input checked="" type="checkbox"/> On Site	<input type="checkbox"/> Off Site	Average Attendance:	78
<input type="checkbox"/> Other	Specify Click here to enter text.		Average Attendance:	Click here to enter text.
Total weekly average attendance from all services: 134 total combined services; numbers provided represent attendance since new Senior Minister began in July 2022				
<b>2. Educational Ministries – Average Weekly Attendance</b>				
Children’s Church School	<b>9</b>	Adult’s Church School	<b>30</b>	
Weekly Children’s Program	<b>5</b>	(Name of Program) <b>FCC Kids Thursday</b>		
Weekday Adult Groups	<b>15-20</b>	(Name of Program) <b>Monthly groups: Widow’s Support Group, Prayer Shawl Group, Card Making Group, Mary’s Circle</b>		
	<b>15-20</b>	(Name of Program) <b>Weekly groups: Prayer Warriors, Bible Study Groups,</b>		
Total Average Weekly Education Attendance		<b>~60</b>		
<b>3. Administrative and Oversight Groups</b>				
<input checked="" type="checkbox"/> Board	<input type="checkbox"/> Cabinet	<input checked="" type="checkbox"/> Personnel	<input type="checkbox"/> Pastoral Relations	
<input checked="" type="checkbox"/> Elders	<input type="checkbox"/> Diaconate	<input checked="" type="checkbox"/> Deacons	<input type="checkbox"/> Deaconesses	
<input checked="" type="checkbox"/> Planning/Functional Committees	How many? 11- Leadership Development; Ministry Team; Worship; Faith Formation; Missions; Communications; Evangelism; Congregational Care; Fellowship; Stewardship; Property	<input type="checkbox"/> Other Groups	Specify other groups Click here to enter text.	
<b>4. Ministries and Service Groups Within the Congregation (List all)</b>				
List all active ministry and service groups and share information about their activities, focus and ministry. <b>FCC Connectors, Visiting Angels, Widow’s Support Group, Prayer Warriors, Prayer Shawl Group, FCC Food Pantry, East Elementary School Partnership, Transformational Housing, Habitat for Humanity, Common Ground, support for missionary family, Sunday School classes, Adult Choir, Handbell Choir, Card Making Group, Young Adult Group, Bible Study Groups, FCC Kids Thursday, Mary’s Circle, and support for Boy Scout troop. See attachment for more information about these ministry and service group opportunities.</b>				

IV. STAFF (label those presently employed/serving as "FT"- full time; "PT"- part time; or "V" - Volunteer)							
FT	Pastor		FT	Youth Minister/Director	FT	Office Staff	# 1
Choose an item.	Co-Pastor(s)	# Click here to enter text.	Choose an item.	Education Director	Choose an item.	Other (Please Specify) <b>1 FT and 2 PT facilities staff; 1 FT office and financial coordinator; contract musicians; 1 PT Handbell Choir director; 1 PT child care coordinator</b>	
FT	Associate Minister(s)	# seeking position in this profile	PT	Organist/Accompanist			
FT	Music Minister/Director	# 1	Choose an item.	Administrator			
V. PROPERTY							
				Year Erected	Adequate?		
1. Sanctuary	Seating Capacity	<b>250</b>	1909;2009	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
2. Education Unit	# of Classrooms	<b>12</b>	1932	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
3. Fellowship Facility	Seating Capacity/	300	2003	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
	Tables	20-30		Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
4. Administrative Facility	# of Offices	<b>5</b>	1972-2003	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
5. Off Street Parking	# of Spaces	75		Paved?			
				Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
6. Building Program:		Yes <input type="checkbox"/>		No <input type="checkbox"/>	Projected? <input checked="" type="checkbox"/>		
If Building Program is "Yes" or "Projected", describe: Planned capital campaign to remodel kitchen, education wing; and replace boiler system							
7. Church Location (check all which are applicable)							
<input checked="" type="checkbox"/> Downtown		<input type="checkbox"/> Inner City		<input type="checkbox"/> Urban		<input type="checkbox"/> Suburban	
<input checked="" type="checkbox"/> County Seat		<input checked="" type="checkbox"/> Neighborhood		<input type="checkbox"/> Rural		<input 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 checked="" type="checkbox"/> Industrial	<input checked="" type="checkbox"/> Commercial/ Retail	<input checked="" type="checkbox"/> College/ University	<input checked="" type="checkbox"/> Medical Center		
<input checked="" type="checkbox"/> Agricultural	<input checked="" 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 checked="" type="checkbox"/> Teen Needs	<input type="checkbox"/> Senior Citizen Needs	<input checked="" type="checkbox"/> Race Relations	<input checked="" 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 checked="" type="checkbox"/> Other	<i>(List other concerns here)</i> Slow growth (e.g. population: 1980- 33,619; 1990- 35,481; 2000-39,636; 2010-43,079; 2020-42,498; affordable housing)				
4. Population Profile					
Total Population Click here to enter text.		<input type="checkbox"/> Estimated		<input checked="" type="checkbox"/> Actual	
Asian American 2.49%		African American 18.8 %		Hispanic American 3.7 %	
Haitian Click here to enter text. %		Pacific Islander Click here to enter text. %		Native American .27 %	
Middle Eastern Click here to enter text. %		Euro American 75.59 %		Other Click here to enter text. % White	
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?					
<b>Cole County population estimated at 76,745 in 2019 with only 1% growth since 2009; Conservative and stable ethnic, religious, economic, and political trends over the time periods specified. The Catholic Church is prominent in the community and central Missouri area.</b>					
VII. FINANCIAL INFORMATION					
1. Income & Expenses for the last four years, beginning with the most recent year: ( <i>Year Book Information</i> )					
	<b>Year</b>	<b>Operating Receipts</b>	<b>Capital Receipts</b>	<b>Total Outreach Paid</b> <i>(Include Disciples Outreach)</i>	<b>Total Disciples Outreach Paid</b> <i>(DMF, WOC, Reconciliation, etc.)</i>
A	<b>2023 budgeted</b>	<b>\$527,880</b>	\$Click here to enter text.	<b>\$43,520</b>	<b>\$34,816</b>
B	<b>2022 projected</b>	<b>\$510,000</b>	\$Click here to enter text.	<b>\$43,520</b>	<b>\$34,816</b>
C	<b>2021 actual</b>	<b>\$524,084</b>	\$Click here to enter text.	<b>\$44,888</b>	<b>\$36,163</b>

D	2020 actual	\$538,519	\$Click here to enter text.	\$47,251	\$37,601
2. Current Total Debt: \$0			Monthly Payment on this Debt: \$NA		
3. Reserve/Restricted/ Endowment Funds:		Building - \$Click here to enter text.		Savings - \$150,000	
Permanent - \$2,935,000		Memorial - \$120,297		Other - \$50,000 annual (Specify) local community outreach ministry	
<b>VIII. CONGREGATIONAL OUTREACH MINISTRIES</b> (please list)					
1. Community Ministries Program (e.g. food pantry, tutoring, etc.) <b>Food Pantry; East Elementary partnership (Mentor program); Buddy Pack program; Salvation Army monthly dinner; partnership with Habitat For Humanity; Transformational Housing; Project Homeless Connect</b>					
2. Participation in Christian Church (Disciples of Christ) (district/area, cluster, regional, general) <b>Clergy participate in cluster meetings and Regional Assemblies; General: Church members participate on Pension Fund Board and Week of Compassion Board of Stewards</b>					
3. Ecumenical and Interfaith Activities (with other denominations, religious groups, local and regional) <b>Ministerial Fellowship; Common Ground Community building; Project Homeless Connect (annual); Missouri Faith Voices; Downtown Ministers Group; seasonal events such as Ashes To Go</b>					
<b>IX. PREVIOUS PASTORAL LEADERSHIP HISTORY FOR PAST TWENTY YEARS</b>					
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 <b>past 20 years</b> , and the requested information about those persons.					
<b>Name of Minister</b>		<b>Position</b>		<b>Date Began</b>	
<b>Michael Dunn</b>		<b>Senior Minister</b>		<b>July 2022</b>	
<b>Jim Hill</b>		<b>Interim Senior Minister</b>		<b>June 2021</b>	
<b>Sarah Kingsbery</b>		<b>Associate Minister</b>		<b>August 2015</b>	
<b>Beau Underwood</b>		<b>Senior Minister</b>		<b>February 2015</b>	
<b>Alexis Engelbrecht</b>		<b>Assistant Minister and former PT Youth Director</b>		<b>July 2021 (Youth Director June 2020-July 2021)</b>	
<b>Dennis Swearngin</b>		<b>Interim Senior Minister</b>		<b>September 2014</b>	
<b>Don Carter</b>		<b>Senior Minister</b>		<b>August 2005</b>	
<b>Kristie McGonegal</b>		<b>Associate Minister</b>		Click here to enter text.	
<b>Karen Ogden</b>		<b>Associate Minister</b>		Click here to enter text.	
<b>Curtis Keith</b>		<b>Interim Senior Minister</b>		<b>August 2004</b>	
<b>Barbara Guilick</b>		<b>Associate Minister</b>		Click here to enter text.	
<b>Larry Veatch</b>		<b>Senior Minister</b>		<b>1992</b>	
				<b>August 2004</b>	

Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.
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Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.

**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.
S	Conflict hurts our sense of unity, but we tend not to talk about it.
C	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.
C	Other ( <i>Specify</i> ) <i>Politically diverse congregation</i>
	Comments: <b>As a flagship Disciples congregation in a capital city this congregation has weighed the need to protect diversity especially with regard to same sex marriage, politics, gun control, theology, and most conflicts are related to these issues.</b>

**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.

1. What has God uniquely called you to be and do as a congregation (both now, and looking to the future)? **Bring people to discipleship in Christ through creative and effective use of God given talents; abilities and experiences.**
2. Describe the processes you used to hear God’s unique call for your congregation. **Prayer and discernment through strategic planning engaging the congregation. Listening and responding to the vision and leadership of our pastors.**

<p>3. Describe the Spiritual Disciplines that are regularly practice throughout this congregation.  <b>Prayer, weekly communion in worship; reading and study of scripture; strong music program often including other area churches, Christian education; baptism; Bible study; and community service.</b></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.  <b>We aspire to be a caring and sharing church, a tithing church. We aspire to be pro-reconciliation, anti-racism congregation, to embrace everyone who professes to be a follower of Jesus Christ. We aspire to help the least among us.</b></p>
<p>5. In what ways have members of the congregation been engaged in the Search and Call discernment process?  <b>The Search Committee is open about the process and communicates periodically with the congregation (observing confidentiality) and asks the congregation for prayerful support. The congregation was surveyed in the summer of 2022 for input regarding the future of the church upon Dr. Dunn’s arrival.</b></p>
<p>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)?  <b>We have a unique opportunity for service to our neighbors of limited means. We have responded by attempting to use a significant part of endowment dedicated to community ministry by creating and funding a long term relationship with a public elementary school in an underserved area of the community and supporting the creation of affordable housing in the nearby neighborhood. We encourage our youth to engage in mission opportunities as a part of their summer break from school.</b></p>
<p>7. Describe the congregation’s strengths and growing edges.  <b>The congregation serves as a caring larger family to its members. There is a large core of members active in church. The congregation has had a strong music program for decades. A growing edge will be to expand small group discipleship opportunities.</b></p>
<p>8. Describe the ways you make decisions and carry them out as a congregation.  <b>During the last 5 years the congregation has grown into a new constitution which deemphasized the authority of a large and cumbersome board. The new configuration maintains an Administrative Board for financial and legal authority, and a Ministry Team which has authority to conduct the program of work for the church. In most matters the committees within the Ministry Team are autonomous. All committees are composed of church members with interest and expertise. Financial support is provided through the budget process. The congregation approves the leadership, the budget, and major decisions regarding calling ministers, finances, and property. We value and respect the leadership of our pastors.</b></p>
<p>9. How is this congregation relevant to the needs of (a) the local community, (b) Disciples mission, and (c) the world?  <b>a. Congregation conducts a weekly food pantry serving hundreds a month. Support for local public elementary school. Participation in local ecumenical efforts to create affordable housing. b. Disciples mission is supported financially through outreach funds and educational scholarships. c. FCC supports a family serving as overseas missionaries as well as Week of Compassion. FCC also has a history of sending members on mission trips outside of the continental US.</b></p>
<p>10. How does this congregation bear witness in tangible ways to God’s healing, welcoming, reconciling presence in a broken world?  <b>We are proud of the accomplishments of our many Timothys who have distinguished themselves in the ministry. Our pastors have successfully mentored and the congregation has provided the nourishment and experience so that these people have been able to discern their call. FCC has also embraced its 20-year</b></p>



partnership to support a local public elementary school in a low-income neighborhood. FCC is also a welcoming congregation to same sex marriage.

**XII. GOALS OF THE CONGREGATION FOR THE NEXT FIVE YEARS**

*List four. Attach recent congregational mission statement and goals if available.*

1. Identify ministry opportunities and priorities

2. Build genuine relationships

3. Develop effective and healthy communication

4. Commit to genuine heartfelt worship

**XIII. PERSONAL AND PROFESSIONAL QUALIFICATIONS**

1. Name the personal/professional qualifications you desire in your pastor.

A. Effective communicator and good listener.

B. Personable

C. Sincere and inspirational spiritual leader

D. Innovative and energetic

E. Adaptable and flexible

F. Interest in active involvement with young families

G. Strong faith in word and action

H. Growth oriented

2. Educational Level (*check one*)

High School

Undergraduate

Seminary

Doctoral

Other

If other, please explain. **The Constitution of FCC requires of its Associate Minister: “the degree of Master of Divinity or its equivalent from a seminary accredited by the Association of Theological Schools (ATS) or its successor and must be ordained within the Christian Church (Disciples of Christ).”**

XIV. COMPENSATION, HOUSING, BENEFITS, EXPENSES. OUR CONGREGATION WILL PROVIDE THE FOLLOWING:					
1. Salary/Housing We can provide a <b>cash salary</b> and <b>housing</b> (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 checked="" type="checkbox"/>	50-\$59,999 <input checked="" 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 \$ <a href="#">Click here to enter text.</a> (per month)					
3. Pension <input checked="" type="checkbox"/> Pension Fund (14% of combined value of cash salary and housing allowance/parsonage fair rental value)				\$9,600 budgeted last year but TBD	
4. Vacation <input checked="" type="checkbox"/> Days currently 4 weeks per year including 4 Sundays				\$TBD but will be based upon total ministerial experience	
5. Continuing Education: <input type="checkbox"/> Days Negotiable including 1-2 Sundays				\$ TBD	
6. Sabbatical <input checked="" type="checkbox"/> 3 Months after 5 years				\$TBD but based upon total ministerial experience	
7. Family/Medical Leave <input type="checkbox"/> <a href="#">Click here to enter text.</a> Weeks <input checked="" type="checkbox"/> Negotiable					
8. Health Insurance					
<input type="checkbox"/> Taxable Stipend	<input checked="" type="checkbox"/> Negotiated Plan	<input type="checkbox"/> Other	<input type="checkbox"/> Canada Supplemental Health Plan		
9. Reimbursable Professional Expenses					
Auto Allowance \$600	Assembly/Meeting Expenses \$400	Books \$500	Miscellaneous \$TBD		
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 type="checkbox"/> up to \$ <a href="#">Click here to enter text.</a>				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					

<p>the Search &amp; 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 <b>top 4 skills</b> needed in your next pastor.</p>	
<input type="checkbox"/>	<p><b>Biblical Knowledge</b> Rooted and grounded in scripture and able to interpret and apply the scriptures in ways that are appropriate to original and contemporary contexts.</p>
<input type="checkbox"/>	<p><b>Church Administration and Planning</b> 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.</p>
<input checked="" type="checkbox"/>	<p><b>Communication</b> Be an effective communicator and able to facilitate effective communication within and on behalf of the church.</p>
<input type="checkbox"/>	<p><b>Cross Cultural and Anti-Racism Experience</b> Sensitive to the different manifestations of racism and prejudice in the culture and committed to confronting and overcoming them.</p>
<input type="checkbox"/>	<p><b>Ecumenism</b> 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.</p>
<input checked="" type="checkbox"/>	<p><b>Education and Leader Development</b> 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.</p>
<input type="checkbox"/>	<p><b>Ethics</b> Able to help parishioners think critically about the relationship of their faith to issues of justice, ethics and morality.</p>
<input type="checkbox"/>	<p><b>Evangelism</b> Able to motivate congregational members to share their faith through word and action.</p>
<input type="checkbox"/>	<p><b>Mission of the Church in the World</b> 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.</p>
<input type="checkbox"/>	<p><b>Pastoral Care</b> 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.</p>
<input type="checkbox"/>	<p><b>Proclamation of the Word</b> 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.</p>
<input checked="" type="checkbox"/>	<p><b>Spiritual Development</b> Establish and maintain spiritual disciplines that lead to personal growth and help others develop a rich spiritual life.</p>
<input type="checkbox"/>	<p><b>Stewardship</b> Able to develop and encourage healthy stewards who recognize and share generously God’s abundant gifts for all creation.</p>
<input checked="" type="checkbox"/>	<p><b>Theology</b> 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.</p>
<input type="checkbox"/>	<p><b>Understanding of Heritage</b> Know and appreciate the history and thought of Christianity and the history, structure, practices, and ethos of the Christian Church (Disciples of Christ).</p>

<input type="checkbox"/>	<b>Worship</b> 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.
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Optional: Please include any comments regarding the 4 skills identified and/or how you identified them. We are searching for an associate minister to support the work of our senior minister in leading the congregation and fulfilling our stated vision of “Growing closer to God to serve as we are called.” This person will be charged with creating and directing a Discipleship (Christian Formation) program from children through adults and implementing a Connection Ministry from first time visit to involvement in an intentional journey of spiritual growth.

**XVI. CONGREGATIONAL CONDUCT**

Our Congregation has taken official Action to adopt and abide by the “Ethical Guidelines for Congregational Conduct”.	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
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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)*

**XVI. While we have not reviewed and taken action recently with regard to “Ethical Guidelines for Congregational Conduct” we have done so in the past and we have generally followed the policy through the years. For more information regarding the current work of the congregation go to: <https://www.firstchristianjcmo.org/>. For information regarding the community go to: <https://www.jcchamber.org/>.**



# First Christian Church – Jefferson City, MO

## Ministries and Service Groups

- FCC Connectors** – Each of our 25 Connectors is given a list of names of church families. They are then responsible for contacting those members on a regular basis, at least once a month. They are also asked to share any care or concerns with the pastoral staff when needed.
- Visiting Angels** – A group of church members who check the hospital admissions each day to see if any FCC church members have been hospitalized, and if so, visit with them offering prayers.
- Widow's Group** – This group meets monthly and is open to all widows of FCC. A mixture of both long-time and recently widowed individuals meet and share concerns, tackle problems and provide support to one another.
- Prayer Warriors** – This group gathers weekly to pray about the church, its members and friends who are struggling.
- Prayer Shawls Group** – Anytime a FCC member goes into the hospital or faces serious illness, they receive a prayer shawl that is crocheted and prayed over by this group.
- FCC Food Pantry** – Open in our Family Life Center every Tuesday from Noon to 4 pm, our Food Pantry is staffed by volunteers from our church and the community. We have been serving as many as 108 families per week and many of those families include 8-12 members.
- East Elementary School Partnership** -- A year-round ministry that includes supporting various activities including Game Night, a Staff Appreciation Luncheon, Promotion Assembly and Field Day. We also hold a very successful East School Community Block Party on an annual basis with almost 500 people in attendance.
- Transformational Housing** – An effort to establish low-income housing in our community. Working with several other community churches we have remodeled an older residence into apartments and a program has been formulated to screen/place needy individuals and several of our members are working with these families on a weekly basis. Plans are progressing to obtain a second building to further expand this program.
- Habitat for Humanity** – Members have served on teams for Habitat “builds” helping 32 people find safe, affordable housing.
- Common Ground** – This organization works for the cause of affordable housing in our community and offers financial assistance referrals, and housing programs. Our members volunteer to serve on their board and staff their office one day a week.
- Missionaries** – We support a family of Missionaries currently in Russia who are teaching at an English-speaking school.
- Friendship Class** – An adult Sunday School class with a mix of older and younger members who have been very active in the life of the church. Most recently, they conceived and raised money to start the FCC Kids after-school program.
- Searchers Class** – This Sunday School is comprised of people mostly in the 70-80 age group. They hear about and discuss current issues in religion including both the important and frivolous. They often learn about other religions and trends and enjoy strong social connections through dinners, picnics, occasional field trips, and other activities.
- Music Ministry** – FCC has a very active Adult Choir and Jubilant Sound Handbell Choir that perform several times each month. In addition, they are joined by instrumentalists and other soloists for an Advent Cantata and Easter Cantata each year. The Cantata is the “sermon in music” in both services for this special Sunday.
- Card Making Group** – A monthly opportunity for members who are interested in making homemade cards to gather and learn from the members with vast experience.
- Young Adult Group** – Offers social opportunities for young adults, couples, and young families to gather throughout the year.
- Bible Study Groups**
- \*Wednesday Noon Bible Study – Gathers on Wednesday for a discussion of the scripture text for the coming Sunday. Members bring their favorite Bible translations to discuss.
  - \*Monday Noon Bible Study – The subject matter of this Bible Study varies from various Books of the Bible to selected books of interest.
  - \*Faith Seekers Study Group – A group of women of differing ages who have been studying together for several decades. Their focus varies from studying scripture, in-depth study of people in the Bible and Inspirational books.

**FCC Kids Thursday Program** – A program where we bring elementary school students to FCC weekly for fellowship and activities during the school year. They are provided with a safe and fun place and learn stories of the Bible and build faith. The programming includes music activities, movement activities, stories, games, and other related activities. The last 30 minutes is group activities in the gym.

**FCC Kids Sunday** – An opportunity for elementary aged children to meet between the two church services at 9:30-10:30. Both our Sunday and Thursday programs follow the same Biblical themes as outlined by our Christian Education Team.

**Combined Junior and Senior High Youth Group** – Meets between the two church services at 9:30-10:30.

**Mary Circle** – A ladies circle that meets monthly with members developing a close bond of friendship and fellowship. This group remembers its homebound for their birthdays and special days and provides dinners to bereaved families of our Circle.

**Boy Scout Troop** – FCC hosts Boy Scout Troop 333.