

Congregational Profile

(revised per G.C.O.M. - February, 2007)

Ministerial Position to be Filled: Senior Pastor

Date: April 1, 2014

I. General Information

Name of Congregation: First Christian Church of Cheyenne Disciples of Christ

Address: 219 W 27th Street Phone: ()

City: Cheyenne State: WY Zip: 82001 Website: www.fcccheyenne.org

Search Committee Chairperson: Mary T. Parsons

Address: 2722 Van Lennen Avenue

City: Cheyenne State: WY Zip: 82001 Email: mary@parsonsassociateslaw.com

Home Phone: (307) 637-6642 Work Phone: (307) 778-2888 Fax Number: (307) 778-4898

II. Membership Profile

1. Total Number of Members: 490 Number of Participating Members: 385

Number of Participating Non-members (including children): 105

2. Number of Participants: (Are these figures- Estimated or Actual)

A. Ages 1-11: 23 D. Ages 25-34: 15 G. Ages 55-64: 93

B. Ages 12-17: 12 E. Ages 35-44: 33 H. Ages 65-79: 124

C. Ages 18-24: 11 F. Ages 45-54: 37 I. Above 80: 37

3. Church Family Profile: (Are these figures- Estimated or Actual) *Note: Percentage may add up to more than 100%*

8.0 % Single Adults 18-35 15 % Single w/children at home 71 % Married
21 % Single Adults 36 + 36 % Married w/children at home n/a % Blended Families

4. Education Level of Adults: (Are these figures- Estimated or Actual)

47 % High School 22.5 % College 22.5 % Graduate School 8.0 % Specialty Training
35.4 % Other: Please Specify- Some college courses

5. Occupations of Participants: (Are these figures Estimated or Actual) *Note: Percentage may add up to more than 100%*

<u>0</u>	Business/Retail	<u>0</u>	Service	<u>0</u>	Agriculture	<u>0</u>	Homemaker
<u>3</u>	Construction	<u>4</u>	Education	<u>30</u>	Professional	<u>3</u>	Student
<u>2</u>	Military	<u>1</u>	Technical	<u>0</u>	Manufacturing	<u>2</u>	Other (Specify Below)

(other explanation): Care givers

A. From totals above: 38 % Employed full time 75 % Retired

III. Organizational Information (Check those currently active)

1. **Worship** How many worship services per week?

Traditional On Site Off Site Average Attendance 97

Contemporary On Site Off Site Average Attendance

Other, Specify begins with praise and moves into traditional service Average Attendance

Total weekly average attendance from all services: 97

2. **Educational Ministries**

Average weekly attendance: Children's Church School N/A Adult's Church School 3 classes 20-25
persons

Weekly Children's Program x ... (name of program)- Kid Zone

Weekday Adult group(s) x ... (name of program)- Mid weekmana 12wk bible study

monthly ... (name of program)- Sunshine group (Seniors)

Total average weekly education attendance: 55-60

3. Administrative and Oversight Groups

- Board Cabinet Personnel Pastoral Relations
- Elders Diaconate Deacons Deaconesses
- Planning/Functional Committees How many? 9
- Other Groups- Specify: trustees

4. Fellowship and Service Groups

- Women Men Young Adult Seniors Prayer Choir (s) # 15
- High School Jr. High Junior Pre-School/Day Care Other- _____

IV. Paid Staff (label those presently employed as "FT"- full time; "PT"- part time)

ft	Pastor		Youth Minister/Director		Organist
			pt		
	Co-Pastor(s)	#	Education Director	pt	Secretary(s) -- 1 # of Secretaries
				ft	
pt	Associate Ministers(s)	#	Music Minister/Director		Administrator
			pt		
	Other (Please Specify)		Nursery workers (2) custodial, bookkeeper		

X _____

V. Property

		Year Erected	Adequate--	Yes	No
1. Sanctuary:	Seating Capacity--	<u>374</u> / <u>1955</u>		<input checked="" type="checkbox"/>	<input type="checkbox"/>
2. Education Unit:	Number of Classrooms--	<u>9</u> / <u>2000</u>		<input checked="" type="checkbox"/>	<input type="checkbox"/>
3. Fellowship Facility:	Seating Capacity/Tables--	<u>170</u> / <u>2000</u>		<input checked="" type="checkbox"/>	<input type="checkbox"/>
4. Administrative Facility:	No. of Offices--	<u>4</u> / <u>2000</u>		<input checked="" type="checkbox"/>	<input type="checkbox"/>
5. Off Street Parking:	No. of Spaces--	<u>56</u> Paved?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	
6. Building Program:	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Projected?			

If Building Program answer is "Yes" or "Projected", describe: chancel renovation discussion in property and worship Committee. No official action has been taken.

7. Church Location (check all which are applicable):

- Downtown Inner City Urban Suburban County Seat
- Neighborhood Rural Bedroom Community Small Town

8. Parsonage: Yes No

No. of Bedrooms-- _____ No. of Bathrooms _____ Garage? Yes No

Age of Parsonage-- _____ Condition: _____

9. Other Facilities: (such as senior housing, pre-school, camp, etc.) _____

VI. Community (check all which are applicable)

1. Characteristics: Industrial Commercial/Retail College/University Medical Center

Agricultural Military Tourist/Recreational

2. Population Trend: Rapid Growth Slow Growth Other (describe): State capitol

Rapid Decline Slow Decline 3% growth since 2010

3. Concerns:

Teen Needs Senior Citizen Needs Race Relations Alcohol/Drugs Crime

Population Changes Unemployment (Seasonal or Chronic) Other (specify on line below)-

(list other concerns here)-- _____

4. Population Profile: Total Population: 61537 (Are these figures Estimated or Actual | 1.2 % Asian American | 2.9 % African American | 14.5 % Hispanic American |
| na % Haitian | 0.2 % Pacific Islander | 1.0 % Native American |
| na % Middle Eastern | 87.4 % Euro American | 12.7 % Other veterans |

VII. Financial Information

1. Income & Expenses for the last five years, beginning with the most recent year: (*Year Book Information*)

Year	Operating Receipts	Capital Receipts	Total Outreach Paid (include Disciples outreach)	Total Disciples Outreach Paid (DMF, WOC, Reconciliation, etc.)
A. 2013	250,257	0	47,055	
B. 2012	297,606	560,088	22,520	
C. 2011	203,708	94,335	41,938	23,094
D. 2010	207,424	263,987	41,849	24,524
E. 2009	291,345	29,284	37,728	21,360

2. Current Total Debt: \$ 0 Monthly Payment on this Debt: \$ n/a

3. Reserve / Restricted / Endowment Funds: Building- \$ 18,000 Savings- \$? Permanent- \$ 185,000
 Memorial- \$ 6,000 Other, (specify)- \$ Sabbatical \$1500, Garrison \$1250

VIII. Congregational Outreach Ministries (please list)

1. Community Ministries Program (e.g. food pantry, tutoring, etc.)

Feeding meals to homeless (Comea), food pantry, housing and gas for transients/homeless (Comea) food ,shelter, hygiene through over

 night housing in church thru IFFS(hospitality network),cub scout pack, food baskets, angel tree

2. Participation in Christian Church (Disciples of Christ)- (district/area, cluster, regional, general)

clergy participation in district gatherings, renewal, CWF, Spring feast, regional youth group

3. Ecumenical Activities (with other denominations, local and regional)

Cheyenne interfaith council

 Wyoming association of churches

 CWS-blankets, baby kits

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.
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.
S We have had some painful experiences with conflict, and they linger in the background.
S Open conflict is present, and we need a minister who can help us deal with it.
Other- Specify:
Comments:

XI. Goals of the Congregation for the Next Five Years - list four, attach recent congregational mission statement and goals if available

- 1. Formal goals for the next five years have not been developed; we are looking to our new senior pastor for guidance.
2.
3.
4.

XII. Personal and Professional Qualifications

- 1. Name the personal / professional qualifications you desire in your pastor:
A. Biblically based teaching E. forward looking
B. Strong communication skills F. outgoing
C. effective and nurturing leader G. involved in the community
D. high energy H. visitation to hospitals and shut ins
2. Educational Level (check one)
Undergraduate Seminary [X] Doctoral Other (explain)--

XIII. Compensation, Housing, Benefits, Expenses - Our congregation will provide the following:

Compensation: We can provide a cash salary in the range checked below:
(housing allowance, utilities, benefits and professional expenses are in addition to the cash salary)
[] 15 - \$17,999 [] 18 - \$21,999 [] 22 - \$25,999 [] 26 - \$29,999 [] 30 - \$34,999 [] 35 - \$39,999
[] 40 - \$49,999 [] 50 - \$59,999 [] 60 - \$69,999 x [] 70 - \$79,999 [] \$80,000 + [] (Negotiable)x
Housing: [] Parsonage Fair Rental Value \$ (Per Month) [] Utility Allowance \$ (Per Month)
[] Housing Allowance (for purchase, parsonage or rental) incl. utilities, furnishings, insurance, etc. \$ (Per Month)
Benefits: [] Pension Fund (14% of combined value of cash salary & housing allowance/parsonage fair rental value) \$
[] USA- Church-Wide Health Care Plan OR [] Other Health Care Plan [] Canada- Supplemental Health Plan
[] USA- Social Security Offset \$
Reimbursable Professional Expenses: Auto Allowance- \$ Continuing Education- \$
Assembly/Meeting Expenses- \$ Books- \$ Miscellaneous- \$
Reimbursement for cost of mandatory Criminal Background Check (CBC) --\$160.00 [] Yes OR [] No
Moving Expenses: The congregation will provide all [] OR up to \$ (Negotiable)

Current budget of total compensation Annual: \$76,000

XIV. Ministerial Emphases for Congregational Leadership

Ministerial emphases for congregational leadership needs are prioritized as follows:

Select no more than three number ones as your congregation's most pressing needs in each category.

Rank the remaining congregational needs in each category with any number of 2, 3, 4, or 5's (1=most important; 5=least important)

- | 1 | 2 | 3 | 4 | 5 | A. OUTREACH / TEACHING MINISTRIES |
|-------------------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|--|
| <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | (1) Ecumenical and Interfaith Activities
Active personal participation in ecumenical relationships; encouraging the congregation to participate in ecumenical relationships; encouraging united Christian witness in the community |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | (2) Educational Program
Identify educational needs of persons; developing programs to meet those needs; helping to set educational goals for the congregation; working with youth, children and adults |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | (3) Evangelism
Bringing new members into the congregation regularly; developing commitment to evangelism in other people |
| <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | (4) Involvement in Mission Beyond the Local Community
Understanding and interpreting the mission of the church from a global perspective; encouraging support of Christian Church outreach |
| <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | (5) Mission in the Local Community
Helping persons understand and act upon social and justice issues; become informed and involved in the community; organize persons for community action |
| <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | (6) Responsibilities and Relationships with the Christian Church (Disciples of Christ), both Regional and General
Being involved in the life of the church beyond the congregation; strong personal commitment to the Christian Church (Disciples of Christ); helping the congregation to know and be involved in the work of the Christian Church (Disciples of Christ) |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | (7) Teaching
Strong commitment to teaching ministry; interpreting and teaching the Scriptures, theological concepts, church history, etc.; providing instruction for church leaders, members, etc. |

- | 1 | 2 | 3 | 4 | 5 | B. MEMBERSHIP DEVELOPMENT / ADMINISTRATIVE MINISTRIES |
|-------------------------------------|-------------------------------------|-------------------------------------|--------------------------|--------------------------|---|
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | (1) Administrative Leadership
Accepting responsibility for leadership; encouraging shared leadership; helping persons develop their leadership abilities; encouraging others to assume and carry out leadership |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | (2) Congregational Communication
Encouraging two-way communication in the congregation; sharing information; encouraging shared problem solving in the congregation |
| <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | (3) Evaluation of Program & Staff
Planning and carrying out programs to evaluate programs; establishing procedures to evaluate staff performance in accord with goals and objectives |
| <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | (4) Minister's Personal Creativity & Resourcefulness
Planning and leading program activities |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | (5) Planning Congregational Life
Long range planning and goal setting; helping leaders work together in solving problems, working with committees and officers; working effectively on a team |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | (6) Stewardship and Commitment Program
Developing stewardship education programs; encouraging regular stewardship growth; challenging the congregation to commitment to the church's work |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | (7) Congregational Fellowship
Building a sense of fellowship and community; reaching out to inactive members; accepting persons with divergent backgrounds and traditions |

- | 1 | 2 | 3 | 4 | 5 | C. PASTORAL / WORSHIP MINISTRIES |
|-------------------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|--|
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | (1) Congregational Home Visitation
Making pastoral calls on people in their homes |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | (2) Corporate Worship
Planning and leading worship; working with the congregation to develop a rich worship life |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | (3) Counseling
Maintain confidentiality; being compassionate and sensitive to other's needs; helping persons develop emotional maturity and security |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | (4) Hospital and Emergency Visitation
Making pastoral calls on persons in hospitals and nursing homes; ministering to persons in crisis situations |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | (5) Proclamation of the Word
Effective preaching; articulating personal faith |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | (6) Spiritual Development of Members
Helping persons develop their spiritual life; encouraging persons to relate their faith to their daily lives |

XV. Our Congregation has taken official Action to adopt and abide by the "Ethical Guidelines for Congregational Conduct" Yes No

XVI. Additional Information *(Please use space below or attach your document to this packet)*

From First Christian Church Discernment Survey:

11. a. What has God uniquely called you to be and do within this congregation (both now and looking to the future)?

A significant number of congregation members convey that God has called them to be a resource, lending their individual talents and knowledge to the needs of FCC. In similar responses, members expressed being a resource as working on and within the building and landscape of the church. Lending these resources requires that a member follow FCC. Other members find their strength and resource in team work within the congregation and in leadership roles, as well as providing financial support for FCC and its ministries. Other members find they have been called to work within small groups. Still others find their sharing lies in music and some simply by encouragement.

b. How do you believe God led you to this understanding?

Members of the congregation expressed that God led them to their individual understanding through their relationship with Him, God took their burdens or showed them the power of their talents. Members related that they refer to the Bible and work with others. Being from a strong church family, other person's examples, and personal experience also underlie individual members belief as to how God led them to what He has called them to do and be within this congregation. Some believe He led them through Biblically based thought: God made me who I am; I gave God my hands, my time, my love and he provided for me. God's allowing them to have a sense of accomplishment and the ability to say "no" when necessary. Others commented that repeated requests to serve led them to conclude that God was leading them to this calling to participate. Prayer is likely the strongest response member have for this question.

c. Describe the Spiritual Disciplines that you regularly practice, both individually and within the congregation.

Members of the congregation expressed their Spiritual Disciplines as:

- Prayer / Talk with God / Prayer Chain
- Following His direction / Meditation
- Participation in activities—both inside and outside of the congregation
- Using and studying the Bible
- Read scripture
- Taking one day at a time
- Tithing
- Attending worship
- Music
- Sunday school
- Summer Chapel speaker
- Communion

d. Describe the ways you believe God has equipped the congregation for your particular ministerial talents and interests. (Examples would be opportunities for ministry; particular talents you represent; financial and other resources you have; the traditions you have manifested over the years, etc.)

The congregation recognizes and uses the resources that individuals can offer in such ways as utilizing individuals' singing, music, members' willingness to participate in outreach, worship service, prayer chain, and visiting the homebound. Other members described their individual willingness to be involved when requested and that he or she actually request involvement. The Spiritual Gifts Survey that was

done a few years ago within the church was mentioned; it led them to see that they had talents/gifts that they may not have been aware of previously. God equipped the congregation for others' ministerial talents by members being overall helpers where ever needed. Financial ability of individual members may also play a role.

e. Describe what you believe are the congregation's strengths and weaknesses.

The membership expressed the congregation's strengths as caring, compassionate, outreach. We respect and accept each other without judgment, our love for one another, and good facilities. The membership expressed the congregation's weaknesses as a need to infuse new members, too many "old cliques," not swift and decisive to investigate and solve trouble, lack of completion, a lack of communication, complaining, lack of participation, unclear about the organizational structure of the church, evangelism.

f. How do you believe this congregation is relevant to the needs of the local community, Disciples mission, and the world.

Certain member(s) in the congregation do not believe that the congregation takes good care of itself. Other members believe that we procrastinate, avoid tough decisions. While this does not answer the question, it appears these particular members feel frustrated about an inability to look at our needs equally with being relevant to the needs of others. The rest of the membership conveyed that our outreach is wonderful, such as our Angel Tree tradition, donating to Comea shelter, allowing our church building to house the homeless, and our relationship with other churches.

g. How do you bear witness within this congregation in tangible ways to God's healing, welcoming and reconciling presence in a broken world?

Members responded that they live a Christian life, by spreading the word, yielding to God, greeting visitors and following through by recognizing them when they come again, and by attendance to worship and church activities, encouraging others to share, count blessings, prayer, listening, fellowship, attend meetings, talk about what FCC does for others, and help as needed..

12. Name five things you find positive about our church.

Of course, more than five things were mentioned among the membership. Things that people find positive about our church are:

- Outreach/community involvement
- Praise band
- Music - uplifting
- Children's education
- Overall use of the building, i.e., Family Promise
- Members' care of the building
- Friendly and caring members
- Feeling/Being welcomed
- Sharing God's Love
- Traditions
- History
- Groups (CWF, CMF, etc) and (study groups)
- Visitation of shut-ins
- Bible study
- Being debt free
- Worship and communion
- Interim pastor
- Meaningful sermons
- Strong facilities and good location
- Family support, people, music

- Humble people

13. Name five things you would like to see changed about our church, if possible:

As with question 12, more than five things were mentioned. Those things that were mentioned are:

- Communication (significantly mentioned) more transparency
- Collaboration—more collaboration among members and groups
- Inflexible—it's always been that way is not a good excuse
- Attract more youth and overall attract younger members
- Revision to our order of worship
- Revision to our handicap entrances and parking
- Less complaining
- More involvement and ownership from members
- Minister visitations to shut-ins and to the hospital
- Embrace change and growth with a positive and optimistic attitude
- Music (more contemporary)
- Alternative service dates and/or time
- Better understanding & cooperation between traditional & contemporary
- All help not just a few
- Contemporary service option (teen & young adult service)
- Varied times for Bible study – so can be at more than one group

14. Other Information (Please use this space to provide other information, not already addressed above, that you feel is important for the Pastoral Search Committee to consider in relation to the growth of our church and/or the Search/Call process for our next Senior Pastor.)

The responses of the membership echo a serious transition is underway in the congregation and life of the church. Responses reflected that the fracture that has occurred within our congregation is unwelcoming to visitors and prospective members.

Overall, the congregation's frustration with our inability to communicate rang loudly in response to the Discernment Survey. Members opined the need to get out of our comfort zone. Frustration appeared high with the lack of knowledge and information regarding the organizational structure of our congregation, i.e., what boards do we have, who are the members, what is the purpose and responsibility of each board.

Knowing we cannot retain him, our congregation is immensely pleased with our Interim Pastor Thom Gibson. Also, members like Jim Elias as a pastor. Pastor Thom's communication, leadership, and energy qualities appear to be those our congregation would like to have in a permanent Pastor.

Moving forward, we can embrace change and growth. There exists an obvious need to attract younger membership. Also, the church should examine offering services at other times to accommodate individuals who cannot be available for one Sunday morning service.

A Senior Pastor should be biblically based and less concerned with political correctness and more focused on serving the Lord. The Senior Pastor should be forward looking, outgoing and involved with the community as well as the church. Leadership should be positive and enthusiastic followers of Christ rather than appearing as martyrs. Volunteers should be treasured and appreciated, rather than criticized.

The church's organizational structure should be clearer and less secretive. A detailed explanation of church expenditures should be provided to membership to enable individuals to understand what the expenditures were, why they were necessary, and from what fund the money was taken to cover the expenditure.

Communication appears to be the major problem among congregation members and structure. It appears there is no clear method to register complaints or to solve them. Communication will present a major challenge to any Senior Pastor the congregation elects to hire. Hopefully, the congregation will aid in resolution of this problem.

