

____ June 14, 2010 ____
Date

____ Pastor ____
Position to be filled

LOCAL CHURCH PROFILE

FOR LOCAL CHURCHES SEEKING NEW LEADERS

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

- 1. Church:** Elon Community Church
- 2. Address:** P.O. Box 625
City, State, and Zip: Elon, NC 27244
Church Website: www.eloncommunitychurch.org
- 3. Name of Search Committee Chairperson/Contact Person:** Larry Crawford
Address: P.O. Box 625
City, State, and Zip: Elon, NC 27244
Telephone: 336-584-0391
Email: eccucc@bellsouth.net **FAX:** 336-584-7963
- 4. Conference/Association Staff Person Assisting Our Church:** Rev. Vertie Powers
Address: 252-B Fifth St.
City, State, Zip: Burlington, North Carolina 27215
Telephone: 336-222-8771
Email: vertiepowersenca@soc-ucc.org **FAX:** 336-222-8773

MEMBERSHIP INFORMATION

- 5. Membership:** *(as reflected in the eleven-year UCC Statistical Report for our church; "est." indicates the figure is an estimate.)*

	Last Year	5 Years Ago	10 Years Ago
a. # Church members	224	363	342
b. Average attendance at worship	133	135	169
c. Average participation of children/youth in C.E.	20	50	36
d. Average weekly participation in adult education	32	65	48
e. # Members who are ordained clergy	11	-----	-----

6. Profile of Congregation

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

a. Age:

2 % ages 0 - 5
13 % ages 6-18
7 % ages 19-34
7 % ages 35-49
19 % ages 50-64
20 % ages 65-74
32 % ages 75 +

b. Education level of adults:

1 % completed less than high school
1 % high school graduates
15 % some college/vocational school
39 % college graduates
44 % graduate school

**“So we who are many,
 are one body
 in Christ . . .”
 Romans 12:5a**

c. Family units:

13 % couples with children at home
34 % couples without children at home
49 % single
4 % single parent with children at home

d. Occupation of adults:

21 % business
3 % clerical
3 % farmer/rancher
4 % laborer/manufacturing
45 % professional
3 % student
4 % tradesperson
5 % other

e. Employment:

41 % employed
6 % not currently employed
53 % retired

f. Describe the racial-ethnic makeup of your congregation:

The congregation is predominantly Caucasian with some African-American and Hispanic / Latino members.

CHURCH FINANCES

(Figures reflect the eleven-year UCC statistical reports as well as the church's annual reports.)

	Last Year	5 Years Ago	10 Years Ago
7. Total Church Income	\$408,980	\$291,421	\$191,133
a. Members offerings and pledges	\$318,583	\$273,694	\$174,778
b. Interest from investment or endowments	\$8,434	\$547	\$570
c. Principal reduction (endowments or investments)	0	0	0
d. Rentals	\$11,100	\$11,865	\$11,798
e. Special Fundraising	\$68,363	\$3,050	-----
f. Other	\$2,500	\$2,265	\$3,987

If the church has conducted an annual stewardship campaign, list results for the past two years:

Goal: \$ no goal set **Pledges:** \$256,868 **Actual Received:** \$304,962

Goal: \$ no goal set **Pledges:** \$276,666 **Actual Received:** \$339,531

	Last Year	5 Years Ago	10 Years Ago
8. Total Operating Budget	\$303,615	\$267,397	\$204,954
a. Our Church's Wider Mission Basic Support	\$18,300	\$14,800	\$13,388
b. Our Church's Wider Mission Special Support	\$1,450	\$2,475	\$2,194
c. Other gifts	\$5,100	\$3,720	\$8,079
d. Current local expenses	\$278,765	\$246,402	\$181,293
e. Annual capital payments	-----	-----	-----
f. Other debt	-----	-----	-----

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

- \$500__ **One Great Hour of Sharing**
- \$300__ **Neighbors in Need**
- \$941__ **Christmas Fund**
- \$456__ **Strengthen the Church**
- \$1575_ **Basic Support for Our Church's Wider Mission** (only if received through special offerings and not included as a regular budget item in #8 above.)

10. Mission

- a. Beyond your contributions through the UCC, name the most significant local or global missions/ministries or agencies that were financially supported by your local church last year and the amount of support:**

	Name	Amount
1.	Allied Churches of Alamance County	\$3,500
2.	Habitat for Humanity of Alamance County Members also donated \$3,000 and contributed to a build.	\$250 (budgeted)
3.	Boy Scouts	\$600
4.	Heifer International Members have worked at the ranch, and the congregation donated enough funds to buy a water buffalo; individual members also donated funds to purchase other animals.	\$237
5.	Loaves and Fishes (food pantry) Food donations were formerly collected on communion Sundays, but are now collected every Sunday to help meet increased need in our community.	

- b. What mission project has excited your church the most in the past three years? Why?**

The church adopted a Burmese refugee family. Church members tutored the family in English and sponsored the young boys in our church's Cub Scout pack and summer camp and helped the boys with homework during their first year in the US. Members have also united to provide living expenses for six months, clothing and a car while helping the parents find employment. This family became, in essence, a symbol of our church's mission.

11. Indebtedness

- a. Total amount of outstanding mortgages/capital debt:** \$0

- b. Total amount of other debt: \$0
- c. Are payments current? _____ yes _____ no

12. Capital Campaigns:

- a. If the church has had capital campaigns in the last ten years, note goal and results:
 Goal: \$25,000 (Windows) Outcome: \$30,000
 Goal: \$37,000 (Piano) Outcome: \$37,000

“God is able to provide you with every blessing in abundance.”
 II Cor. 9:8a

- b. What projects were undertaken as a result of your capital campaign?
 The church replaced all the windows, excluding the stained-glass in the sanctuary, with energy efficient windows. The second campaign was to purchase a grand piano.

- c. Was there a mission or outreach component to the campaign? _____ Yes ___X___ No

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

Goal: \$1,700,000 Beginning Date: October 2009

Purpose: To replace the aging Parish House with a new energy efficient fellowship building which will also provide a covered walkway, atrium, and elevator to the sanctuary

13. Assets held by the Church:

- a. Reserves (savings): \$134,000
- b. Endowments/Investments: \$50,302

- c. Describe buildings and property of your church except the parsonage:
 The sanctuary, church offices and education areas comprise one building. The Parish House and playground are located adjacent to the sanctuary building. Paved parking areas are outside both buildings. All facilities are on a lot valued at about \$3.5 million.

- d. Is the church building (including sanctuary and offices) handicapped accessible?
 Yes ___X___ Partially (specify) _____ No _____

Is the pulpit handicapped accessible? Yes _____ No ___X___

- e. If a building program is projected or underway, describe it, including estimated date of completion: Expected completion is Spring 2012 (see 12d)

- f. If the church owns a parsonage, describe it: Our church does not own a parsonage.

FINANCIAL SUPPORT OF MINISTERIAL LEADERS

14. If your conference has compensation guidelines, do you follow them?

___X___ yes _____ yes for some compensation items but not all _____ no

Does the church consider this position to be full time or part time?

Full Time Part Time (specify) _____

How will church members be supportive of a part time or bivocational pastor who may need another job to supplement the church salary? We do not anticipate such a need.

15. Salary History

To provide a profile of salaries for the position you are seeking to fill, indicate salaries at the beginning and ending of the ministers' tenure. Do not include interim positions. If a parsonage is provided, insert the letter "P" in the space provided. *Provide information for the last 3 leaders or the last ten years.*

	Start Date				End Date			
	Year	Salary	Housing	Parsonage	Year	Salary	Housing	Parsonage
a. Last	2003	39,000	13,000		2009	44,100	13,800	
b. Previous	1994	27,000	12,204		2001	34,560	13,119	

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

17. Salary, Benefits, and Expenses Offered

a. **Cash salary offered** \$44,100
Conference recommended salary range: \$ Contingent upon candidate's experience (from \$34,000 - \$45,000)

b. **Housing:** \$13,800
 Housing allowance only Parsonage only Would consider offering either

c. **Customary benefits:**

- Vacation:** 4 weeks annually
- Maternity/paternity leave**
- UCC Retirement Annuity** (20% of salary and housing)
- UCC Life and Disability Insurance Benefits**
- UCC Health Benefits** (other health benefits)
- UCC Dental Benefits** (other dental benefits)
- Social Security/Medicare Offset**
- Continuing Education Funds**
- Continuing Education Time** – education leave time of 1 week each year
- Sabbatical Leave** (after five years, for three months)
- Other benefits (specify)** - mission / camp time of 1 week each year

d. **Ministry Expenses**

- Travel Reimbursement**
- Meeting Expense Reimbursement**
- Books and Periodicals**
- Reimbursement of Criminal Background Check Fee**
- Moving Expenses**

COMMUNITY CHARACTERISTICS

18. Population

- a. **Population of total city or town in which your church is located:** 7,188
- b. **Describe the population by racial-ethnic category and identify the source of the information:**
- | | |
|--------------------------------|-------|
| American Indian, Eskimo, Aleut | 0.1% |
| Asian | 2.4% |
| Black | 8.9% |
| White | 87.7% |
| Other | 0.2% |
| Multi-racial | 0.5% |
- (Source: Alamance County Chamber of Commerce)

19. Economic Factors

Identify major sources of employment/income in your community:

- a. Elon University
- b. Carolina Biological
- c. Laboratory Corporation of America (LabCorp)
- d. Alamance-Burlington School System
- e. Alamance Regional Medical Center
- f. Twin Lakes and Blakey Hall

20. General Description *(Add *** if the information came from a survey of the congregation.)*

a. **Describe three distinctive attributes of your community:**

1. Located near major medical centers, including those in the Triangle and Triad
2. Small town atmosphere with excellent educational, cultural, and sports opportunities
3. Church/university relationship

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

1. Expansion of Elon University
2. Infrastructure changes as town considers installing sidewalks
3. Increase in aging population and expansion of facilities for elder care and living
4. Increase in families with young children

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

1. Ministering to an aging population
2. Addressing local and global environmental issues
3. Drug and alcohol abuse, especially among college-age population
4. Ministering to the needs of the economically deprived/unemployed
5. Ministering to the needs of young families with children ***

(In a congregational survey, 92% listed #5 as the most pressing priority for the church)

d. Indicate Mission Activities

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

Allied Churches Homeless Shelter
Carolina Cross Connection
Elon University Campus Ministry
Loaves and Fishes (food pantry)
Habitat for Humanity
Meals on Wheels
Boy Scouts
ECC Famer's Market
Family Abuse Services Center

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

Allied Churches Homeless Shelter
Habitat for Humanity

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

Weekly Alcoholics Anonymous meetings
Annual Moravian Love Feast,
Monthly PFLAG (Parents, Family, and friends of Lesbians and Gays) meetings
Monthly Special Fridays (for families with special-needs children)
Two weekly Roman Catholic masses
Bi-monthly Elon University Thursday Night Worship
Weekly Scout meetings
Use of piano and organ by University music students

f. Indicate the number of school districts from which members of your church are drawn:

_____ one X two _____ three or more

CONGREGATIONAL LIFE

*(Add *** if the information came from a survey of the congregation)*

21. Identify major trends you envision in your church in the next five years

Significant changes in congregational makeup because many in the congregation are elderly.
Potential for many new members as the new building is completed.
More unified vision for scholarly whole-congregation Christian education ***
Church moves towards increased environmental responsibility ***

22. Planning

- a. All churches do planning. How would you characterize the way planning is done in your church?**
Planning is done by our church boards, Church Council, and church leaders.
- b. What expectations do you have of the person you are seeking in relation to the planning that takes place?**
Participation as a member of the staff

- c. **When is the last time your church undertook a period of discernment and long-range planning in an intentional way?**
On April 30, 2006, the church conducted a retreat on University grounds to create five visions for the congregation.
- d. **What were the outcomes of your intentional long-range planning?**
Committees were formed to implement various aspects of the five vision statements.
- e. **Does your church have any plans to undertake a period of intentional long-range planning in the future?** Not at this time.

23. Reflections on Congregational Life

Comment on the following with what you believe to be the generally-held responses of the congregation. If more space is needed, use additional pages. (Add * if information came from a survey of the congregation.)**

- a. **Identify the three most important faith experiences or events in the history of your church and the year each took place:**

<u>Event</u>	<u>Year</u>
1. First full-time minister	1946
2. Parish House community center assembled	1947
3. Construction of the Sanctuary	1958

- b. **Identify the most challenging faith experience or event in the life of your church in the last three years and what the church learned from it:**

The plans to build the new fellowship hall have been revised many times. It was envisioned as a joint venture between the church and university (which would have included an interfaith worship center). This plan was ultimately rejected by congregational vote, partly because Council decided that a supermajority would be wise, considering the magnitude of the project. Although the measure passed a simple majority, it failed the supermajority requirement. The revised plans no longer include the university nor the interfaith worship center.

We learned that being a community of faith does not mean that there will be unanimous agreement about every issue. We have learned that disagreeing with other members does not strip any people of their status as members of the church family. We have learned, and are continuing to learn, how to disagree without being disagreeable.

- c. **What is God calling your church to do/become over the next few years? *****

We strive to welcome more young members and families, as well as university students. We hope to be a voice for justice in our community. Members also expressed a desire for more Bible-based, scholarly theological education. Because responses were so diverse, the committee created a second survey listing the most frequent 11 answers and gave the congregation the chance to pick five areas of focus. The five areas below were listed most often:

- Appeal to young families 92%
- Strengthen university relations 64%
- Offer more theological education 56%
- Continue to develop the music program 51%
- Reach out for social justice 38%

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

Share our visions, and be a motivator and leader. Although these areas require vision, leadership, and motivation, we believe they must be achieved by the congregation, with the help of the minister.

e. Choose the statement that most accurately describes the theological/faith stance of your church:

You may check more than one.

- We tend to be theologically conservative.
- We tend to be theologically moderate to conservative.
- We tend to be theologically moderate.
- We tend to be theologically moderate to liberal.
- We tend to be theologically liberal.
- We tend to be quite diverse theologically.
- Other ***

Comments: In a congregational survey, over half of the members identified themselves as “progressive” or “progressive and open-minded.” A quarter of the congregation identified itself as “conservative” or “conservative and open-minded.” Although the congregation skews toward a liberal or progressive theological stance, the conservative minority has been a vocal one. Many who identified themselves as conservative commented that they prefer a traditional worship service, but mentioned nothing specific about theology.

f. Describe the educational program of your church:

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

Curriculum varies by teacher and leader. Adult curricula have been chosen by class members.

Indicate resources used for Confirmation and the person or committee responsible for the selection of these resources:

Resources used for Confirmation the past two years are titled *Affirming Our Faith*, published by Pilgrim Press. These materials were chosen by our Minister of Growth and Education and our recently-retired pastor.

Are there educational opportunities for all ages?

Not at this time.

Does your church have a written Safe Church Policy?

Yes No (If No, has a group worked on this issue in the past?
What was the outcome?)

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

To provide an overarching vision for whole-church education. Although the church has a half-time minister for Christian Education and Spiritual Growth, the holes in our church's educational needs cannot be filled by the half-time minister. A majority of the congregation agreed that offering more theological education (for all ages) should be a priority for the church over the next five years.

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

Program evaluation is not routine, formalized process, although paid staff who oversee programs / ministries are evaluated by the personnel committee. Some programs / ministries are evaluated informally by church boards.

i. Describe the strengths or positive qualities of your church: (Add * if information came from a survey of the congregation.)**

The majority of our very welcoming congregation is involved not only in Sunday morning worship but also in one or more small groups within the church. Almost all members are generous with both their time and other resources, including their financial resources. Many members are actively involved in social concerns.

24. Indicate major boards, committees, small groups, and organizations that are a part of your church; the frequency of meetings (monthly, weekly, etc.); and expectations for leadership. For leadership role use: 1 = pastor takes primary initiative and responsibility; 2 = pastor and laity share responsibility; 3 = laity take primary initiative and responsibility; 4 = the pastor's presence is expected periodically/occasionally; 5 = paid staff member(s) takes primary responsibility

Board/Committee	Purpose	# Member	Frequency	Leadership
Church Council	Governing Board	19	12/year	2
Board of Deacons	Spiritual Growth	9	12/year	3; 4
Board of Missions	Outreach	9	12/year	3; 4
Board of Christian Education	Christian Education	6	12/year	3; 4
Board of Evangelism	Outreach	9	11/year	3; 4
Board of Trustees	Business Affairs	9	11/year	3; 4
Budget and Finance	Budget Preparation	5	12/year	3; 4
Personnel	Personnel matters	5	As needed	3; 4
Nominating	Suggesting church officers	5	As needed	3
Green Church Committee	Subcommittee of missions	15	11/year	3
Ongoing Small Groups	Purpose	# Member	Frequency	Leadership
Women's Fellowship	Study, fellowship, and outreach	30	12/year	3
Chancel Choir	Music for worship services	25	weekly except in summer	5
COOL/EDGE	Middle and high school youth group	15	2/ month	5
KICK (3-5)	Elementary school youth group	8	monthly	5

Ongoing Small Groups _____ continued _____	Purpose	#Member	Frequency	Leadership
KICK (K-2)	Young children's group	15	monthly	5
Men's Fellowship	Study, fellowship, and outreach	15	10/year	3
Chancel Ringers	Provide worship music 4-5 times yearly	11/session	weekly	5
Young Ringers (MS and HS age)	Music /worship education	14	weekly	2
Beginning Bells (Grades 2 – 5)	Music /worship education	10	weekly	5
Chimes (Grades K – 2)	Music /worship education	15	weekly	5
Conversations of the Heart	Study group for women	10	varies	2
Soaring High Book Club	Fellowship and study	15	10/year	2
Prayer Shawl Ministry	Make shawls to give as comfort tokens	3	10/year	3

25. Conflict

Most churches experience conflict at various times. Characterize your church's experience with conflict given the following possibilities. Indicate the extent to which each statement describes your church: C = closely; S = somewhat; N = not at all.

S as a church, we respect and listen to each other and work things through without generating divisiveness

C as a church, we try to respect and listen to each other, but it is not uncommon for differences of opinion to be a problem and for some people to choose sides

C some have left our church because of conflict

S conflict hurts our sense of unity, but we tend not to talk about it

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

C 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:

Comment:

Most of this conflict has been related to the original plan for a joint venture with the university for new fellowship building with interfaith worship center.

26. Worship

a. Describe the weekly worship schedule (number of services, times, languages in which the services are conducted, frequency with which communion is included, special emphases such as healing services, contemporary worship, etc.)

We hold a traditional service at 10:30 AM on Sundays in English. We share communion on the first Sunday of each month. We have had a casual service at 8:30 AM on Sundays, in English, with communion during each service. The 8:30 AM service was canceled recently because it was very sparsely attended while our interim minister was serving the congregation on a part-time basis.

b. Are your worship services or church gatherings sign language interpreted?

_____ Yes X No

Are there particular ministries with persons with developmental disabilities or mental illness?

Comment: Our church holds "Special Fridays" on the first Friday of each month to provide respite care for parents of developmentally disabled children.

c. Identify how worship is planned on a regular basis in your church

_____ by a worship committee

_____ by the pastor

X_____ by the pastor in consultation with the church musicians

_____ other – specify:

The minister of Spiritual Growth and Christian Education also participates.

d. Describe the style and content of preaching valued by your congregation:

The congregation predominantly values theologically educated preaching that deals with contemporary life and social issues. Many congregants prefer texts to be drawn from the revised common lectionary; the organist and choir director also prefer the lectionary.

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

Primary leader and resource person in worship.

f. What hymnal(s) are currently used by your congregation in worship? *The New Century Hymnal*

g. Have you considered using another hymnal? No

h. Churches have a variety of practices related to the use of Inclusive Language in worship services.

(Some churches have made the decision not to change any language in worship; others are intentionally inclusive in their references to people avoiding words such as “mankind”. Some avoid exclusively male references for God and seek to include male and female images as well as a variety of metaphors; other churches exercise care in the words of the liturgy but still utilize “traditional” hymns.) **How important is this issue to your church?**

There is no consensus in our church about the use of inclusive language. For some, it goes largely unnoticed except in the most familiar hymns and prayers. Others are very much opposed to its use.

WIDER CHURCH CONNECTIONS

27. United Church of Christ

- a. Association, conference, or other denominational programs and activities in which church members participate:** Members attend the Eastern North Carolina Association, UCC, and the Southern Conference, UCC. One of our members is on the Board of the Eastern North Carolina Association, and another is on the Board of the Southern Conference.

Do you send delegates to association and conference meetings?

Regularly _____ X_____ Occasionally _____ Never _____

Have members of your church ever served as delegates or visitors to General Synod?

Yes ___ X___ No _____ Not Sure _____

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

The senior minister will attend the Eastern North Carolina Association, UCC, and the Southern Conference, UCC

- c. Choose the word that best describes how lay leaders of your church consciously identify with the United Church of Christ:**

X___ closely _____ moderately _____ nominally _____ other

Comment:

28. Ecumenical and Interfaith Activities

- a. Describe ways your church participated in ecumenical and interfaith activities during the past three years:

Our church participated in Lenten and Community Thanksgiving services with local Baptist, Methodist, UCC, and Pentecostal Holiness Churches. Our facility is used for two masses each Sunday that are led by the Roman Catholic campus minister. A Moravian Love Feast is held at Christmas. The Board of Evangelism hosted a series of interfaith luncheons with Buddhist, Hindu, Muslim, and Jewish leaders. Church Women of the Southern Conference will meet at our church this summer. Burlington Area Men’s Fellowship meets quarterly; our church sends representatives. Our church is also involved with Habitat for Humanity

- b. Describe how your church expects the leader you are now seeking to participate in ecumenical and interfaith activities: Participation will be strongly encouraged.

RELATIONSHIP WITH MINISTERIAL LEADERS

29. Relationship With Prior Leaders

- a. Characterize your church’s experience with pastoral leaders over the past 15 years.

You may check more than one response:

- In general, our lay leaders have a history of strong, cooperative relationships with the church’s pastoral leadership.
- We have had some fairly rocky moments, but we have worked them through, and relationships with pastoral leaders have grown in significant and important ways.
- We have had some tough times and things did not always work out.
- Other. Specify:

Comment: Our church faced controversy with our last full-time minister as we faced the task of replacing the parish house (see other sections for further discussion). Some members were opposed to a former associate pastor. Our current interim minister identifies herself as progressive, and this has caused some controversy within the vocal minority of our church.

- b. Indicate the tenure of the last three installed persons who filled the position you are seeking to fill. Do not include interims:

Name	From	To
1. Dr. Daniel Kuhn	March 2003	Nov 2009 (retired)
2. Rev. Arch Aitcheson	Feb 1993	Aug 2001
3. Dr. John Irvine	July 1985	Mar 1992 (retired)

- c. If a previous pastor or pastor emeritus/a is currently a member of the church, describe his or her involvement in the life of the congregation:

Our former minister is a current member of the congregation. His plan is to remain inactive until our next pastor is established as pastor of the congregation

d. In addition to financial support, describe how your church supported the most recent person to hold the position you are now seeking to fill:

The minister was given a sabbatical after five years. We provided funds for continuing education. We established the Deacons in Care program to help minister to the congregation. We hired (for a nominal amount) a director of pastoral care, and we also hired a half-time minister of spiritual growth and Christian education. The retired ministers of the church held monthly meetings with the minister. The church staff planned worship regularly with the minister.

e. Involuntary Terminations:

Have any of the last three persons serving in the position you are seeking to fill left involuntarily or under pressure?

_____ yes no: If “yes,” respond to the following:

- **Choose all the issues that may have contributed to the involuntary termination.** *You may check more than one or indicate “not applicable.”*
 - _____ conflict of personalities in the church
 - _____ inadequate performance
 - _____ pastoral style inappropriate for this church
 - _____ ethical issues or issues of fitness for ministry
 - _____ financial stresses
 - _____ other. Specify:
- **Indicate, if you can, which of the following best describe the congregation’s behavior toward that person prior to her or his leaving:** *You may check more than one.*

_____ civil	_____ kind
_____ compassionate	_____ supportive
_____ harsh	_____ indifferent
- **Describe what your church has learned from the experience about itself and its relationship with persons who provided ministerial leadership:**

30. Does the church have a Pastoral Relations Committee? yes _____ no
If yes, describe its purpose, functions and how often they meet:

Purpose is to serve as a liaison between the congregation and the minister. It meets as needed.

31. If there is periodic assessment/evaluation of the nature of the work and of the performance of that work for the position you are seeking to fill? Describe it:

Personnel Committee performs an annual review of the minister’s performance. The committee also performs an annual review every employee’s performance

Is the periodic ministerial evaluation coordinated with a regular assessment of the overall ministry of the congregation?

Yes, to some extent. Also, each staff member’s performance is evaluated with consideration of the overall in ministry of the church.

32. Leadership Expectations

A list follows of 45 items which represent a range of qualities in the ministry of the church. Place an “X” beside the 12 items which your church feels are the most important aspects of ministry for your church at this time. All the qualities are important. However, please mark those 12 which you feel need first priority at this time. **Do not rank the items.** If the aspects you consider to be important are not included in the list, place them at the end in the blanks provided.

Mark only 12 of the following items. Do not rank the items.

Our church needs a person who...

- | | |
|--|--|
| <ol style="list-style-type: none"> 1. <input checked="" type="checkbox"/> is an effective preacher/speaker 2. <input checked="" type="checkbox"/> continues to develop his/her theological and biblical skills 3. <input checked="" type="checkbox"/> helps people develop their spiritual life 4. _____ helps people work together in solving problems 5. <input checked="" type="checkbox"/> is effective in planning and leading worship 6. _____ has a sense of the direction of his/her ministry 7. _____ regularly encourages people to participate in United Church of Christ activities and programs 8. <input checked="" type="checkbox"/> helps people understand and act upon issues of social justice 9. _____ is a helpful counselor 10. <input checked="" type="checkbox"/> ministers effectively to people in crisis situations 11. _____ makes pastoral calls on people in hospitals and nursing homes and those confined to their homes 12. _____ makes pastoral calls on members not confined to their homes 13. <input checked="" type="checkbox"/> is a good leader 14. _____ is effective in working with children 15. <input checked="" type="checkbox"/> builds a sense of fellowship among the people with whom he/she works 16. _____ helps people develop their leadership abilities 17. _____ is an effective administrator 18. _____ is effective with committees and officers 19. _____ is an effective teacher 20. _____ has a strong commitment to the educational ministry of the church 21. _____ is effective in working with adults 22. _____ inspires a sense of confidence 23. _____ works regularly at bringing new members into the church | <ol style="list-style-type: none"> 24. _____ regularly encourages support of Our Church’s Wider Mission 25. _____ reaches out to inactive members 26. _____ works regularly in the development of stewardship growth 27. _____ is active in ecumenical relationships and encourages the church to participate 28. _____ is a person of faith 29. _____ writes clearly and well 30. _____ works well on a team 31. <input checked="" type="checkbox"/> is effective in working with youth* 32. _____ organizes people for community action 33. _____ is skilled in planning and leading programs 34. _____ plans and leads well-organized meetings 35. <input checked="" type="checkbox"/> encourages people to relate their faith to their daily lives 36. _____ is accepting of people with divergent views 37. _____ encourages others to assume and carry out leadership 38. _____ is mature and emotionally secure 39. _____ has strong commitment and loyalty 40. _____ maintains confidentiality 41. _____ understands and interprets the mission of the church from a global perspective 42. <input checked="" type="checkbox"/> is a compassionate and caring person 43. <input checked="" type="checkbox"/> deals effectively with conflict 44. _____ 45. _____ |
|--|--|
- If there are other comments you wish to make about expectations, include one or more paragraphs here on an additional sheet.**
- We hope for a minister with strong faith and a sense of humor.

*another wording would be “capable of developing good relationships with youth”

GENERAL

33. Does your governing body or your search committee have a well-defined policy against discrimination? Yes No Comment:

34. Has your congregation participated in an ONA (Open and Affirming) study/discernment process?

Yes No

Comment: Within our congregational surveys, the search committee received responses specifically in favor of becoming open and affirming.

35. Is there a position description of the pastor’s role and responsibilities?

Yes No If “yes,” please attach a copy.

Does your church have a personnel policy covering this position? Yes No

36. List the titles of other paid staff positions for whom this person provides supervision and indicate whether these positions are full-time (FT) or part-time (PT).

Title: Minister of Spiritual Growth and Christian Education	<input checked="" type="checkbox"/> PT <input type="checkbox"/> FT
Title: Office Administrator	<input type="checkbox"/> PT <input checked="" type="checkbox"/> FT
Title: Director of Choral Music	<input checked="" type="checkbox"/> PT <input type="checkbox"/> FT
Title: Handbell Director	<input checked="" type="checkbox"/> PT <input type="checkbox"/> FT
Title: Organist	<input checked="" type="checkbox"/> PT <input type="checkbox"/> FT
Title: Media Coordinator	<input checked="" type="checkbox"/> PT <input type="checkbox"/> FT

37. Name three people who have agreed to serve as references. Make sure they are not members of your church, but know your church well enough to be helpful to a final candidate seeking more information about your church, e.g., conference staff, person in community, neighboring pastor:

Name	Telephone	Relationship to Your Church
a. Dian Jackson	336-343-7486	Former associate pastor and occasional guest speaker
b. John Sullivan	336- 584-4029	Retired Elon faculty member who attends Men’s Fellowship events
c. Richard McBride	919-732-3332	Retired Elon chaplain and associate member

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

The Pastoral Search Committee and the Church Council are responsible for this document. The church treasurer provided specific financial information, and the Personnel Committee provided information about salary and benefits of former pastors.

STATEMENT ON LEADERSHIP IN MINISTRY

Using this page, and one additional page if needed, write a statement that will help a candidate better understand the relationship of clergy and lay leadership in the life of your congregation. Candidates will be interested to know whether your lay leaders have a history of strong, cooperative relationships with the church's pastoral leadership. If your church organizational structure is based on intentional lay-led ministries, describe how that structure functions in relationship to the pastor; if your organizational structure is dependent on clergy leadership, describe what will be expected of the pastor.

If you wish, this statement can provide an opportunity for you to elaborate on the list of committees/boards/groups that you identified in Question 24. (For example, in some churches the expectation is for mutual involvement of pastor and finance committee in the financial matters of the church; other congregations have a clear expectation that the pastor will be focused on "spiritual matters" and will be excluded from settings where financial decisions are made.)

Include in the statement reflections on leadership styles that work well for your church. What do you hope/expect that your new pastor will understand and value in your particular style of lay leadership? What would a new pastor need to know in order to work smoothly with your established leaders? If yours is a multiple-staff church, it would be helpful to comment on your expectations of how the staff team members relate to each other. You are encouraged to include anything else you want to say about your church and its expectations of the leader it now seeks:

Relationships between lay leaders and pastor at Elon Community Church have been shifting for the past several years, moving from a structure heavily dependent on the pastor for direction to a structure now with lay leaders in the past couple of years initiating the formation of a Green Church Committee, the beginning of an annual music camp, and, most recently, a building committee and a capital campaign committee. Our former pastor Dr. Dan Kuhn encouraged lay leadership. Whether our lay leadership would have emerged as it has without Dr. Kuhn's encouragement we do not know, but we do see as positive the fact that more people in the congregation now participate regularly in small groups and welcome the participation of new members. Most of us now would hope that our next pastor would continue to encourage lay leadership so that more and more church members will participate in activities other than the Sunday morning worship service.

At present, our church has a very capable treasurer and a finance secretary who report regularly to the Church Council. We would expect that our next pastor would trust those officers to do their work but would also be knowledgeable of the church's constitutional procedures. Our church council, boards and committees really do seriously try to follow guidelines of the Constitution of Elon Community Church.

A collaborative style of leadership probably works best for our church. We would hope that our next pastor would first become knowledgeable about the work and responsibilities of our current staff, lay leadership and congregation. Except for our office manager, our church staff consists of part-time employees who have other "day jobs" apart from their work at ECC. Yet all of those staff members are committed to doing the best possible for the church and the community we serve, and all look forward to work with a new leader who will enrich and expand the work now underway – particularly in the areas of Christian education and outreach to young families.

Conference or Association Descriptive Reference

Church Name: Elon Community Church

Location: 271 N. Williamson Ave., Elon, NC 27244

Conference: Southern Conference

Association: Eastern North Carolina Association

Name of Staff Assisting in the Search: Rev. Vertie Powers

Staff Comments:

Signature of Staff Assisting in the Search

Date