

CONGREGATIONAL PROFILE

Position Being Filled: Senior Pastor					
Name of Congregation: First Christian Church of Quanah, TX					
Street Address: 804 Mercer St.				Phone: 940-663-2645	
City: Quanah		State: TX		Zip: 79252	
Search Committee Chair: Gerald Riley					
Address: 804 Mercer St					
City: Quanah		State: TX		Zip: 79252	
Email Address: fccquanah@gmail.com			Preferred Phone: 940-839-7541		
II. MEMBERSHIP PROFILE					
1. Total Number of Members: 120			Number of Participating Members: 55-60		
Total Number of Participating Non-Members: 8-10					
2. Number of Participants:			Are these figures -		Estimated <input checked="" type="checkbox"/>
					Actual <input type="checkbox"/>
Ages 1-11: 8-10		Ages 25-34: 9-10		Ages 55-64: 10	
Ages 12-17: 3-4		Ages 35-44: 2-3		Ages 65-79: 28-30	
Ages 18-24: 6		Ages 45-54: 2-3		Above 80: 6	
3. Church Family Profile: <i>(Note: Percentage may add up to more than 100%)</i>			Are these figures -		Estimated <input checked="" type="checkbox"/>
					Actual <input type="checkbox"/>
Single Adults 18-35 1 %		Single w/children at home 0 %		Married 85 %	
Single Adults 36+ 1 %		Married w/children at home 10 %		Blended Families 2 %	
4. Education Level of Adults:			Are these figures -		Estimated <input checked="" type="checkbox"/>
					Actual <input type="checkbox"/>
High School	100 %	College	40 %	Graduate School	Click here to enter text. %
Specialty Training	Click here to enter text. %	Other	Click here to enter text. %	Please Specify: Click here to enter text.	
5. Occupations of Participants: <i>(Note: Percentage may add up to more than 100%)</i>			Are these figures -		Estimated <input checked="" type="checkbox"/>
					Actual <input type="checkbox"/>
Business/Retail	20 %	Service	10 %	Agriculture	5 %
Construction	2 %	Education	10%	Professional	Click here to enter text. %
Military	1 %	Technical	1 %	Manufacturing	Click here to enter text. %
Other <i>(specify below)</i>	Click here to enter text. %	Homemaker	15 %	Student	10 %

Other Explanation: Click here to enter text.			
From Totals Above:	Employed Full Time 75 %	Retired 25 %	
III. ORGANIZATIONAL INFORMATION <i>(Check those currently active)</i>			
1. Worship	How many worship services per week?	Sunday AM and PM	
<input checked="" type="checkbox"/> Traditional	<input checked="" type="checkbox"/> On Site	<input type="checkbox"/> Off Site	Average Attendance: 60
<input type="checkbox"/> Contemporary	<input type="checkbox"/> On Site	<input type="checkbox"/> Off Site	Average Attendance: Click here to enter text.
<input checked="" type="checkbox"/> Other	Specify Online viewing of weekly service		Average Attendance: 60
Total weekly average attendance from all services: 120			
2. Educational Ministries – Average Weekly Attendance			
Children’s Church School	15	Adult’s Church School	40
Weekly Children’s Program	20	(Name of Program) Wednesday Youth – ELEM/JH & High School Groups	
Weekday Adult Groups	7	(Name of Program) Men’s Group – 2nd & 4th Tuesday	
	10	(Name of Program) Ladies CWF – Last Monday of month	
Total Average Weekly Education Attendance		42	
3. Administrative and Oversight Groups			
<input checked="" type="checkbox"/> Board	<input type="checkbox"/> Cabinet	<input 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? 2	<input type="checkbox"/> Other Groups	Specify other groups Click here to enter text.
4. Ministries and Service Groups Within the Congregation (List all)			
List all active ministry and service groups and share information about their activities, focus and ministry. Mens Group – twice-monthly meeting of community men. Fellowship and lesson based in the word Christian Women’s Fellowship – monthly gathering of ladies in congregation for a lesson and fellowship			

IV. STAFF (label those presently employed/serving as "FT"- full time; "PT"- part time; or "V" - Volunteer)							
PT	Pastor		Choose an item	Youth Minister/Director	Choose an item.	Office Staff	# Click here to enter text.
Choose an item.	Co-Pastor(s)	# Click here to enter text.	Choose an item	Education Director	Choose an item.	Other (Please Specify) Click here to enter text.	
Choose an item.	Associate Minister(s)	# Click here to enter text.	V	Organist/Accompanist			
Choose an item.	Music Minister/Director	# Click here to enter text.	Choose an item	Administrator			
V. PROPERTY							
				Year Erected	Adequate?		
1. Sanctuary	Seating Capacity	150	1962	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
2. Education Unit	# of Classrooms	7	1962	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
3. Fellowship Facility	Seating Capacity/	120	1986	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
	Tables	20		Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
4. Administrative Facility	# of Offices	2	1962	Yes <input type="checkbox"/>	No <input type="checkbox"/>		
5. Off Street Parking	# of Spaces	30		Paved?			
				Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
6. Building Program:		Yes <input type="checkbox"/>		No <input checked="" type="checkbox"/>	Projected? <input type="checkbox"/>		
If Building Program is "Yes" or "Projected", describe: Click here to enter text.							
7. Church Location (check all which are applicable)							
<input checked="" type="checkbox"/> Downtown	<input type="checkbox"/> Inner City	<input type="checkbox"/> Urban		<input type="checkbox"/> Suburban			
<input checked="" type="checkbox"/> County Seat	<input type="checkbox"/> Neighborhood	<input type="checkbox"/> Rural		<input type="checkbox"/> Bedroom Community			
<input checked="" type="checkbox"/> Small Town							
8. Parsonage:			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No				
# of Bedrooms 3	# of Bathrooms 2	Garage? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		Age of Parsonage 45 years	Condition of Parsonage Good		
9. Other Facilities: (such as senior housing, pre-school, camp, etc.) Prayer room, covered outdoor pavilion							
VI. COMMUNITY							

1. Characteristics					
<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Commercial/ Retail	<input type="checkbox"/> College/ University	<input type="checkbox"/> Medical Center		
<input checked="" type="checkbox"/> Agricultural	<input type="checkbox"/> Military	<input type="checkbox"/> Tourist/Recreational			
2. Population Changes					
<input type="checkbox"/> Rapid Growth	<input type="checkbox"/> Slow Growth	<input type="checkbox"/> Other (<i>describe</i>)			
<input type="checkbox"/> Rapid Decline	<input checked="" type="checkbox"/> Slow Decline	Click here to enter text.			
3. Concerns					
<input checked="" type="checkbox"/> Teen Needs	<input checked="" type="checkbox"/> Senior Citizen Needs	<input 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 type="checkbox"/> Other	<i>(List other concerns here)</i> Spiritual needs in our community				
4. Population Profile					
Total Population 2474		<input type="checkbox"/> Estimated	<input checked="" type="checkbox"/> Actual		
Asian American Click here to enter text. %		African American 5.98 %		Hispanic American 13.46 %	
Haitian Click here to enter text. %		Pacific Islander Click here to enter text. %		Native American 1.25 %	
Middle Eastern Click here to enter text. %		Euro American Click here to enter text. %		Other Click here to enter text. % Click here to enter text.	
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?					
Area has experienced a decline in population over past 10 years. Population profile obtained for latest US Census data. Since the pandemic in-person worship attendance has declined, but slowly starting to return.					
VII. FINANCIAL INFORMATION					
1. Income & Expenses for the last four years, beginning with the most recent year: (<i>Year Book Information</i>)					
	Year	Operating Receipts	Capital Receipts	Total Outreach Paid <i>(Include Disciples Outreach)</i>	Total Disciples Outreach Paid <i>(DMF, WOC, Reconciliation, etc.)</i>
A	2020	\$75,206	\$37,225	\$7651	\$Click here to enter text.
B	2019	\$96,795	\$67,046	\$9695	\$Click here to enter text.
C	2018	\$107,847	\$88,036	\$10,212	\$Click here to enter text.
D	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.

2. Current Total Debt: \$ None		Monthly Payment on this Debt: \$NA	
3. Reserve/Restricted/ Endowment Funds:		Building - \$Click here to enter text.	Savings - \$51,000
Permanent - \$Click here to enter text.	Memorial - \$Click here to enter text.	Other - \$Click here to enter text. (Specify) Click here to enter text.	
VIII. CONGREGATIONAL OUTREACH MINISTRIES (please list)			
1. Community Ministries Program (e.g. food pantry, tutoring, etc.) Food Pantry, Helping Hands			
2. Participation in Christian Church (Disciples of Christ) (district/area, cluster, regional, general) Click here to enter text.			
3. Ecumenical and Interfaith Activities (with other denominations, religious groups, local and regional) Active ministerial alliance with other local denominations			
IX. PREVIOUS PASTORAL LEADERSHIP HISTORY FOR PAST TWENTY YEARS			
Beginning with most recent, provide a listing of all clergy (including installed and interim/transitional ministers, whether in senior, co-, or associate positions) who have served your congregation during the past 20 years , and the requested information about those persons.			
Name of Minister	Position	Date Began	Date Ended
Derrell Monday	Interim	November 2020	Click here to enter text.
Landon Turner	Full Time	March 2019	October 2019
Wayne Hollinshead	Full Time	2006	2018
Billy Holland	Full Time	2000	2006
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X. CONGREGATIONAL DYNAMICS/DEALING WITH CONFLICT

Many congregations experience conflict at various times. Characterize your congregation's experience with conflict given the following possibilities. Indicate the extent to which each statement describes your congregation: **C= closely, S= somewhat, N= not at all.**

C	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.
N	Some have left our church because of conflict.
N	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.
N	We have had some painful experiences with conflict, and they linger in the background.
N	Open conflict is present, and we need a minister who can help us deal with it.
Choose an item.	Other (<i>Specify</i>) Click here to enter text.
	Comments: Click here to enter text.

XI. CONGREGATIONAL DISCERNMENT

The following questions are beneficial to a process of discernment that helps you look at yourself and also provide important information to your candidates. It is our hope that you'll spend significant time in reflecting on these ten questions prior to you providing the answers on this form. You may likely want to involve discussion of them in various congregational venues to provide the Search Committee with a breadth of input. Discuss with your Regional Minister how this might be accomplished. We are encouraging answers on the Congregational Profile that are both succinct and well thought through.

1. What has God uniquely called you to be and do as a congregation (both now, and looking to the future)? To serve God by holding to his word, following his guidance and spreading word within our community
2. Describe the processes you used to hear God's unique call for your congregation.
Click here to enter text.
3. Describe the Spiritual Disciplines that are regularly practice throughout this congregation.
Weekly Communion
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.
Click here to enter text.
5. In what ways have members of the congregation been engaged in the Search and Call discernment process?
8 Members all serve on search committee

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)? Easter Sunrise service breakfast, Candlelight service Christmas Eve. Future minister will have many helping hands that are eager to learn, serve and be led by the future minister who is led by God				
7. Describe the congregation's strengths and growing edges. We have several members dedicated to our church and community, but we need to grow				
8. Describe the ways you make decisions and carry them out as a congregation. Elders > General Board > Congregational vote				
9. How is this congregation relevant to the needs of (a) the local community, (b) Disciples mission, and (c) the world? Active food pantry workers, enjoy working with other churches in community				
10. How does this congregation bear witness in tangible ways to God's healing, welcoming, reconciling presence in a broken world? We try to be warm and welcoming to anyone who enters our doors. Christmas Shoebox campaign as well as assistance to community needs through helping hands program.				
XII. GOALS OF THE CONGREGATION FOR THE NEXT FIVE YEARS <i>List four. Attach recent congregational mission statement and goals if available.</i>				
1. Our mission is to impact our world by making disciples through loving God, living the Word, and serving people.				
2. Outreach to local people, reach those who do not regularly attend church				
3. Become more inclusive of newer Christian music in our worship service				
4. To love and share the Word of God with those around us				
XIII. PERSONAL AND PROFESSIONAL QUALIFICATIONS				
1. Name the personal/professional qualifications you desire in your pastor.				
A. Bible Based Faith and Teaching		B. Actively involved in church and community		
C. Family actively involved in worship and church		D. Click here to enter text.		
E. Click here to enter text.		F. Click here to enter text.		
G. Click here to enter text.		H. Click here to enter text.		
2. Educational Level (<i>check one</i>)				
High School <input checked="" type="checkbox"/>	Undergraduate <input type="checkbox"/>	Seminary <input type="checkbox"/>	Doctoral <input type="checkbox"/>	Other <input type="checkbox"/>
If other, please explain. Would consider any education level on an individual basis. We are looking for a pastor that can love our congregation, lead us spiritually and that needs to be loved by his congregation.				

XIV. COMPENSATION, HOUSING, BENEFITS, EXPENSES. OUR CONGREGATION WILL PROVIDE THE FOLLOWING:					
1. Salary/Housing We can provide a cash salary and housing (including utilities, furnishing, insurance, etc.) in the range checked below:					
15-\$17,999 <input type="checkbox"/>	18-\$21,999 <input type="checkbox"/>	22-\$25,999 <input type="checkbox"/>	26-\$29,999 <input type="checkbox"/>	30-\$34,999 <input type="checkbox"/>	35-\$39,999 <input type="checkbox"/>
40-\$49,999 <input type="checkbox"/>	50-\$59,999 <input 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 checked="" type="checkbox"/> Parsonage Fair Rental Value \$ 600 (per month)					
3. Pension <input type="checkbox"/> Pension Fund (14% of combined value of cash salary and housing allowance/parsonage fair rental value)				\$Click here to enter text.	
4. Vacation <input checked="" type="checkbox"/> Days Ten Days including 2 Sundays				\$Click here to enter text.	
5. Continuing Education: <input type="checkbox"/> Days Click here to enter text. including Click here to enter text. Sundays				\$ Click here to enter text.	
6. Sabbatical <input type="checkbox"/> Click here to enter text. Months after Click here to enter text. years				\$Click here to enter text.	
7. Family/Medical Leave <input type="checkbox"/> Click here to enter text. Weeks <input checked="" type="checkbox"/> Negotiable					
8. Health Insurance					
<input type="checkbox"/> Taxable Stipend	<input type="checkbox"/> Negotiated Plan	<input checked="" type="checkbox"/> Other	<input type="checkbox"/> Canada Supplemental Health Plan		
9. Reimbursable Professional Expenses					
Auto Allowance \$negotiable	Assembly/Meeting Expenses \$Click here to enter text.	Books \$Click here to enter text.	Miscellaneous \$Click here to enter text.		
10. Reimbursement for cost of mandatory Criminal Background Check (CBC) \$160			Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
11. Moving Expenses The congregation will provide <input type="checkbox"/> all OR <input type="checkbox"/> up to \$Click here to enter text.				Negotiable <input checked="" type="checkbox"/>	
XV. DISCERNING AREAS OF GREATEST NEED FOR MINISTERIAL LEADERSHIP					
The list below is based on the requirements found in <i>Theological Foundations and Policies and Criteria for the Ordering of Ministry of the Christian Church (Disciples of Christ)</i> . It is used for describing a minister's areas of skill and expertise (which you will observe on the Ministerial Profiles you receive). It is expected that all ministers will demonstrate competency in each of these areas, but will excel in some more than others. Part of the Search & Call process is discerning a good match between the skills of the pastor and the needs of the congregation. In light of where growth is desired and God is calling you, please indicate the top 4 skills needed in your next pastor.					

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