

2.13.17
Date

Senior Pastor
Position to be filled

United Church of Christ

LOCAL CHURCH PROFILE FOR LOCAL CHURCHES SEEKING NEW LEADERS

Local Church Statement of Consent

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates. As the committee charged with the responsibility for identifying and recommending a suitable new minister for our church, we have been authorized to share the information herein with potential candidates

We understand that a candidate may wish to secure further knowledge, information, and opinion about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.



Signature of Search Committee Chairperson

Date

Church

Holy Trinity Community Church, UCC
6727 Charlotte Pike
Nashville, Tennessee 37209

Search Committee Chairperson or Contact Person

Chuck Long

Telephone: 615-828-6661
Fax: N/A
E-Mail: longston@aol.com

05/05/16

Date

Senior 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:

Holy Trinity Community Church

2. Address:

6727 Charlotte Pike,
Nashville, TN 37209

www.htccnashville.com

3. Name of Search Committee Chairperson/Contact Person:

Chuck Long

615-828-6661
longston@aol.com

4. Conference/Association Staff Person Assisting Our Church:

June Boutwell, Designated Conference Minister
105 Courtland St. NE
Atlanta, GA 30303

404-615-2492 Cell
jboutwell@secucc.org

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	226	250	165
b. Average attendance at worship	108	260	158
c. Average participation of children/youth in C.E.	6	28	10
d. Average weekly participation in adult education	15	28	No Data
e. # Members who are ordained clergy	1-3	1-3	Unknown

6. Profile of Congregation

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

a. Age:

01% ages 0-5
 03 % ages 6-18
 10 % ages 19-34
 35 % ages 35-49
 45 % ages 50-64
 05 % ages 65-74
 01 % ages 75 +

d. Occupation of Adults:

15 % business
 10 % clerical
 0 % farmer/rancher
 10 % laborer/manufacturing
 35 % professional
 05 % student
 20 % tradesperson
 05 % other

b. Education Level of Adults:

02 % completed less than high school
 18 % high school graduates
 10 % some college/vocational school
 60 % college graduates
 10 % graduate school

e. Employment:

90 % employed
 05 % not currently employed
 05% retired

c. Family Units:

10 % couples with children at home
 50 % couples without children at home
 30 % single
 10 % single parent with children at home

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

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

In approximate terms, our congregation is 80% Caucasian, 5% African American, 2% Asian, 4% Latino, 9% Mixed Race or Unkown.

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	\$227,226	\$399,156	
a. Members offerings and pledges	\$185,599	\$374,014	
b. Interest from investment or endowments	\$32	\$32	
c. Principal reduction (endowments or investments)	\$0		
d. Rentals	\$6500	\$ 200	
e. Special Fundraising	\$40,223	\$24,353	
f. Other	\$35,095	\$ 557	

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

N/A

	Last Year	5 Years Ago	10 Years Ago
8. Total Operating Budget	\$290,179	\$378,699	
a. Our Church's Wider Mission Basic Support	\$14,922	\$37,406	
b. Our Church's Wider Mission Special Support	\$0		
c. Other gifts	\$5,250	\$10,933	
d. Current local expenses	\$195,762	\$296,877	
e. Annual capital payments	\$74,245	\$33,483	
f. Other debt			

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

None – Church did not receive special UCC offerings last year or in previous years.

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. Room in the Inn	Volunteer Support
2. Prison Pen Pal Ministry	Volunteer Support
3. Food Pantry and Clothes Closet	In Kind and Volunteer Support
4. Benevolence Ministry	In Kind and Volunteer Support

b. What mission project has excited your church the most in the past three years? Why?
(Could Cam update this?)

In 2015 we sent a mission team to Eastern Navajo, New Mexico to help impoverished families of the Navajo Nation repair & build homes and school. We were excited to 8 members on the mission – it was the first time we’d sent more than one member out to mission work so far away.

11. Indebtedness

(This section needs to be updated):

- **Total amount of outstanding mortgages/capital debt:** \$1,994,236 as of 12.31.2016
- **Total amount of other debt:** 0
- **Are payments current?** Yes

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

12. Capital Campaigns:

- **If the church has had capital campaigns in the last ten years, note goal and results:**
- (This section needs to be updated):

Goal: \$1,900,000

Outcome: \$1,600,000

(How do we want to update/word this):

- **What projects were undertaken as a result of your capital campaign?**

Built a new 450-seat sanctuary / multi-use space
- **Was there a mission or outreach component to the campaign?** No
- **If a capital campaign is underway or anticipated, describe it:** None

13. Assets held by the Church:

(This section needs to be updated):

- **Reserves (savings):** \$39,356
- **Endowments/Investments:** \$0
- **Describe buildings and property of your church except the parsonage:**

The building we currently worship in consists of two primary sections: an original structure and a newer expansion. The original church structure was built in the 1950s consisting of a 150-seat sanctuary, a small kitchen and three, classrooms and fellowship hall. The original structure also includes a small parsonage that has been converted into office, meeting, and storage space. In 2012 the church expanded with the addition of a 450 seat sanctuary and multi-use space. Our parking lot was also expanded.

In late 2016 our church voted to sell this property and move to a new location that better accommodates the needs and resources of our church. We are currently in the process of both selling this property and “right sizing” into a new location.

- **Is the church building (including sanctuary and offices) handicapped accessible?**

Original church structure and expansion are handicap accessible. However, parsonage, which is used as our office, is not handicap accessible.

- **Is the pulpit handicapped accessible?** Yes
- **If a building program is projected or underway, describe it, including estimated date of completion:**

We do not have plans for construction. We are, however, in the process of selling our property and “right sizing” into a new location. Our current location includes a 13,998 square foot building sitting on 2.84 acres in one of Nashville’s hottest real estate markets. To date, the property is listed for \$3.6 million – a sum which will allow us to both move into a more appropriately sized building and also allow for a sizable reserve fund.

- **If the church owns a parsonage, describe it:**

Location:
6727 Charlotte Pike
Nashville, TN 37209

Number of Rooms: 10
Number of Bedrooms: 2
Number of Bathrooms: 2

The parsonage is a small home built at or around the same time as the original church structure. It was purchased as part of the church acquisition. The parsonage is not used as a residence, but is instead used as our church’s office space and youth meeting space.

Distance from Church: Parsonage is on the church grounds

Handicapped Accessible? No

FINANCIAL SUPPORT OF MINISTERIAL LEADERS

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

Yes for some compensation items but not all

- **Does the church consider this position to be full time or part time?** Full Time
- **How will church members be supportive of a part time or bivocational pastor who may need another job to supplement the church salary?**

If a bivocational pastor becomes necessary, our church would be supportive, but seek to make the position full time as soon as possible. Our church’s founding pastor started the church as a part-time minister. However, the church’s growth did not really begin until she was made full-time and could devote more time and energy to church ministries. Our congegation knows this as part of our history, and therefore, wants to keep a full-time pastor on staff.

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
Last	2012	\$31,625	\$11,280	N/A	2017	\$46,994	\$11,505	N/A
Previous	2008	\$33,650	\$24,000	N/A	2014	\$37,600	\$24,000	N/A
Next previous								

16. During the above period, has your church ever failed to fulfill its financial obligations to its pastor? No

17. Salary, Benefits, and Expenses Offered:

- **Cash salary offered:** \$46,944
- **Conference recommended salary range:** \$70,000
- **Housing:** \$11,505 (Housing allowance only)
- **Customary benefits:**
 - 10 Paid vacation days annually for first four years
 - 11 Paid Holidays Annually
 - 8 Weeks unpaid maternity / paternity leave during a 12 month period
 - UCC Retirement Annuity
 - UCC Life and Disability Insurance Benefits
 - UCC Health Benefits
 - UCC Dental Benefits
 - Social Security/Medicare Offset
 - 3 Months paid sabbatical leave after 6 years of continuous full time service
- **Ministry Expenses**
 - Travel Reimbursement
 - Meeting Expense Reimbursement
 - Books and Periodicals
 - Reimbursement of Criminal Background Check Fee
 - Moving Expenses

12. COMMUNITY CHARACTERISTICS

18. Population

a. Population of total city or town in which your church is located:

644,014 in Nashville – Davidson County according to 2014 census figures

• Describe the population by racial-ethnic category and identify the source of the information:

- White Alone 56.3%
- Black or African American Alone 28.4%
- American Indian and Alaska Native Alone .3%
- Asian Alone 3.1%
- Native Hawaiian and Other Pacific Islander Alone .1%
- Two or More Races 2.5%
- Hispanic or Latino 10%

19. Economic Factors - Identify major sources of employment/income in your community:

- Tourism
- Education
- Health Care

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

a. Describe three distinctive attributes of your community:

- We are a “commuter” church. Most of our congregation travels in from other parts of the city rather than from the surrounding neighborhood. We have members that come in from as far away as southern Kentucky and northern Alabama.
- Our church demographic is predominantly LGBTQ. About 80%-85% of our congregation identifies as lesbian, gay, bisexual, or transgender.
- The Nashville area is home to several notable colleges and universities (Vanderbilt, Belmont, TSU, MTSU, Trevecca, etc.). As such, there is great opportunity to tap into student groups that would find Holy Trinity’s community attractive, faculty members who could elevate the dialogue at church, etc.

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

- Currently, Holy Trinity is a predominately LGBT church. Thankfully, Nashville has seen a tremendous amount of growth in LGBT acceptance, particularly in the religious community. This trend will (hopefully) continue. As a result, there are many places LGBT people can worship and be welcomed. Holy Trinity is no longer one of very few options. In order for the church to continue to thrive, it may need to continue to adjust its identity accordingly.

- Nashville is a quickly growing city, with tremendous growth projected in the next 10 years. This population growth should be noted by the church as a tremendous opportunity for outreach.

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

- Discrimination and prejudice against the LGBT community in the workplace, legislation, etc.
- Our church is passionate about justice issues – especially issues surrounding homelessness and treatment of the disadvantaged.
- Conversations surrounding race and equality (including the way these ideas affect the immigrant community) are important to a significant number of people in the church.

d. Indicate Mission Activities in which your church participates as a part of its mission in the community:

- Room In the Inn: This is a program through which Holy Trinity provides housing for the homeless during the winter months
- Summer Missions: A fairly active group of +/- 10 individuals plan and participate in a week—long mission opportunity every summer. Most recently the group went to New Mexico to serve a Native American community through construction work and worship opportunities.
- Benevolence Ministries: Holy Trinity has a food pantry and clothes closet that is regularly utilized by both community members and members of the church.
- Angel Tree: Every Christmas, Holy Trinity provides an angel tree to provide gifts and care for less fortunate families in our community.
- Community inter-faith opportunities: Holy Trinity participates in a community interfaith association that plans community fellowship events among the participating congregations (eg. Thanksgiving celebration, etc.)

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

We currently use our building primarily for worship and congregational fellowship. We are open to and are seeking out other churches or community organizations who would be interested in sharing our space. During the months of November through March, we also host 10-12 homeless women on Friday nights as part of Nashville's Room In the Inn homeless mission.

f. Indicate the number of school districts from which members of your church are drawn: 3 or more districts

CONGREGATIONAL LIFE

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

- As mentioned above, a growing acceptance of the LGBT community has (thankfully) changed the way our predominately LGBT congregation operates in the community. In the past several years, we have begun shifting our identity from being an LGBT church to being a church that welcomes ALL people. As a result, we have a growing straight community in church, which has added a wonderful new dimension to our community. I believe this trend will (and should) continue.
- Although Holy Trinity has always technically been a congregationally led church, we have only recently stepped fully into that identity. Our leadership has begun to take ownership of programs, ministries, leadership, etc. in a wonderful new way. We feel this trend will continue as our volunteer leadership takes ownership of the church and works alongside our professional leadership to minister to the community.
- As stated above, our church is in the process of “right sizing” into a new building. The last several years have been financially challenging for our congregation as we’ve been working to stay in a building that is too big for us and that we can’t afford. The stress of these financial difficulties has taken a toll on our congregation. As a result, in late 2016 we voted to relieve this financial stress by moving into a more appropriately sized space. Because our current building sits on very desirable land, we anticipate making a considerable profit from the sale – enough to move into a more appropriate building and also give our church a sizable reserve fund. It has been very encouraging to see our church invigorated by the prospect of starting a new chapter and stepping into financial security. As a result, we anticipate that the next five years will find Holy Trinity with new energy, new vision, and an increased ability to minister to our community.

22. Planning:

a. All churches do planning. How would you characterize the way planning is done in your church?

- Our church primarily relies on three groups to plan:
 1. First, the vestry (leadership council) oversees all planning as it relates to finances and building upkeep. They do this through overseeing various committees (eg. finance committee, etc.).
 2. Second, the pastor makes plans that relate to the vision of the church (eg. networking with committees and committed volunteers to develop ministries to fit with the mission/vision of the church)
 3. Third, our worship coordinators, with the oversight of the pastor, plan weekly worship experiences and other special events.

b. What expectations do you have of the person you are seeking in relation to the planning that takes place?

The pastor will meet regularly with appropriate church staff (Music Director, Assistant Music Director, Administrative Assistant) and Worship Team (comprised of 3-4 volunteers) to plan sermon series and upcoming events and special worship.

c. When is the last time your church undertook a period of discernment and long-range planning in an intentional way?

Our staff and volunteer leadership went on a weekend retreat in 2014 to develop a long range plan in expectation of the opening of our new worship center.

d. What were the outcomes of your intentional long-range planning?

Our leadership decided that the church must be much more intentional about outreach in order to ensure that the Holy Trinity community continues to grow. In this conversation, “growth” was not meant to merely indicate numbers, but also growth in the sense that our demographic must continue to change to reflect our changing community. A specific plan was laid out, but unfortunately, changes in both our financial and staff structure have prevented them from being fully executed.

This long range plan also resulted in the development of a “Welcoming Ministry” which has since been implemented.

e. Does your church have any plans to undertake a period of intentional long-range planning in the future?

There is no current date set for long-range planning, but our church would benefit from a time of intentional long-range planning and vision casting.

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.)**

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

Event	Year
Incorporation with the UCC	2005-2006
Founding pastor’s departure	2014
Decision to sell property and “right size” to a new location	2016

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 time leading up to the founding pastor's dismissal and the controversy which followed proved to be one of the most challenging faith experiences our church has faced.
- During this difficult time we were able to clearly see that our church had centered itself as much around the personality of the pastor as it had around the true mission of the church. Holy Trinity fell into the dangerous place of allowing a pastor to become a bit of an idol. When this pastor left, it also left our church with confusion, grief, and a displaced sense of identity.
- Fortunately, walking through this difficult time built Holy Trinity into a much stronger congregation. As a result of this experience, our church has learned the importance of strong congregational polity coupled with a trusting relationship with our pastor. We have taken steps to strengthen the congregational nature of our church – including updating our bylaws, encouraging responsible participation in church business meetings, and showing the congregation a healthier model of pastoral leadership. In our business dealings, we strive to hear the congregation's voice while also respecting the vision of the pastor. In our worship, give a greater priority to scripture and work to center ourselves around God's word rather than around a pastor's personality. In short, we're challenging ourselves to trust each other, grow a more responsible faith, and follow God's vision for our church.
- **What is God calling your church to do/become over the next few years?**

Our vision for Holy Trinity Community Church is to be a light that shines as a beacon in the night, bringing salvation to the lost, hope to the hopeless, love to the unloved, refuge for the homeless, rest for the weary, and purpose to those who have no purpose. Holy Trinity Community Church is called to continue to be an open, loving, accepting place where individuals grow in the love of Christ and know they are worthy of that love no matter where they are in their spiritual journey.

God is calling our church to unison and to be of one mind, one purpose and one goal in order to display the **unity** harmony of Ephesians 4:1-6 and Philippians 2:1-3 in humility, gentleness, patience, love, and "*eager to maintain the unity of the Spirit in the bond of peace.*" We are to utilize the gifts of our partners to become increasingly mission focused in order to influence our local community and beyond through:

- serving the homeless of our city
- serve the needs of elder members of our community
- minister to the sick, shut-in, and lonely
- increase visibility within the LGBT community as a witness to God's love and acceptance.
- Become a refuge for those who have been told by other communities of faith they were not welcome to serve God in their ministries.

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

The pastor will assess these goals and determine which areas he/she can oversee, then look to current staff to help in other areas. Pastor will meet with Vestry to determine what areas can be managed by members/volunteers. Other factors will be determined by church growth and willingness and availability of staff and volunteers.

- **Chose 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

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:**

Although our church is a UCC congregation, very few of our congregants come from a UCC background. We tend to be a clearing house for people from very diverse backgrounds. As of 2015 survey, we were:

- 36% former Baptist
- 11% former Church of Christ
- 9 % former Methodist
- 4 % former Catholic
- 14% “from multiple backgrounds”

As a result, we have members who are quite conservative theologically and those who are quite liberal. The “official” position of our church tends to be theologically moderate.

- **Indicate resources used for Confirmation and the person or committee responsible for the selection of these resources:** We currently do not have a confirmation program.
- **Are there educational opportunities for all ages?** Yes
- **Does your church have a written Safe Church Policy?** Yes

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

Currently, education programs are developed and facilitated by education volunteers. However, candidate will be responsible for recruiting new education volunteers and ensuring suitability of curriculum for the educational needs of the congregation.

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

There is not a current system or rubric used to evaluate church programs in terms of success or efficacy. Programs are overseen by various committees and church staff, which report to the vestry as a measure of accountability.

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

- We are a congregation which is truly welcoming of all communities and cultures.
- Our church consists of a strong core of people who are committed to the mission of the church. These people are “tried and true,” and have demonstrated their commitment to serving the church even when decisions are made with which they disagree.
- Our congregation provides a safe place for many in the Nashville area who have had profoundly negative experiences with organized religion. Our congregation strives to foster an atmosphere of safety.

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.

Board/Committee	Purpose	# Members	Frequency	Leadership
Vestry	Church Governance	9	1 / Month	4
Personnel Committee	Staffing Management / Support	4	1 / Quarter	3
Finance Committee	Oversight of Church Finances	3	Monthly	1
Ongoing Small Groups We have an organized small group ministry consisting of 8-12 small groups (depending on the season).	Our small groups come together for fellowship and spiritual development.	50-75	Varies by small group	Pastor Led

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
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
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
C	open conflict is present, and we need a minister who can help us deal with it
	Other: Specify

Comment: Our church has recently walked through a season of heavy conflict that resulting from the Senior Pastor leaving Holy Trinity. This conflict has been present in several aspects of our community. While our church has learned – and is continuing to learn – about how to deal with conflict in healthy ways, some of the issues we’ve dealt with have been so “tender” that there is still residual hurt. It would be helpful to have a minister who could help deal with these wounds and provide healing.

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.)**

As of February 7, 2016 we offer one service each Sunday at 10am. Services are contemporary with some liturgical elements such as scripture reading and weekly communion. Services are conducted in English.

- b. Are your worship services or church gatherings sign language interpreted? No**
- b. Are there particular ministries with persons with developmental disabilities or mental illness? No**

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

- by a worship committee
- by the pastor
- by the pastor in consultation with the church musician
- ✓ other – specify: HTCC is in the process of establishing a formal Worship Committee (currently has a Worship Team) that consults with the Lead Pastor and Music Leader, and then places final decisions on the Lead Pastor and Music Leader

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

The congregation is eclectic and the majority have come to Holy Trinity Community Church through various denominational backgrounds. Probably the most appreciated style of preaching is a creative story-telling approach. The majority of congregants respond to active teaching of biblical readings, along with discussions of the true meaning vs. some of the more literal interpretations that have been misconstrued as truths by evangelical sects. Scripture based teachings that utilize music, media, interactive dialogue and personal reflection that translate into daily lives are readily embraced by Holy Trinity Community Church partners.

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

The Pastor will be the primary preacher for worship services and administer the sacraments. With regard to worship, the pastor will:

- Plan and implement worship services.
- Approve special services.
- Schedule and perform baptisms.

f. What hymnal(s) are currently used by your congregation in worship? No hymnals are used

g. Have you considered using another hymnal? None Used

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?

Our church does not intentionally use inclusive language

WIDER CHURCH CONNECTIONS

27. United Church of Christ

- **Association, conference, or other denominational programs and activities in which church members participate:**
- **Do you send delegates to association and conference meetings?** Yes, Occasionally
- **Have members of your church ever served as delegates or visitors to General Synod?** Yes
- **Association, conference, or other denominational settings in which your church expects the leader you are now seeking to participate:**

We would like our new pastor to be active in UCC denominational life

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

- Closely
- Moderately
- Nominally
- Other

Comment: As stated above, few of our members come from a UCC background. Many of them attend Holy Trinity not because of its UCC affiliation, but rather because of the type of community it provides. As a result, our lay leaders only nominally identify with the UCC.

28. Ecumenical and Interfaith Activities

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

As stated above, Holy Trinity actively participates in a local interfaith association to plan various community events (e.g. interfaith Thanksgiving Service). We also participate in PRIDE spirituality night, an ecumenical time of worship and fellowship during PRIDE celebrations in June.

- **Describe how your church expects the leader you are now seeking to participate in Ecumenical and interfaith activities:**

The church leader will continue to partner with other local congregations to plan and participate in interfaith community events.

RELATIONSHIP WITH MINISTERIAL LEADERS

29. Relationship With Prior Leaders

- **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 founding pastor parted with the church in 2014.

- **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. Cynthia Andrews-Looper	1996	2014
3.		

- **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:** N/A
- **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 former pastor received a housing allowance and insurance. The former pastor also was encouraged to go on 40 days sabbatical. Upon return, questions regarding her fitness to lead the church arose and she was encouraged to take another 40 days sabbatical, which she did.

- **Involuntary Terminations:**

- Have any of the last three persons serving in the position you are seeking to fill left involuntarily or under pressure? Yes
- **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. See Note.

Note: The previous pastor was unable to operate in a congregationally led church. The pastor’s authoritarian management style, combined with a tendency to manipulate situations, contributed conflict and division within the church.

- **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:**

Our congregation is learning the importance of taking ownership of the church while still trusting and empowering professional leadership.

30. Does the church have a Pastoral Relations Committee? No

- **If yes, describe its purpose, functions and how often they meet:** N/A

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:

The Pastor will file monthly reports to the Personnel Committee on ministry accomplishments and activities. The Personnel Team will conduct annually a performance evaluation

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

The pastor's performance evaluation will be completed annually. The evaluation will be conducted by the Personnel Committee. The Personnel Committee will use an evaluation tool to rate the pastor's work performance based on observations, employee briefings and vestry & congregational feedback.

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...

- | | |
|---|--|
| 1. Is an effective preacher/speaker | 21. Is effective in working with adults |
| 2. Continues to develop his/her theological and biblical skills | 22. Inspires a sense of confidence |
| X 3. Helps people develop their spiritual life | X 23. Works regularly at bringing new members into the church |
| 4. Helps people work together in solving problems | X 24. Regularly encourages support of Our Church's Wider Mission |
| X 5. Is effective in planning and leading worship | 25. Reaches out to inactive members |
| X 6. Has a sense of the direction of his/her ministry | X 26. Works regularly in the development of stewardship growth |
| 7. Regularly encourages people to participate in United Church of Christ activities and programs | 27. Is active in ecumenical relationships and encourages the church to participate |
| 8. Helps people understand and act upon issues of social justice | 28. Is a person of faith |
| 9. Is a helpful counselor | 29. Writes clearly and well |
| X 10. Ministers effectively to people in crisis situations | 30. Works well on a team |
| 11. Makes pastoral calls on people in hospitals and nursing homes and those confined to their homes | 31. Is effective in working with youth |
| 12. Makes pastoral calls on members | 32. Organizes people for community action |
| 13. Is a good leader | 33. Is skilled in planning and leading programs |
| 14. Is effective in working with children | 34. Plans and leads well-organized meetings |
| X 15. Builds a sense of fellowship among the people with whom he/she works | X 35. Encourages people to relate their faith to their daily lives |
| 16. Helps people develop their leadership abilities | 36. Is accepting of people with divergent views |
| 17. Is an effective administrator | X 37. Encourages others to assume and carry out leadership |
| X 18. Is effective with committees and officers | 38. Is mature and emotionally secure |
| 19. Is an effective teacher | 39. Has a strong commitment to loyalty |
| 20. Has a strong commitment to the educational ministry of the church | 40. Maintains confidentiality |
| | 41. Understands and interprets the mission of the church from a global perspective |
| | 42. Is a compassionate and caring person |
| | X 43. Deals effectively with conflict |
| | 44. _____ |
| | 45. _____ |

GENERAL

33. Does your governing body or your search committee have a well-defined policy against discrimination? Yes

34. Has your congregation participated in an ONA (Open and Affirming) study/discernment process? No Comment: We were founded as an Open and Affirming congregation

35. Is there a position description of the pastor's role and responsibilities? Yes (See attached job description.)

- Does your church have a personnel policy covering this position? Yes

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).

- Music Minister (PT)- Vacant
- Administrative Assistant (PT)

37. Name three people who have agreed to serve as references.

Name	Telephone	Relationship to Your Church
1. Bryan Currie	501- 952-9589	Interim Lead Pastor
2. Pat Fonner	615- 414-7438	Member
3. Don Brown	615-879-7967	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 Vestry

STATEMENT ON LEADERSHIP IN MINISTRY

Holy Trinity depends on lay leadership and has since its inception. There have always been numerous lay leaders who have stepped up to serve where needed, particularly in the Children's Ministry, the Room in the Inn Ministry, the Benevolence Ministry, the Music Ministry, the Arts Ministry, the Caregivers Ministry. In addition, strong lay leaders make up the Vestry, the Personnel Committee and the Finance Committee. It is imperative that the new Pastor communicate openly and establish a trusted, warm and committed working relationship with the lay leadership teams throughout HTCC.

Holy Trinity Community Church began as an independent non-denominational congregation in October, 1996. Its mission has always been to proclaim God's unconditional love for all people.

In 2006, after nearly two years of conversations, study, and prayerful discernment, the congregation voted to join the United Church of Christ, a mainline denomination that holds an exemplary record for leading the Universal Church toward living out the reconciling love of Jesus Christ.

**CONFERENCE OR ASSOCIATION
DESCRIPTIVE REFERENCE**

Church Name:

Holy Trinity Community Church

Location:

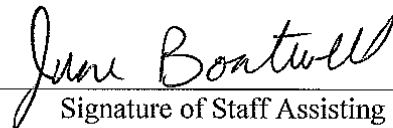
6727 Charlotte Pike
Nashville, TN 37209

Conference:

Southeast Conference

Name of Staff Assisting in the Search:

June Boutwell



Signature of Staff Assisting in the Search

5-5-2014

Date