

6/23/18

Date

Pastor

Position to be filled

United Church of Christ

LOCAL CHURCH PROFILE FOR LOCAL CHURCHES SEEKING NEW LEADERS

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

6-23-18
Date

Church

Name: Bethany Congregational United Church of Christ

Address: 500 Pilgrim Drive, San Antonio, TX 78213

Search Committee Chairperson or Contact Person

Name: Laurence Lee

Address: 15739 Singing View, San Antonio, TX 78255

Telephone: (210) 842-2743

E-Mail: laurence.l.lee@gmail.com

Date Position to be filled:

United Church of Christ

LOCAL CHURCH PROFILE

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

1. Church: Bethany Congregational United Church of Christ

2. Address: 500 Pilgrim Drive, San Antonio, TX 78213

Church Website: www.bethanychurchucc.org

3. Name of Search Committee Chairperson/Contact Person:

Name: Laurence Lee

Address: 15739 Singing View, San Antonio, TX 78255

Telephone: (210) 842-2743

E-Mail: laurence.l.lee@gmail.com

4. Conference/Association Staff Person Assisting Our Church:

Conference Contact: Rev. Dr. Donald J. Longbottom, Conference Minister

Address: 3610 River Road

City, State, Zip: New Braunfels, TX 78132

Telephone: 830-625-2212

Email: office@sccucc.org

Fax: 830-625-4688

MEMBERSHIP INFORMATION

Membership information as of 9/9/18 / Numbers do NOT include Children who have not been Confirmed

5. Membership	Last	5 Yrs. Ago	10 Yrs. Ago
a. # Church members	80	112	156
b. Average Attendance	53	61	60

Members	Gender	% of Membership
Male	32	40
Female	48	60

To date in 2018, we have added 16 new members to the roll. Additionally, 2 more people are scheduled to join the church in September.

6. Profile of Congregation

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

Age:

 6 % ages 0-5

 3 % ages 6-18

 20 % ages 19-34

 5 % ages 35-49

40 % ages 50-64
25 % ages 65-74
9 % ages 75 +

c. Family units:

9 % couples with children at home
45 % couples without children at home
45 % single

b. Education level of adults:

 % completed less than high school
5 % high school graduates
20 % some college/vocational school
39 % college graduates
36 % graduate school

d. Occupation of adults:

5 % business
 % clerical
 % farmer/rancher
 % laborer/manufacturing
60 % professional
 % student
 % tradesperson
35 % other

e. Employment:

58 % employed
5 % not currently employed
36 % retired

f. The racial-ethnic makeup of your congregation:

The Church membership is primarily Caucasian with no more than 15% minority membership. Our congregation is wanting to move towards greater diversity & reflect the makeup of our larger community of San Antonio. We are looking for someone to support this and help promote this goal. We have a Samoan Congregation that leases our facility and in many ways has become a sister congregation. We have shared worship, meals, church cleanup, and music together.

CHURCH FINANCES

7. Total Church Income

	Last Year	5 Years Ago	10 Years Ago
a. Total Income	\$142,586	\$126,647	\$136,980
b. Total Pledges	\$73,470	\$105,950	\$83,383
c. Direct giving	\$2,132	\$3,037	\$2,138
d. Other giving	\$66,984	\$17,660	\$39,233
e. Basic support	\$1,731	\$4178	\$3,000
f. Special giving	\$2,571	\$2,500	\$4,970

8. Total Operating Budget

	Last Year	5 Years Ago	10 Years Ago
Operating Expense	\$141,160	\$129,465	\$127,528

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

	2016	2017
One Great Hour of Sharing	\$536	\$546
Neighbors in Need	\$216	\$50
Christmas Fund	\$775	\$409
Strengthen the Church	\$257	\$50
Basic Support for Our Church's Wider Mission	\$1,731	\$1,856

10. Mission

a. Beyond our 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:

	2016	2017
Eden Hills	\$315	\$338
Cue Seminary	\$315	\$338
Slumber Falls Camp	\$157	\$169
Back Bay Mission	\$315	\$338
Flint MI Water	\$305	
Cypress Church Flood	\$382	
Hurricane Harvey		\$1,060
Hurricane Maria		\$900
Christian Assistance Ministry*	\$462	\$593
Dellview School**	\$450	\$425

*Food and Clothing Donated during Year Also

** School Supplies and Christmas Presents Also

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

Dellview Elementary School, because of the impact the membership has seen on the children they mentor and the response the school administration has given the Church.

11. Capital Campaigns:

a. If the church has had capital campaigns in the last ten years, note goal and results:

Goal: \$ 0	Outcome: \$
Goal: \$	Outcome: \$

b. What projects were undertaken as a result of your capital campaign? None, however there has been discussion in a recent facility meeting of doing simple upgrades and repairs, moving out long enough to accomplish major renovations that could help broaden our resources, expand our membership, and involve the community in new ways.

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

12. Assets held by the Church:

- a. Reserves (savings): \$1,538
- b. Head Start Management: \$12,985
- c. Building Fund: \$38,479
- d. Endowments/Investments:
 - Tessmann Funds: \$207,077
 - Helland CD: \$153,589

d. Is the church building (including sanctuary and offices) handicapped accessible?

Yes X Partially (specify) No

Is the pulpit handicapped accessible? Yes _____ No X

FINANCIAL SUPPORT OF MINISTERIAL LEADERS**13. If your conference has compensation guidelines, do you follow them?**

X yes for some compensation items but not all _____ no

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

X Full Time _____ Part Time (specify) _____

How will church members be supportive of a part time or bi-vocational pastor who may need another job to supplement the church salary? If this is necessary, we will be supportive of the pastor as we have in the past.

14. Salary History

	Present	2006	2001
Salary	\$31,690	\$25,000	\$19,500
Parsonage	\$17,550	\$12,000	\$20,000
Annuity	\$6,900	\$5,180	\$12,600 (for last 3 items)
Insurance	\$7,350	\$15,000	
Business Expense	\$3,800	\$2,400	
Total	\$67290		

15. During the above period, has your church ever failed to fulfill its financial obligations to its pastor? ___yes X no

If yes, please comment:

16. Salary, Benefits, and Expenses Offered

a. Cash salary offered: \$31,690

Conference recommended salary range: \$ _____

b. Housing: \$17,550

Housing allowance only Parsonage only. Would consider offering either

c. Customary benefits:

Vacation: 4 weeks annually

Maternity/paternity leave

UCC Retirement Annuity (14% 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
Sabbatical Leave
_____ Other benefits (specify)
Auto Allowance: \$3,500
Annuity Fund: \$6,900
Family Protection: \$750
Medical Insurance: \$6,600
Continuing Education: \$200
Total \$67,290

COMMUNITY CHARACTERISTICS

17. Population

- a. Population of total city or town in which your church is located:
San Antonio 1.5 Million, Greater Metropolitan area 2.5 Million.
- b. The population by racial-ethnic category and identify the source of the information:
White 26%
Hispanic 63%
Black 7%
Asian 3%
Mixed/Other 1%

18. Economic Factors

Major sources of employment/income in your community:

- a. Financial services
- b. Biomedical and biotech sector
- c. Energy sphere
- d. IT and cybersecurity
- e. Manufacturing (Toyota)

19. General Description

- a. Three distinctive attributes of the community: (*SAEDF*)
1. Diverse population
 2. Affordable cost of living for a large city
 3. Diverse economy
- b. Major trends we envision in the community during the next five years:
1. Continued population growth 8%
 2. Increase in employment opportunities as companies move to San Antonio
 3. Continued diversity in the population
- c. Three problem areas confronting the community that members feel the church should address:
1. Immigration/Refugees
 2. Homelessness
 3. Inclusivity

d. Indicate Mission Activities

1. Church participates as a part of its mission in the community: Dellview Elementary School mentoring and support with school supplies for needy children.
 2. Church expects the leader you are now seeking to participate: The Congregation would expect the minister to support the continued work with the elementary school, as well as our support of CAM Ministries which provides assistance to individuals in need of immediate physical needs, as well as making referrals to address long term support.
- A. Church building is now being used by the community: The Church provides space for lease to Head Start, invites the Neighborhood Association to conduct monthly meetings in our social hall, provides the Sanctuary to the San Antonio Samoan Church.
- B. The number of school districts from which members of your church are drawn: more than five.

CONGREGATIONAL LIFE

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

21. Planning

- a. All churches do planning. Our Church's planning is done within the Council and General Membership meetings.
- b. The expectations we have of the person we are seeking in relation to the planning that takes place is to provide leadership, both as a catalyst and supportiveness towards the majority of the congregations desires.
- c. The last time our church undertook a period of discernment and long-range planning in an intentional way is presently in the process.

22. Reflections on Congregational Life

- a. Most important faith experiences or events in the history of our church and the year each took place:

Event	Year
1. Open and Affirming Church	2014

- b. Most challenging faith experience or event in the life of your church in the last three years and what the church learned from it: Becoming an Open and Affirming Congregation. We discovered how open we were to the issues with little or no conflict reaching this goal.

Our Open & Affirming decision applies to not only our relationships with members of the LGBTQ community, but also to our general philosophy, applying to every group and individual in the community. O & A is a logical extension of the Extravagant Welcome that is highlighted on our web site. This also ties in with our quest for greater diversity in our Congregation.

- c. The church expects the person we are seeking to help the church reach goals: we hope that the new minister will help us set the direction and the tone for our near future.

e. The statement that most accurately describes the theological/faith stance of our church:

- 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. x
- We tend to be quite diverse theologically.
- Other:

Comments: We are Open and Affirming Congregation.

f. Programs or ministries of our church are evaluated by the Pastoral Relations Committee and Church Council.

g. The strengths or positive qualities of our church is the we very open and caring, making any visitor feel welcomed. For the most part, one could describe the values of the membership as progressive in their thinking.

23. Major boards, committees, small groups, and organizations that are a part of our church:

Board/Committee	# Members	Frequency	Leadership
Church Board	9	Monthly	Moderator
Pastoral Relation	5	Monthly	Chair
Facility Committee	10	Monthly	Chair
Website Working Group	?		

24. Conflict

Most churches experience conflict at various times. Our church's experience with conflict given the following possibilities we would characterize with the following: **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

 N 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

 S 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

 other Specify:

24. Worship

a. 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.) Worship Service is a 10:30AM on Sundays with communion each week. Our services will end no later than Noon, since the Samoan Congregation uses our Sanctuary at 12:30PM. We usually end by 11:40AM.

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?

None at this time.

c. Worship is planned on a regular basis in our church

___ by a worship committee

X by the pastor

X by the pastor in consultation with the church musician

X other – specify: "Worship is planned by the pastor in consultation with the rest of church staff (minister of music, student pastor, administrative assistant, pianist).

We are a music-loving congregation. Music is an important part of not only our services, but also our ministry & outreach.

WIDER CHURCH CONNECTIONS

25. United Church of Christ

a. Association, conference, or other denominational programs and activities in which church members participate:

We send delegates to association and conference meetings?

Regularly: Yes

Occasionally: Never

Members of our church ever served as delegates or visitors to General Synod?

Yes: X

No: Not Sure

b. Association, conference, or other denominational settings in which our church expects the leader we are now seeking to participate: Conference meetings

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

Comment: Attendance and participation in conference meetings.

RELATIONSHIP WITH MINISTERIAL LEADERS

26. 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:

X 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:

b. The tenure of the last three installed persons who filled the position we are seeking to fill.

Name	From	To
1. Gerry Metzger	2008	2016
2. Peter Olsen	1998	2006

c. Previous pastor or pastor emeritus/a is currently a member of the church, describe his or her involvement in the life of the congregation: not a Member and has only visited once at our request for making him pastor emeritus.

d. Involuntary Terminations:

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

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

27. Does the church have a Pastoral Relations Committee? yes X no _____

If yes, describe its purpose, functions and how often they meet: Quarterly, to provide feedback as to performance and assist in setting direction for the Church.

28. There is periodic assessment/evaluation of the nature of the work and of the performance of that work for the position we are seeking to fill. The Pastoral Relations Committee meets with the Pastor and reviews his/her performance over the past year.

Is the periodic ministerial evaluation coordinated with a regular assessment of the overall ministry of the congregation? Yes, as stated above.

29. Leadership Expectations

A list follows of 45 items which represent a range of qualities in the ministry of the church. The items with an “X” beside the items which our church feels are the most important aspects of ministry for our church at this time.

Our church needs a person who...

- | | |
|---|--|
| 1. <u>X</u> is an effective preacher/speaker | 6. <u>X</u> has a sense of the direction of his/her ministry |
| 2. _____ continues to develop his/her theological and biblical skills | 7. _____ regularly encourages people to participate in United Church of Christ activities and programs |
| 3. <u>X</u> helps people develop their spiritual life | 8. _____ helps people understand and act upon issues of social justice |
| 4. _____ helps people work together in solving problems | 9. _____ is a helpful counselor |
| 5. <u>X</u> is effective in planning and leading participate worship | 10. <u>X</u> ministers effectively to people in crisis situations |

11. X makes pastoral calls on people in hospitals and nursing homes and those confined to their homes
12. X makes pastoral calls on members not confined to their homes
13. ____ is a good leader
14. ____ is effective in working with children
15. X 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. X works regularly at bringing new members into the church
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.

28. ____ is a person of faith
29. ____ writes clearly and well
30. ____ works well on a team
31. ____ 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. X 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. X is mature and emotionally secure
39. ____ has strong commitment and loyalty
40. X maintains confidentiality
41. ____ understands and interprets the mission of the church from a global perspective
42. X is a compassionate and caring person
43. ____ 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.

GENERAL

30. Our search committee is motivated and supportive of our view of against all discrimination and point to our commitment to being an Open and Affirming Congregation.

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

 X Yes No Comment:

32. 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 Music (PT)

Title: Pianist (PT)

Title: Secretary (PT)

34. 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	Contact info
a. Mayra Martinez	mmarti@neisd.net
b. Pr. Eric Milette	pastor@gethsemanelutheransat.org / (210 342 - 5372)
c. Pr. James Devoux	jdevoux@gmail.com
d. Betty Surman	(830) 305-02

Conference or Association Descriptive Reference

Church Name: Bethany Congregational United Church of Christ

Church Location: 500 Pilgrim Drive, San Antonio, TX 78213

Conference: South Central Conference

Association: Heart of Texas

Name of Staff Assisting in the Search: Rev. Dr. Donald J. Longbottom

Staff Comments:

Rev. Dr. Donald J. Longbottom

Signature of Staff Assisting in the Search

9/24/18
Date