

Aug 20, 2019

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.

*Paul Crisostomo*

Signature of Search Committee Chairperson

Aug 20, 2019

Date

## Church

Name: Bethany Congregational United Church Of Christ

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

## Search Committee Chairperson or Contact Person

Name: Paul Crisostomo

Address: P O Box 17181, San Antonio, TX 78217

Telephone: (559) 761-9746

E-Mail: [tigerfil74@gmail.com](mailto:tigerfil74@gmail.com)

Date Position to be filled: NLT December 2019

**Admin Note:** We will begin review of candidate profiles on **September 29, 2019\*** Profiles received after this date may be considered until the position is filled. Profiles must be submitted through the South Central UCC Conference office via email. Direct submission of a profile to the church or search committee cannot be considered, thank you.

# United Church of Christ

## LOCAL CHURCH PROFILE

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

1. **Church:** Name: Bethany Congregational United Church of Christ

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

Church Website: <http://www.bethanyuccsa.org>

3. **Name of Search Committee Chairperson/Contact Person:**

Name: Paul Crisostomo

Address: P.O. Box 17181, San Antonio, TX ,78217

Telephone: (559) 716-9746

E-Mail: tigerfil74@gmail.com

4. **Conference/Association Staff Person Assisting Our Church:**

Rev. Dr. Donald J. Longbottom, Conference Minister

Mrs. Stacey Silvey, Conference Administrative Assistant

Address: 3610 River Road

City: New Braunfels, Texas 78132

Telephone: (830) 625-2212 Email: office@sccucc.org

## MEMBERSHIP INFORMATION

5. Membership	10 Yrs. Ago	5 Yrs. Ago	Last
a. # Church members	156	112	79
b. Average Attendance	60	61	54

6. **Profile of Congregation**

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

a. **Age:**

0.6 % ages 0-5

0.4 % ages 6-18

07 % ages 19-34

14 % ages 35-49

45 % ages 50-64

27 % ages 65-74

06 % ages 75 +

**b. Family units:**

9 % couples with children at home

45 % couples without children at home

50 % single

**c. 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

06 % clerical

   % farmer/rancher

   % laborer/manufacturing

60 % professional

1 % 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 20 % 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 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**

	<b>10 Years Ago</b>	<b>5 Years Ago</b>	<b>Last Year</b>
a. Total Income	\$136,980	\$126,647	\$149,465
b. Total Pledges	\$ 83,383	\$105,950	\$ 81,682
c. Direct giving	\$ 2,138	\$ 3,037	\$150,132
d. Other giving	\$ 39,233	\$ 17,660	\$ 59,592

e. Basic support	\$ 3,000	\$ 4,178	\$ 1,570
f. Special giving	\$ 4,970	\$ 2,500	\$ 3,934

**8. Total Operating Budget**

	10 Years Ago	5 Years Ago	Last Year
Operating Expense	\$127,528	\$129,465	\$146,256

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

	2016	2017	2018
a. One Great Hour of Sharing	\$ 536	\$ 546	\$ 478
b. Neighbors in Need	\$ 216	\$ 50	\$ 260
c. Christmas Fund	\$ 775	\$ 409	\$ 801
d. Strengthen the Church	\$ 257	\$ 50	\$ 165
e. Basic Support for Our Church's Wider Mission	\$1,731	\$1,856	\$1,570

**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:

	2016	2017	2018
1. Eden Hills	\$315	\$338	\$285
2. Cue Seminary	\$315	\$338	\$285
3. Slumber Falls Camp	\$157	\$169	\$143
4. Back Bay Mission	\$315	\$338	\$285
5. Flint MI Water	\$305		
6. Cypress Church Flood	\$382		
7. Hurricane Harvey		\$1,060	
8. Hurricane Maria		\$ 900	
9. Christian Assistance Ministry*	\$462	\$ 593	
10. Dellview School**	\$450	\$ 425	\$260

\*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. A Capital Campaign is planned to raise funds in the amount of \$65,000 in September 2019
- b. What projects were undertaken as a result of your capital campaign?  
Currently, there has been discussion in a recent facility meeting of doing simple upgrade, repairs, and expand our membership, involve the community in new ways.
- c. Was there a mission or outreach component to the campaign? Yes X No \_\_\_\_\_

**12. Assets held by the Church:**

- a. Reserves (savings): \$2,737
- b. Head Start Management: \$25,247
- c. Building Fund: \$22,332
- d. Endowments/Investments:
  - Tessmann Funds: \$201,716
  - Helland CD: \$86,739

- e. Is the church building (including sanctuary and offices) handicapped accessible?  
Yes X Partially (specify) \_\_\_\_\_ No \_\_\_\_\_
- f. Is the pulpit handicapped accessible? Yes \_\_\_\_\_ No X

**FINANCIAL SUPPORT OF MINISTERIAL LEADERS**

**13. If your conference has compensation guidelines, do you follow them?** Yes X  
for some compensation items but not all No \_\_\_\_\_

Does the church consider this position to be full time or part time? Full Time X  
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? If this is necessary, we will be supportive of the pastor as we have in the past.

**14. Salary History Present**

	<b>Present</b>	<b>2006</b>	<b>2001</b>
Salary	\$31,690	\$25,000	\$19,500
Parsonage	\$17,550	\$12,000	\$20,000
Annuity	\$ 6,900	\$ 5,180	\$12,600 <i>(for last 3 items listed)</i>
Insurance	\$ 7,350	\$15,000	
Business Expense	\$ 3,800	\$ 2,400	
<b>Total</b>	<b>\$67,290</b>		

**15. During the above period, has your church ever failed to fulfill its financial obligations to its pastor?** Yes \_\_\_\_\_ 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: \_\_\_\_\_ weeks annually
  - Maternity/paternity leave
  - UCC Retirement Annuity ( \_\_\_\_\_ % 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: \$3500
  - Annuity Fund: \$6900
  - Family Protection: \$750
  - Medical Insurance: \$6600
  - Continuing Education: \$200

**Total \$67,190**

( Please note number 16 above is just the breakdown of the Salary, Benefits, and Expenses Offered package deal. A progression salary wage increase clause maybe negotiated based on the church's annual growth of our membership and net income.)

## 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 63%  
Hispanic 31%  
Asian 7%  
Black 3%  
Mixed/Other 2%

### 18. Economic Factors Major sources of employment/income in your community:

- a. Financial/ Administrative services
- b. Medical, Biomedical, and biotech sector
- c. Educational Teaching and Training
- d. IT and cybersecurity
- e. Manufacturing (Toyota)
- f. Insurance company HQ (USAA)
- g. Retirees community

### 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 10%
  - 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. Language Barriers (Only Spanish speaking people)
  - 3. Homelessness
  
- d. **Indication Mission Activities**  
The Three Great Loves
  - 1. Love of Neighbor by our church participates in as a part of its mission in the community:
    - a. Houses and volunteer, and donate to the Dellview Pantry and Dellview Area Neighborhood Association (DANA)
    - b. Make lunch bags and volunteering at shelter at the Interfaith Welcome Coalition migrant programs

2. Love of Children

- a. Dellview Elementary School mentoring and donate school supplies for less unfortunate children and family
- b. Host free activities geared to keep the children off the streets Easter Egg hunt, Game night and summer camps

3. Love of Creation

- a. Community garden help to teach how to plant and share vegetables with local community and fellowship closer together as a Team
- b. Focus our membership on LGBTQ+, American people of disabilities, and welcome all of God's children with love as Jesus taught us with Christian Assistance Ministry CAM good Works

**e. Church building is now being used by the community:**

- 1. The Church provides space for lease to Head Start public school program via the city
- 2. Invites the Dellview Pantry, Summer Camp for kids in our social hall
- 3. Provides the Sanctuary to the San Antonio Samoan Church
- 4. Allow weekly meeting to be held of the AA meeting and is different Chapters in our church

**f. The number of school districts from which members of your church are drawn:**

- 1. Dellview Elementary Northeast School District
- 2. Olmos Elementary
- 3. Nimitz Middle School
- 4. Dr. Paul S. Saenz Jr. High School
- 5. Legacy of Educational Excellence ( LEE ) High School

## CONGREGATIONAL LIFE

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

- a. Looking to grow our Community Garden and make a Labyrinth for mediation and relaxation
- b. Start two more UCC churches in San Antonio Northwest side and Northeast side and fellowship together with Borneo UCC fellowship in the park as united community
- c. Grow our Social Justice and Volunteer groups to help with Outreach service as Three Great Love of UCC church

**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 congregation's desires

**c. The last time our church undertook a period**

During a time 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: Open and affirming in Interfaith of churches of the LGBTQ+ community of San Antonio celebrating 50<sup>th</sup> year Anniversary of the LGBTQ+ community from Stonewall to now
- b. Most challenging faith experience or event in the life of your church in the last three years  
It's finding a new settling Pastor who's looking to lead us in worship, while inspiring this Congregation's hearts and minds in God. In hopes of waking our faith and shaping our believe in this great country's future, so help us God! Our Extravagant Welcome that is highlighted by being Open & Affirming (ONA) to LGBTQ+ community, people with disabilities, and anyone searching a church home in San Antonio, Texas. Our Congregation's general philosophy "The Three Great Loves" Love our Neighbor, Love of Children and Love of Creation, always applies to every group and individual in us community. In United Church of Christ, we know that "**God is still speaking,**" are you willing to listen. All of these UCC philosophies work hand in hand well in our faith. We just have struggle at times while apply them to our daily lives. God so loves all of us as we are, 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.
- d. 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 X**  
We tend to be theologically liberal.  
We tend to be quite diverse theologically.  
**Other Comments: We are Open and Affirming Congregation**
- e. Programs or ministries of our church are evaluated by the Pastoral Relations Committee and Church Council.
- f. The strengths or positive qualities of our church is the we very open and caring, making any visitor feels welcomed. For the most part, one could describe the values of the membership as progressive in their thinking.

## 23. Major boards, committees, small group, 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	5	Monthly	Chair
Website Working Group	3	Monthly	Chair

## 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
- S conflict hurts our sense of unity, but we tend not to talk about it
- C 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
- open conflict is present, and we need a minister who can help us deal with it
- N other Specify:

## 25. 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 10:00 am 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 \_\_\_ No X Comment: We would love to have a couple of people
- c. Are there particular ministries with persons with developmental disabilities or mental illness? None at this time.
- d. Worship is planned on a regular basis in our church  
\_\_\_ by a worship committee  
\_\_\_ by the pastor  
\_\_\_ 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

### 26. 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: Always

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

Yes: X                                      No: \_\_\_\_\_

- 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: Moderately  
Comment: Always willing to attend and participate in conference meetings

## RELATIONSHIP WITH MINISTERIAL LEADERS

### 27. 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.

	<u>Name</u>	<u>From</u>	<u>To</u>
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 \_\_\_\_\_ No X: If "yes," respond to the following:

**28. Does the church have a Pastoral Relations Committee?** Yes: X No \_\_\_\_\_

If "yes," describe its purpose, functions and how often they meet:

Monthly, to provide feedback as to performance and assist in setting direction for the Church.

**29. 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 their 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.

### **30. 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                             | 7. <u>X</u> regularly encourages people to participate in UCC activities and programs                        |
| 2. _____ continues to develop his/her theological and biblical skills    | 8. _____ helps people understand and act upon issues of social justice                                       |
| 3. <u>X</u> helps people develop their spiritual life                    | 9. <u>X</u> is a helpful counselor   |
| 4. _____ helps people work together in solving problems                  | 10. <u>X</u> ministers effectively to people in crisis situations  |
| 5. <u>X</u> is effective in planning and leading participate worship     |  |
| 6. <u>X</u> has a sense of the direction of his/her ministry             | 11. <u>X</u> makes pastoral calls on people in hospitals and nursing homes and those confined to their homes |
| 12. <u>X</u> makes pastoral calls on members not confined to their homes | 28. _____ is a person of faith   |
| 13. _____ is a good leader   | 29. _____ writes clearly and well  |

- |   |  |
|---|--|
| 14. _____ is effective in working with children                                     | 30. _____ works well on a team   |
| 15. <u> X </u> builds a sense of fellowship among the people with whom he/she works | 31. _____ is effective in working with youth   |
| 16. _____ helps people develop their leadership abilities                           | 32. _____ organizes people for community action  |
| 17. _____ is an effective administrator   | 33. _____ is skilled in planning and leading programs                                    |
| 18. _____ is effective with committees and officers                                 | 34. _____ plans and leads well-organized meetings  |
| 19. _____ is an effective teacher   | 35. <u> X </u> encourages people to relate their faith to their daily lives              |
| 20. _____ has a strong commitment to the educational ministry of the church         | 36. _____ accepting of people with divergent views                                       |
| 21. _____ is effective in working with adults                                       | 37. _____ encourages others to assume and carry out leadership                           |
| 22. _____ inspires a sense of confidence  | 38. <u> X </u> is mature and emotionally secure  |
| 23. <u> X </u> works regularly at bringing new members into the church              | 39. _____ has strong commitment and loyalty  |
| 24. _____ regularly encourages support of Our Church's Wider Mission                | 40. <u> X </u> maintains confidentiality   |
| 25. _____ reaches out to inactive members   | 41. _____ understands and interprets the mission of the church from a global perspective |
| 26. _____ works regularly in the development of stewardship growth                  | 42. <u> X </u> is a compassionate and caring person                                      |
| 27. _____ is active in ecumenical relationships and encourages the church to        | 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

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

32. Has your congregation participated in an ONA (Open and Affirming) study/ Discernment process?  X  Yes \_\_\_\_\_ No Comment:

33. Is there a position description of the pastor's role and responsibilities?  X  Yes \_\_\_\_\_ No  
Does your church have a personnel policy covering this position?  X  Yes/ No

34. 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)

35. 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:

<b>Name</b>	<b>Contact info</b>
a. Mayra Martinez	<a href="mailto:mmarti@neisd.net">mmarti@neisd.net</a> / ((210) 407-2600
b. Pr. Eric Miletti	<a href="mailto:pastor@gethsemanelutheransat.org">pastor@gethsemanelutheransat.org</a> / (210) 342 -5372
c. Pr. James Devoux	<a href="mailto:jdevoux@gmail.com">jdevoux@gmail.com</a> / (830) 305-0214

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

Bethany's Congregation, Church Counsel and Call Committee

### **Conference or Association Descriptive Reference**

Church Name: Bethany Congregational United Church of Christ

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

Conference: South Central Conference

Association: Heart of Texas Association

Conference Minister: Rev. Dr. Donald J. Longbottom

*Rev. Dr. Donald J. Longbottom*

Signature of Conference Minister

8/27/19

Date