**\_\_\_\_\_\_**Aug 20, 2019**\_ \_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_**Pastor**\_\_\_\_\_\_\_\_\_\_\_**

 Date 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

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_Aug\_20, 2019\_\_\_\_\_\_\_\_\_\_\_\_\_

Signature of Search Committee Chairperson 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

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](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**

 **10 Years Ago 5 Years Ago Last Year**

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**

 **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 listed)*

Insurance $ 7,350 $15,000

Business Expense$ 3,800 $ 2,400

**Total** $67,290

 **15. During the above period, has your church ever failed to fulfill its financial obligations to its pastor?** Yes \_\_\_\_\_ No \_\_X\_\_\_ 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/ Refuges

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 Volunteergroups 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 affirmative in Interfaith of churches of the LGBTQ+ community of

 San Antonio celebrating 50th 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 are

 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 communioneach 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. 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\_\_\_\_ 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. X is an effective preacher/speaker 7. X regularly encourages people to participate in UCC activities and programs

2. \_\_\_\_ continues to develop his/her theological 8.\_\_\_\_\_helps people understand and act upon and biblical skills issues of social justice

3. \_ X helps people develop their spiritual life 9. \_ X\_ is a helpful counselor

4.\_\_\_\_ helps people work together in solving 10. \_X\_\_ ministers effectively to people in crisis problems situations

5. \_X\_ is effective in planning and leading

 participate worship

6. \_X\_ has a sense of the direction of his/her 11. X makes pastoral calls on people in ministry hospitals and nursing homes and those confined to their homes

12. X makes pastoral calls on members not 28. \_\_\_\_ is a person of faith

 confined to their homes

13.\_\_\_\_\_ is a good leader 29.\_\_\_\_ writes clearly and well

14.\_\_\_\_\_ is effective in working with children 30.\_\_\_\_ works well on a team

 15. X\_ builds a sense of fellowship among 31.\_\_\_\_ is effective in working with youth

 the people with whom he/she works

16.\_\_\_\_\_ helps people develop their leadership 32.\_\_\_\_ organizes people for community

 abilities action

17.\_\_\_\_\_ is an effective administrator 33.\_\_\_\_ is skilled in planning and leading

 programs

18.\_\_\_\_\_ is effective with committees and 34.\_\_\_\_ plans and leads well-organized

 officers meetings

19. \_\_\_\_\_ is an effective teacher 35. X\_ encourages people to relate their

 faith to their daily lives

20.\_\_\_\_\_ has a strong commitment to the 36.\_\_\_\_ accepting of people with divergent

 educational ministry of the church views

21.\_\_\_\_\_ is effective in working with adults 37.\_\_\_\_ encourages others to assume and

 carry out leadership

22. \_\_\_\_\_ inspires a sense of confidence 38. X\_ is mature and emotionally secure

23. X works regularly at bringing new 39.\_\_\_\_ has strong commitment and loyalty

 members into the church

24.\_\_\_\_\_ regularly encourages support of 40. X\_ maintains confidentially

 Our Church’s Wider Mission

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 42. X\_\_ is a compassionate and caring person

 of stewardship growth

27.\_\_\_\_\_ is active in ecumenical relationships 43.\_\_\_\_\_ deals effectively with conflict

 and encourages the church to 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:

 **Name Contact info**

a. Mayra Martinez mmarti@neisd.net / ((210) 407-2600

b. Pr. Eric Miletti pastor@gethsemanelutheransat.org / (210) 342 -5372

c. Pr. James Devoux jdevoux@gmail.com / (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