

# Summary of Congregational Profile

Submitted to Disciples Home Mission for the Job Opening.

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## *Ministerial Position to be Filled*

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Senior Minister for University Christian Church

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## *Membership Profile*

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Total Number of Members: 4696

Number of Participating Members: 2769

### Number of Participants

Ages 1-11:	482
Ages 12-17:	373
Ages 18-24	406
Ages 25-34:	451
Ages 35-44:	392
Ages 45-54:	473
Ages 55-64:	523
Ages 65-79:	601
Above 80:	332

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## Organizational Information

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### Worship

How many worship services per week? 2

<input checked="" type="checkbox"/> Traditional	<input checked="" type="checkbox"/> On Site	<input type="checkbox"/> Off Site	Average Attendance	585
<input type="checkbox"/> Contemporary	<input type="checkbox"/> On Site	<input type="checkbox"/> Off Site	Average Attendance	
<input checked="" type="checkbox"/> Other, Specify	Live broadcast over local radio (KTCU) and Internet			

### Educational Ministries

Average weekly attendance:

Children's Church School	88
Adult's Church School	257
Weekly Children's Program	309
Weekday Adult group(s)	25
Total <b>average weekly</b> education attendance: 679	

### Administrative and Oversight Groups

<input checked="" type="checkbox"/> Board	<input type="checkbox"/> Cabinet	<input checked="" type="checkbox"/> Personnel	<input type="checkbox"/> Pastoral Relations
<input checked="" type="checkbox"/> Elders	<input type="checkbox"/> Diaconate	<input checked="" type="checkbox"/> Deacons	<input type="checkbox"/> Deaconesses
<input checked="" type="checkbox"/> Planning/Functional Committees How many? 3: Finance, Endowment, and Building & Grounds			
<input checked="" type="checkbox"/> Other Groups- Specify: Assembly (Elders, Deacons, Board, and Ministry Division Leaders)			

### Ministries and Service Groups within the Congregation (List all)

List all active ministry and service groups and share information about their activities, focus and ministry.

#### Adult Ministries:

Adult Sunday school classes – 15 different classes offered  
Retreats for both couples and individuals  
Recreational Softball Team in local league

#### Men's Ministries:

Monday Night Fellowship (small groups meet in homes during October and November)  
Men's 3<sup>rd</sup> Thursday Lunch  
Plan for and cook for the Annual Fat Tuesday Pancake Supper  
Soul Brothers – annual retreat for men and male youth  
Carpenters

#### Women's Ministries:

WiLD Women's Book Club – monthly gathering to discuss books  
Prayer Shawl Ministry – pray shawls are knitted and prayed over for those who need support  
Latte with the Ladies – monthly gathering at local coffee shops  
Saving Paradise – in depth book club led by Dr. Judy O'Donnell  
Women's Circle – monthly gathering from October – May  
Retreats and conferences  
ChristCare groups – women providing care and discussion in a small group environment

#### Children's Ministries:

Infant through Kindergarten childcare on Sunday morning  
Journey Land – Sunday morning programming for 1<sup>st</sup> – 5<sup>th</sup> graders  
Worship & Wonder – worship experience geared to 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> graders during the 11 o'clock service  
Baby Dedication – blessing of a child and a promise from the parents to raise their child in a Christian home

Vacation Bible school – for children ages 2 through 3<sup>rd</sup> grade/4<sup>th</sup> and 5<sup>th</sup> graders participate in Mission VBS Summer Fun – ages 2 through kindergarten; June and July, Monday/Wednesday program

Third Grade Bibles – six week class to give skills needed to use the Bible

Parents' Night Out – infants through 5<sup>th</sup> grade have fun at the church while their parents enjoy an evening off

UCC Weekday School – preschool

Camps and Retreats

**Youth:**

Sunday morning classes (by age)

Sunday evening youth groups

Sunday evening Snack supper (for youth, children, college and volunteers)

Youth mission trips

Youth Interfaith Dialogue (partnership with local mosque and temple)

Camps and Retreats

**College:**

College Sunday school

Lunch Bunch – free lunch for college students at noon during fall and spring semesters

First Sunday lunch – college students gather at local eateries or member homes for lunch on the first Sunday of each month

**Music:**

Chancel Choir – sing during worship on Sundays and perform worldwide in concerts

Children's Choir – 2<sup>nd</sup> – 6<sup>th</sup> graders

Whitechapel Handbells – made up of 6 – 8<sup>th</sup> graders

UCC Ringers – Handbell choir made up of high-schoolers, once every 4 years they do a concert tour in England

Ad Deum Adult Bell Choir

**Church & the Arts:**

Exists to promote artistic awareness and appreciation within UCC.

Sponsors cultural events at UCC and museums

Fine Arts Show – UCC members exhibit their fine arts pieces

Reel Religion Festival – films and conversation over two days

Docent led tours of the art at UCC

Labyrinth Ministry

Boar's Head and Yule Log Festival (Epiphany) – 41 years completed!

**Pastoral Care:**

Parish Nurses – take blood pressure checks and arrange for yearly flu shots

Faithfully Fit Forever – an exercise program lead by church member for anyone who would like to attend

Weight Watchers – weekly meetings offered

Church Friends – for members unable to come to church, friends are able to bring them news and communion

Alzheimer's Support Group – offers support for those dealing with loved ones with Alzheimer's

Hospital visitation

Weddings, Funerals, and Memorial services

**Outreach:**

UCC Children's Closet - provides uniforms and basic necessity to less fortunate Fort Worth ISD students

UCC Prom Dreams – provides dresses, shoes and accessories to Fort Worth high school students

Back to School Bag It Night – over 2,000 uniforms bagged for start of school needs

Kid's Hope – UCC participates in this Big Brother/Big Sister program mentoring elementary school students

Rosemont Elementary School book drive – donations are collected to provide over 630 students a book of their own

Page Scholarships –college scholarships

Christmas Angels – ministry that provides counselor identified Fort Worth ISD children in need of clothes/books/toys

Mission Pilgrimages – during Spring Break and summer months to varied locations/countries

Thanksgiving Baskets – ministry in partnership with South Central Alliance of Churches that provides the items needed to prepare a Thanksgiving meal for a local family

May Canned food drive – collections of canned goods for UCC's outreach arm in our neighborhood, South Central Alliance

Martin Luther King Day of Service – working with other churches and organizations marking MLK Day with service

Room in the Inn – ministry providing 10-12 homeless men dinner, breakfast, fellowship and a good night's sleep

Homeless Count – UCC offers our building and resources every year for those participating in the homeless count organized by the Tarrant County Homeless Coalition

Home for the Holidays – UCC is the host site and provides resources for Tarrant Churches Together's holiday meal for those transitioning from homelessness to housing

Gifts of Hope – alternative gifts market held each year to give opportunity to gift to agencies/organizations in honor of others

Week of Compassion and all special day offerings – UCC publicizes and participates in all offerings

Caring for God's Creation – ministry focused on the environment

UCC is a Blue Zones Project Fort Worth participating faith-based community

UCC is a partner of Green Chalice Creation Care Ministry

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## Staff

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Label those presently employed/serving as "FT"- full time; "PT"- part time; or "V" - Volunteer

FT Pastor	
FT Senior Associate	# 1
FT Associate Minister(s)	# 3
FT Youth Minister/Director	
FT Education Director	
PT Assistant Ministers	# 2
FT Office Staff	# 18
PT Office Staff	# 8
FT Organist/Accompanist	
FT Music Minister/Director	# 1
FT Administrator (Operations)	
PT Weekday School Staff	# 37

## Property

		Year Erected
Sanctuary:	Seating Capacity--	1200 / 1933
Education Unit:	Number of Classrooms--	22 / 1950
Fellowship Facility:	Seating Capacity/Tables--	550 / 1960
Administrative Facility:	No. of Offices--	24 / 1960
Off Street Parking:	No. of Spaces-- 450	Paved? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Building Program:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Church Location ( <i>check all which are applicable</i> ):		
<input type="checkbox"/> Downtown	<input type="checkbox"/> Inner City	<input checked="" type="checkbox"/> Urban
<input checked="" type="checkbox"/> Neighborhood	<input type="checkbox"/> Rural	<input type="checkbox"/> Bedroom Community
		<input type="checkbox"/> Suburban <input checked="" type="checkbox"/> County Seat
Parsonage:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Other Facilities: ( <i>such as senior housing, pre-school, camp, etc.</i> )		
3 Houses near the church – 2 being used by ministry programs and 1 rental property.		

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## Community

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Characteristics:    ☒ Industrial        ☒ Commercial/Retail    ☒ College/University    ☒ Medical Center  
                          ☐ Agricultural       ☒ Military                ☒ Tourist/Recreational  
 Population Trend: ☒ Rapid Growth    ☐ Slow Growth        ☐ Other (*describe*):  
                          Current population growth is estimated at 5,000 new residents per month in Tarrant County.  
 Population Profile: Total Population: 800,000+, based on 2015 census  
                          % Asian American        18.7 % Black                34.2 % Hispanic  
                          % Haitian                        % Pacific Islander        % Native American  
                          % Middle Eastern        40.9 % White                6.2 % Other

Fort Worth is the 16th-largest city in the United States and the fifth-largest city in the state of Texas. The city is in North Central Texas and covers 353 square miles, including parts of Denton, Parker, Wise, and Tarrant Counties. According to the 2015 census, estimates, Fort Worth's population is 833,319 AND GROWING!

The city is stimulated by several university communities: Texas Christian University (across the street from UCC), Texas Wesleyan University, University of North Texas Health Science Center, and Texas A&M University School of Law, and many multinational corporations, including Bell Helicopter, Lockheed Martin, American Airlines, BNSF Railway, and Pier 1 Imports.

For more info about Fort Worth (Cowtown), visit <http://fortworthtexas.gov/>

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## Financial Information

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Income & Expenses for the last five years, beginning with the most recent year:

<b>Year</b>	<b>Operating Receipts</b>	<b>Capital Receipts</b>	<b>Total Outreach Paid</b> <i>(include Disciples outreach)</i>	<b>Total Disciples Outreach Paid</b> <i>(DMF, WOC, Reconciliation, etc.)</i>
2016	\$ 3,962,975	\$ 239,149	\$ 521,486	\$ 157,836
2015	\$ 4,400,605	\$ 289,348	\$ 513,146	\$ 157,963
2014	\$ 3,873,815	\$ 319,157	\$ 496,847	\$ 189,696
2013	\$ 3,925,368	\$ 265,069	\$ 615,018	\$ 206,705
2012	\$ 3,301,409	\$ 226,849	\$ 471,442	\$ 196,800

Current Total Debt:                        \$0

Reserve / Restricted / Endowment Funds:

Building-                        \$ 487,485  
 Savings-                        \$ 1,619,388  
 Permanent-                    \$ 13,535,513  
 Memorial-                      \$

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## Congregational Outreach Ministries

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Community Ministries Program (*e.g. food pantry, tutoring, etc.*)

See list above in Section III, (4).

Participation in Christian Church (Disciples of Christ)- (*district/area, cluster, regional, general*)

UCC is involved in CC (DOC) activities. Numerous members serve on committees, boards, and in leadership roles at all levels.

Ecumenical and Interfaith Activities (*with other denominations, religious groups, local and regional*)

Youth Interfaith Trialogue, Interfaith Prayer Vigil: Standing with Refugees, Tarrant Churches Together

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## Previous Pastoral Leadership History

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<u>Name of Minister</u>	<u>Position</u>	<u>Date Began</u>	<u>Date Ended</u>
Rev. Dr. Charles Rolan	Senior Minister, Interim	2016	CURRENT
Rev. Cyndy Walker Twedell	Senior Associate Minister	1987	CURRENT
Rev. Jessica Vacketta	Associate Minister	2010	CURRENT
Rev. Kera Watts	Associate Minister	2009	CURRENT
Rev. L. Shannon Moore	Associate Minister	2016	CURRENT
Rev. Russell Boyd	Associate Minister	2007	2017
Rev. Christi McDowell	Associate Minister	2015	2016
Rev. Ellen K. Lewis	Associate Minister	2004	2016
<b>Rev. Larry A. Thomas</b>	<b>Senior Minister</b>	2011	2016
Rev. Daniel Terry	Associate Minister	2005	2014
Rev. Dr. Suzanne Castle	Associate Minister	2006	2014
Rev. Rebecca Byrd Terry	Associate Minister	2010	2013
Dr. Alan Lobaugh	Senior Associate Minister	2001	2012
<b>Dr. A. Houston Bowers</b>	<b>Senior Minister, Interim</b>	2009	2011
Rev. Isaac Varner	Associate Minister	2009	2010
<b>Dr. Tim Carson</b>	<b>Senior Minister</b>	2006	2009
Rev. Nita J. Gilger	Associate Minister	1985	2009
Rev. Kristin Jack	Associate Minister	2002	2007
Rev. Todd Thomas	Associate Minister	2007	2007
Rev. Kathryn A. Alexander	Associate Minister	2002	2006
<b>Dr. R. Scott Colglazier</b>	<b>Senior Minister</b>	1996	2005
Rev. Russell Farnell	Music Minister	2000	2004
Rev. Stephen Martin	Associate Minister	1999	2003
Dr. Charles Sanders	Associate Minister	1981	2001
Rev. Charles P. Dowell	Associate Minister	1979	2001
Rev. Bill Pennington	Associate Minister	1998	2000
Rev. J. Bruce Fowlkes	Associate Minister	1995	1999
Rev. Daniel Bubach	Associate Minister	1997	1998
Rev. Judith W. Stempel	Associate Minister	1986	1998
		2009	2010

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## Congregational Dynamics / Dealing with Conflict

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

- S As a church, we respect and listen to each other and work things through without generating divisiveness.  
C 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.  
N 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.  
S 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:*

### **Congregational Discernment**

What has God uniquely called you to be and do as a congregation (both now, and looking to the future)?

Our vision statement is "Living the good news of Jesus Christ with open minds and loving hearts."

Describe the processes you used to hear God's unique call for your congregation.

God calls us individually and as a congregation. Our members are encouraged to lead when called.

Describe the Spiritual Disciplines that are regularly practiced throughout this congregation.

Worship, prayer, open communion, scripture reading, Biblical study, Christian education, stewardship, service and outreach, hospitality, and retreats.

Describe your sense of God's covenantal call to be a part of the Christian Church (Disciples of Christ) and broader ecumenical/inter-faith ministries.

We are called to lead, participate, and foster conversations with all of these groups.

In what ways have members of the congregation been engaged in the Search and Call discernment process?

Members have participated in a survey for feedback on the process. The Search Committee is actively communicating with and responding to the congregation regarding the process. The committee published a timeline early in the process and regularly communicates progress to the congregation.

What are the ministry opportunities you see in your particular context? What are the resources and gifts you have within the congregation to respond to these opportunities (including particular talents represented by members of the congregation; financial and other resources you have; the traditions you have manifested over the years)?

See profile above. UCC has a unique relationship with Brite Divinity and TCU.

Describe the congregation's strengths and growing edges.

Strengths – Financially secure; outreach; open and inclusive; high visibility in the city; member gifts and talents

Growing edges – Clarifying goals:

(1) Growing Young initiative, (2) growing the weekday school, (3) interfaith opportunities (see goals below);

Encouraging racial/ethnic diversity in the congregation and leadership

Describe the ways you make decisions and carry them out as a congregation.

We have a large governance structure in place per our bylaws that includes lay-led committees for various ministry areas that collaborate with staff. Those committees are empowered to make decisions within their budgets. For major decisions, the Board of Stewards makes a recommendation that is then taken to,

discussed by, and voted on by the Assembly. For major decisions, the membership of the church is given the opportunity to vote.

How is this congregation relevant to the needs of a) the local community, b) Disciples mission, and c) the world?

Local - Children's Closet, Room in the Inn, Kids Hope, South Central Alliance, offering open and inclusive traditional worship services, Interfaith and ecumenical activities. See Part III (4) for a more extensive list.

Disciples - Generous financial giving to the denomination, many lay leaders serve in voluntary denomination positions.

World – Outreach giving through Week of Compassion annually and following disasters, missionary support, mission pilgrimages to other countries and other communities in the US.

How does this congregation bear witness in tangible ways to God's healing, welcoming, reconciling presence in a broken world?

Membership and active participation in the life of the church is open to all

Activities with Tarrant Churches Together (example: MLK Day of Service)

Education opportunities for members about reconciliation issues

Teaching our children/youth the value of diversity (example: Interfaith Trialogue)

See Part III (4) for an extensive list of UCC's relevant programs.

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### *Goals of the Congregation for the Next Five Years*

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1. Develop and implement a strategy to improve and enhance UCC's marketing and communications.
2. For the next 3 years, as an alternative to our current stewardship model, the Board of Stewards will present an annual income goal and implement a year-round strategy to communicate and evaluate progress toward that goal.
3. Foster a sense of community by improving and centralizing a place and time every Sunday morning for congregational hospitality and fellowship.
4. 3 Additional Goals the Board is considering:  
Goal 1 Topic: What strategies for Fuller Theological Seminary's Growing Young initiative should UCC explore implementing to help young people and their families discover and love UCC?  
Goal 2 Topic: How can UCC's Weekday School program provide more ministry and educational opportunities for UCC's members and neighbors?  
Goal 3 Topic: How can UCC expand opportunities to celebrate and strengthen interdenominational and interfaith relations through worship and ministry?

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### *Personal and Professional Qualifications*

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Name the personal / professional qualifications you desire in your pastor:

- A. Must be ordained minister with standing or eligibility for standing in DOC.
- B. At least ten years in ministry with significant experience preaching on a weekly basis.
- C. C. Experience leading/supervising multiple ministerial staff members.
- D. Evidence of expertise in written and oral communication, including multi-media platforms, social media, etc.
- E. Experience with local community groups/organizations and government agencies.
- F. Commitment to ecumenism and interfaith dialogue.
- G. Evidence of developing professional and lay leadership.
- H. Experience in strategic planning as well as articulating and implementing a congregation's vision.

Educational Level (*check one*)

An MDiv is required. A Doctoral Degree is desired.

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## *Discerning Areas of Greatest Need for Ministerial Leadership*

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The list below is based on the requirements found in Theological Foundations and Policies and Criteria for the Ordering of Ministry of the Christian Church (Disciples of Christ). It is used for describing a minister's areas of skill and expertise (which you will observe on the Ministerial Profiles you receive). It is expected that all ministers will demonstrate competency in each of these areas, but will excel in some more than others. Part of the Search & Call process is discerning a good match between the skills of the pastor and the needs of the congregation. In light of where growth is desired and God is calling you please indicate the top 4 skills needed in your next pastor.

**Biblical Knowledge:** Rooted and grounded in scripture and able to interpret and apply the scriptures in ways that are appropriate to original and contemporary contexts.

**Church Administration and Planning:** Able to practice the principles of good administration, planning and implementing short- and long-range goals to enhance Congregational life in collaboration with teams and committees.

- 3 **Communication:** Be an effective communicator and able to facilitate effective communication within and on behalf of the church.

**Cross Cultural and Anti-Racism Experience:** Sensitive to the different manifestations of racism and prejudice in the culture and committed to confronting and overcoming them.

**Ecumenism:** Exhibit a commitment to working with other Christians and denominations, and with other faiths, in programs of common witness and service – articulating the vision of the ecumenical and global church as a starting place for mission.

**Education and Leader Development:** Knows the foundations of Christian education and principles of leader development, and can demonstrate competency in teaching children, youth, and adults, including lay leaders and staff.

**Ethics:** Able to help parishioners think critically about the relationship of their faith to issues of justice, ethics and morality.

**Evangelism:** Able to motivate congregational members to share their faith through word and action.

- 4 **Mission of the Church in the World:** Understand and articulate the centrality of the call to mission given by Jesus Christ and the prophets, and can empower congregations to engage in mission from our doorsteps to the ends of the earth.

**Pastoral Care:** Able to engage other persons with empathy and assess situations and relationships with the compassion of Christ, with sensitivity to culture and context, and to convey the healing power of God to those who suffer.

- 1 **Proclamation of the Word:** Know the practice and theory of Christian preaching, and can proclaim the Word of God, share the Good News of Jesus Christ, and help congregational members apply their faith to daily life.

**Spiritual Development:** Establish and maintain spiritual disciplines that lead to personal growth and help others develop a rich spiritual life.

**Stewardship:** Able to develop and encourage healthy stewards who recognize and share generously God's abundant gifts for all creation.

**Theology:** Able to articulate a coherent view of God's nature and activity in relation to the Christian tradition, critically engage human situations from a perspective of faith, and help persons recognize theological issues in their daily lives.

**Understanding of Heritage:** Know and appreciate the history and thought of Christianity and the history, structure, practices, and ethos of the Christian Church (Disciples of Christ).

- 2 **Worship:** Know the purpose and elements of Christian worship, and can plan and lead meaningful worship by working with the worship team, musicians, and congregational members.