

**Redeemer United Church
United Church of Christ
Community of Zuehl, Texas**



**7415 Gin Road
Marion, Texas 78124
830-914-2168
www.redeemerucc.com**

November 15, 2008
Date

Lead Minister
Position to be filled

United Church of Christ

LOCAL CHURCH PROFILE
FOR LOCAL CHURCHES SEEKING NEW LEADERS

Local Church
Statement of Consent

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

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

Signature of Search Committee Chairperson

Date

Church

Name: Redeemer United Church, United Church of Christ

Address: 7415 Gin Road

City, State, Zip: Marion, Texas 78124

Search Committee Chairperson or Contact Person

Name: Mike Schulze

Address: 2635 Longhorn Trail

City, State, Zip: Seguin, TX 78155

Telephone: 830-560-6170

Fax: 830-914-2199

E-Mail: mwschulze@hotmail.com

November 15, 2008
Date

Lead Minister
Position to be filled

LOCAL CHURCH PROFILE

FOR LOCAL CHURCHES SEEKING NEW LEADERS

1. Church: Redeemer United Church, United Church of Christ

2. Address: 7415 Gin Road

City, State, and Zip: Marion, TX 78124

Church Website: www.redeemerucc.com

3. Name of Search Committee Chairperson/Contact Person:

Mike Schulze

Address: 2635 Longhorn Trail

City, State, and Zip: Seguin, Texas 78155

Telephone: 830-560-6170

Email: mwschulze@hotmail.com FAX: 830-914-2199

4. Conference/Association Staff Person Assisting Our Church: Rev. Douglas C. Anders

Address: 9022 Long Point Road

City, State, Zip: Houston, TX 77055

Telephone: (713) 647-9204 1-800-565-5025

Email: andersd@sccucc.org FAX: 713- 647-9200

MEMBERSHIP INFORMATION

5. Membership: *(as reflected in the eleven-year UCC Statistical Report for our church; "est." indicates the figure is an estimate.)*

	Last Year 2007	5 Years Ago 2001	10 Years Ago 1996
a. # Church members	Est.381	352	399
b. Average attendance at worship	130	140	166
c. Average participation of children/youth in C.E.	55	46	48
d. Average weekly participation in adult education	0	15	10
e. # Members who are ordained clergy	1	1	1

6. Profile of Congregation

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

a. Age:

6 % ages 0 - 5
15 % ages 6-18
13 % ages 19-34
20 % ages 35-49
17 % ages 50-64
13 % ages 65-74
16 % ages 75 +

b. Education level of adults:

17 % completed less than high school
30 % high school graduates
27 % some college/vocational school
15 % college graduates
11 % graduate school

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

c. Family units:

40 % couples with children at home
44 % couples without children at home
15 % single
1 % single parent with children at home

d. Occupation of adults:

11 % business
5 % clerical
26 % farmer/rancher
2 % laborer/manufacturing
35 % professional
9 % student
5 % tradesperson
12 % other

e. Employment:

80 % employed
2 % not currently employed
18 % retired

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

Caucasian 96%
 Black 1%
 Hispanic 2%
 Native American 1%

CHURCH FINANCES

(Figures reflect the eleven-year UCC statistical reports as well as the church's annual reports.)

	Last Year 2007	5 Years Ago	10 Years Ago
7. Total Church Income	<i>150,482</i>	<i>127,939</i>	<i>116,528</i>
a. Members offerings and pledges	<i>105,816</i>	<i>96,934</i>	<i>83,440</i>
b. Interest from investment or endowments			
c. Principal reduction (endowments or investments)			
d. Rentals			
e. Special Fundraising			
f. Other			

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

2007 Goal: *None* Pledges: \$ *None Conducted* Actual Received: \$ *0*

2006 Goal: *None* Pledges: \$ *87,700* Actual Received: \$ *126,300*

	Last Year	5 Years Ago	10 Years Ago
8. Total Operating Budget			
a. Our Church's Wider Mission Basic Support	<i>5,226</i>	<i>5554</i>	<i>3341</i>
b. Our Church's Wider Mission Special Support	<i>10,053</i>	<i>8459</i>	<i>4,778</i>
c. Other gifts	<i>6,660</i>	<i>9621</i>	<i>3453</i>
d. Current local expenses	<i>95,563</i>	<i>102,610</i>	<i>82,163</i>
e. Annual capital payments	<i>33,909</i>	<i>0</i>	<i>0</i>
f. Other debt	<i>0</i>	<i>0</i>	

9. Identify UCC special offerings the church receives throughout the year

- One Great Hour of Sharing
- Neighbors in Need
- Christmas Fund
- Strengthen the Church
- N/A Basic Support for Our Church's Wider Mission (only if received through special offerings and not included as a regular budget item in #8 above.)

10. Mission

- a.** Beyond your contributions through the UCC, name the most significant local or global missions/ministries or agencies that were financially supported by your local church last year and the amount of support:

	Name	Amount
1.	<i>India Women & Children Mission</i>	<i>\$1,260</i>
2.	<i>Guadalupe Valley Family Violence Center, Project Marion Care, Guadalupe Valley Hospice, Seguin Habitat for Humanity</i>	<i>\$3,173</i>
3.	<i>Livingston, TX Mission Trip - Hope Shall Bloom</i>	<i>\$1,200</i>

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

The summer of 2007 Redeemer answered the call from the UCC national body's Hope Shall Bloom Disaster Ministry, to re-roof and repair a sagging foundation of an elderly woman's home in Livingston, Texas. Her home had been damaged by Hurricane Rita two years prior. This mission project was exciting on many levels. It was an opportunity to work in partnership with another UCC church, Friedens UCC of Geronimo, Texas. Because of the tangible nature of this mission trip it drew participation from many members of the community that are not Redeemer members. This mission trip allowed multigenerational families and friends to work together for a common good. The work crew consisted of hardworking teenagers, parents, grandparents, best friends and soccer team mates. The Redeemer family overwhelmingly supported the trip by matching the Hope Shall Bloom contribution and financing the trip 100%. The trip was inspiring on many different levels.



11. Indebtedness

- a. Total amount of outstanding mortgages/capital debt: **\$111,310 (as of October 2008)**
- b. Total amount of other debt: \$0
Describe:
- c. Are payments current? yes no

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

12. Capital Campaigns:

a. If the church has had capital campaigns in the last ten years, note goal and results:
No formal campaigns

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

b. What projects were undertaken as a result of your capital campaign?

Purchased new property across Gin Road for future cemetery expansion.

Kitchen expansion, handicap accessible restroom addition, new roof and cover patio.

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

d. If a capital campaign is underway or anticipated, describe it:
Goal: \$ Beginning Date:
Purpose:

13. Assets held by the Church:

- a. Reserves (savings): \$ 75,721
- b. Endowments/Investments: \$ 0
- c. Describe buildings and property of your church except the parsonage:
Church Building (1952) remodeled (2005)
Parish House/Social Hall (1940) remodeled and connected to main church building (1989)
Cemetery (perpetual care)
Recreation /outdoor worship park & sanctuary
- d. Is the church building (including sanctuary and offices) handicapped accessible?
 Yes X Partially (specify) _____ No _____
 Is the pulpit handicapped accessible? Yes _____ No X
- e. If a building program is projected or underway, describe it, including estimated date of completion: *not applicable*

f. Parsonage

Address: *7415 Gin Road*

Marion, Texas 78124

Number of Rooms: 9

Number of Bedrooms: 3

Number of Bathrooms: 2

Description: *Three bedroom, two bath brick home with kitchen, dining room, living room, den (small study), utility area, one car garage and chain link fenced backyard.*

Parsonage was built in 1969. Parsonage is located adjacent to the Grove, an outdoor sanctuary.

Distance from Church *100 yards* Handicapped Accessible? Yes ___ No X



FINANCIAL SUPPORT OF MINISTERIAL LEADERS

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

X yes ___ 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 bivocational pastor who may need another job to supplement the church salary? Negotiable

Salary History

To provide a profile of salaries for the position you are seeking to fill, indicate salaries at the beginning and ending of the ministers' tenure. Do not include interim positions. If a parsonage is provided, insert the letter "P" in the space provided. *Provide information for the last 3 leaders or the last ten years.*

	Start Date				End Date			
	Year	Salary	Housing	Parsonage	Year	Salary	Housing	Parsonage
a. Last	1990	\$18,500		P	2007	\$38,000		P
b. Previous								
c. Next previous								

** salary exclusive of travel/utility allowance, pension and medical insurance.

16. During the above period, has your church ever failed to fulfill its financial obligations to its pastor? ___ yes ___ X no If yes, please comment:

17. Salary, Benefits, and Expenses Offered

- a. Cash salary offered: \$38,000 negotiable based on experience
Conference recommended salary range: Salary within conference guidelines
- b. Housing: negotiable
___ Housing allowance only ___ Parsonage only X Would consider offering either
- c. Customary benefits:
X Vacation: 4 weeks annually
Negotiable Maternity/paternity leave
X UCC Retirement Annuity (14 % of salary and housing)
X UCC Life and Disability Insurance Benefits
X UCC Health Benefits (___ other health benefits)
Negotiable UCC Dental Benefits (___ other dental benefits)
Negotiable Social Security/Medicare Offset
X Continuing Education Funds
X Continuing Education Time
Negotiable Sabbatical Leave
 ___ Other benefits (specify) _____
- d. Ministry Expenses
X Travel Reimbursement
X Meeting Expense Reimbursement
X Books and Periodicals
X Reimbursement of Criminal Background Check Fee
X Moving Expenses

COMMUNITY CHARACTERISTICS

18. Population

- a. Population of total city or town in which your church is located: *Redeemer United Church is located in the unincorporated rural community of Zuehl. The population according to the 2000 census totaled 346 people, 128 households and 103 families residing in the Census Designated Place. This bedroom community of Zuehl is centrally located near many urban areas. The city limits of San Antonio is six miles from Zuehl and downtown San Antonio is a 30 minute drive. Schertz, New Braunfels, Seguin, and Marion are within a twenty minute or less commute. Redeemer United has drawn members from all of these communities. The population of these cities and towns are as follows: San Antonio, 1,256,509; Schertz, 18,694; New Braunfels; 47,168; Seguin, 22,011; and Marion, 1,099.*
- b. Describe the population by racial-ethnic category and identify the source of the information: *The racial makeup of the community of Zuehl as of 2000 (Census Bureau) was 94.8% White, 0.58% Native American, 0.58% Asian, 2.60% other races, and 1.45% from two or more races, and Hispanic or Latino races make up 8.67% of the population. The surrounding urban areas are much more ethnically diverse, with a large Hispanic representation.*

19. Economic Factors

Identify major sources of employment/income in your community:

- a. *Public employers such as the State of Texas and Randolph Air Force Base*
- b. *Construction*
- c. *Private Industry*
- d. *Agriculture*

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

- a. Describe three distinctive attributes of your community:
 1. *Rural community located near major population centers ****
 2. *Community is family oriented and actively supports and participates in local activities. ****
 3. *Agricultural income supplemented with secondary employment. ****
- b. Identify major trends you envision in your community during the next five years:
 1. *Growth and expansion of the population due to urban sprawl. ****
 2. *Increasing ethnic diversity. ****
 3. *Increasing traffic problems due to the population growth and urban sprawl. ****

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

1. *Reach out to diverse community members ****
2. *Address the needs of the aging population ****
3. *Provide youth oriented facilities and additional activities****

d. Indicate Mission Activities

1. In which your church participates as a part of its mission in the community:
Guadalupe Valley Family Violence Center, LaVernia Christian Center, Marion Project Care, Guadalupe Valley Hospice, Comal Children's Center, Sweet Home Baptist Church, Seguin Habitat for Humanity, Slumber Falls Youth Camp, local nursing homes

2. In which your church expects the leader you are now seeking to participate:
*Redeemer United Church members expect the new church leader to participate in all missions currently supported and inspire Redeemer to continue to expand its outreach and missions. ****

e. Describe how your church building is now being used by the community:
Senior Luncheon, Vacation Bible School, Easter Egg Hunt, Social Events (showers, weddings, anniversaries), Arts & Craft Fair, Rummage Sale, Night in Old Bethlehem

f. Indicate the number of school districts from which members of your church are drawn:
_____ one _____ two X three or more **

***(Redeemer United Church draws members from 6 school districts. The church is uniquely located in a very central area near East Central ISD, Universal City- Schertz- Cibolo ISD, Marion ISD, Judson ISD, Seguin ISD, and New Braunfels ISD. Redeemer United and parsonage are located in Marion ISD.)*

CONGREGATIONAL LIFE

**** information that came from a survey of the congregation*

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

*Due to the growth in population our church envisions growth in membership, increased family involvement and a need to minister to the aging members of our church family and the community at large. ****

22. Planning

- a. All churches do planning. How would you characterize the way planning is done in your church?
*Planning is typically done at the church council and committee level with pastoral input. Ideas generated and developed at the committee level are later brought to the congregation for input and support. ****
- b. What expectations do you have of the person you are seeking in relation to the planning that takes place?
*Redeemer United Church expects the new minister to be a positive leader and actively participate in the planning process. The leader will hopefully inspire and motivate many people to participate in the planning process and help individuals recognize their unique talents and gifts so they can effectively contribute to the process. ****
- c. When is the last time your church undertook a period of discernment and long-range planning in an intentional way?
*The congregation has not undergone intentional and comprehensive planning in many years. However, in 2006 a committee was created to research the need and feasibility of a kitchen expansion project which included the addition of a handicap accessible restroom and major roof repair. The church also recently purchased additional land for cemetery expansion. ****
- d. What were the outcomes of your intentional long-range planning?
*The recent remodeling has had a very positive impact on the ministries at Redeemer United Church. The kitchen has been utilized by many different church organizations. ****
- e. Does your church have any plans to undertake a period of intentional long-range planning in the future?
*Members expressed a hope to initiate a period of inclusive and intentional planning once a new minister has answered the call to serve Redeemer United Church. ****

23. Reflections on Congregational Life

Comment on the following with what you believe to be the generally-held responses of the congregation. If more space is needed, use additional pages. (Add *** if information came from a survey of the congregation.)

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

<u>Event</u>	<u>Year</u>
1. Centennial Anniversary	2000 ***
2. Major Community Flooding	1998 ***
3. Harvest Dinner	Annually ***

- b. Identify the most challenging faith experience or event in the life of your church in the last three years and what the church learned from it:

*The General Synod 25 Equal Marriage Rights for All (2005) was a challenging faith experience in the life of Redeemer United Church. Through, this faith journey Redeemer has realized that we do have autonomy as a UCC congregation and yet still we can be a productive and active UCC church. ****

- c. What is God calling your church to do/become over the next few years?

*Redeemer members believe God is calling our church to reach out to the community, welcome new members and continue to create and provide strong programs and ministries to meet the needs of all people. ****

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

*Redeemer United Church is seeking a positive leader that is an effective communicator and provides accurate and timely information from the UCC national body to the local church. This leader recognizes Redeemer United Church's theology tends to be moderate to conservative. The ideal Church leader will be an effective listener and will actively participate in identifying the needs of the members and community. Once needs are identified our Church leader will be able to help others recognize their strengths and talents, and through delegation and shared vision, the Church as whole will be able to strive for the goal of meeting the needs of all people. ****

- e. Chose the statement that most accurately describes the theological/faith stance of your church: *You may check more than one.*

- We tend to be theologically conservative.
 We tend to be theologically moderate to conservative.***
 We tend to be theologically moderate.
 We tend to be theologically moderate to liberal.
 We tend to be theologically liberal.
 We tend to be quite diverse theologically.
 Other

- f. Describe the educational program of your church:

Identify the curriculum/a used in your church school and the person or committee responsible for selection of curriculum/a:

The Board of Christian Education reviews and selects Sunday school curriculum with pastor and teacher input. All classes, toddlers to Junior 2, utilize the same curriculum. Currently, the Sunday school classes are utilizing a Cokesbury curriculum. The classes have completed one 4 year cycle of Cokesbury and have begun a new cycle.

Previously, the Board of Christian Education has chosen the curriculum for the High School with input from the instructor.



Resources for the Adult Sunday school class have traditionally been selected by the instructor. Cokesbury's Vacation Bible School material is utilized each summer for the VBS program.

In the summer of 2008 the Redeemer family fundraised and sent six youth and three adult leaders to the National Youth Event in Knoxville, Tennessee.

Indicate resources used for Confirmation and the person or committee responsible for the selection of these resources:



Historically, confirmation has been a two year program. Lay instructors lead the 7th grade Confirmation 1 class. The Pastor leads the 8th grade Confirmation 2 class. Resources utilized for confirmation classes have been selected by the pastor with input from the Confirmation 1 instructors and Board of Christian Education.

Are there educational opportunities for all ages?
Christian education is available for toddlers to adults. Until recently, classes have been offered for adults on Sunday mornings.

Does your church have a written Safe Church Policy?

 X es No

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

The congregation expects the new church leader to actively support the Board of Christian Education and participate in the planning and implementing of a strong and meaningful confirmation and High School program. Historically, the pastor has lead the second year confirmation class. The Redeemer congregation is very proud of its Sunday school program and strongly supports youth and children ministries.

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

Programming and ministries are evaluated based on attendance, participation, growth and consideration of the church council. There isn't a formal evaluation of programs in place. However, there is a formal annual written evaluation performed by the Pastoral Relations Committee to evaluate the pastor's ministry.

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

*Redeemer United Church has many long standing members and consciously strives to be open, friendly and welcoming to new members. Overall Sunday school and worship attendance is strong, members are dedicated, and actively participate in different committees and ministries. A large majority of members of Redeemer are involved in the community at large and positively reflect Christian values beyond the church doors. The congregation is dedicated to and values a family oriented environment. The Sunday school program is strongly supported and always striving for improvement. Redeemer is proud of the adult and children's choir and their respective leaders. We are also very proud of a young man from our church family that has answered the call to ministry and is soon entering the seminary. ****

24. Indicate major boards, committees, small groups, and organizations that are a part of your church; the frequency of meetings (monthly, weekly, etc.); and expectations for leadership. For leadership role use: 1 = pastor takes primary initiative and responsibility; 2 = pastor and laity share responsibility; 3 = laity take primary initiative and responsibility; 4 = the pastor's presence is expected periodically/occasionally.

Board/Committee	Purpose	# Members	Frequency	Leadership
Church Council	Administrative	12	Monthly	3
Board of Christian Education	Plan and implement Sunday School program	10	Monthly	2
Church Cabinet	Plans yearly activities, members are leaders from different committees and boards.	20	Annually	2
Pastoral Relations	Liaison between pastor and congregation	9	Quarterly	2
Mission Interpretation	Recommends charities for financial support	7	Quarterly	2
Cemetery Committee	Operates and maintains cemetery	5	Quarterly	3
Evangelism Committee	Welcomes and visits new/potential/existing members	7	Varied	2
Sunday School	Bible Study and worship	85	Weekly	2
Ongoing Small Groups	Purpose	# Members	Frequency	Leadership
Women's Fellowship	Bible study, fellowship, charity work	14	Monthly	3
Evening Circle	Bible study, fellowship, charity work	8	Monthly	3
Kids for Christ	Charity work, fellowship, recreation	Inactive	Monthly	3
Junior Youth Fellowship	Charity work, fellowship, recreation	20	Monthly	3
Senior Youth Fellowship	Charity work, fellowship, recreation	6	Monthly	3
Redeemer Fellowship	Charity work, fellowship, fundraise to support many church activities	18	Monthly	3
Adult Choir	Enhance worship	16	Biweekly	2
Children's Choir	Enhance worship	12	Biweekly	2
Youth Choir				

25. Conflict ***

Most churches experience conflict at various times. Characterize your church's experience with conflict given the following possibilities. Indicate the extent to which each statement describes your church: C = closely; S = somewhat; N = not at all.

- S as a church, we respect and listen to each other and work things through without generating divisiveness
- S as a church, we try to respect and listen to each other, but it is not uncommon for differences of opinion to be a problem and for some people to choose sides
- C some have left our church because of conflict
- S conflict hurts our sense of unity, but we tend not to talk about it
- S painful experience with conflict has been present, but it has been worked through, and we have learned from the experience
- S we have had some painful experiences with conflict, and they linger in the background
- S open conflict is present, and we need a minister who can help us deal with it
- other Specify:

Comment: *The catalyst for the most recent conflict was the Equal Rights Marriage for All initiative by General Synod in 2005.*

26. Worship

- a. Describe the weekly worship schedule (number of services, times, languages in which the services are conducted, frequency with which communion is included, special basis such as healing services, contemporary worship, etc.)

Traditional, English language worship is held each Sunday at 10:30 am. Communion is included in the worship the first Sunday of each month. An 8:00 am, less formal worship is held each Sunday.

- 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?

Comment:

Currently there are no ministries in place for the developmentally disabled or mentally ill.

- c. Identify how worship is planned on a regular basis in your church
 by a worship committee
 X by the pastor
 by the pastor in consultation with the church musician
 other – specify:

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

The Redeemer congregation appreciates a Sunday message that is relevant, well-prepared and effectively delivered to draw the interest of the youth as well as older adults. A blend of traditional yet creative and participatory style of sermon delivered beyond the pulpit is valued.

In regards to content, the opportunity to learn about the scriptures, have them put into historical context and then related to our daily lives is valued. The members enjoy a quality message that resonates for hours and days after Sunday worship and is a catalyst for family discussions on the drive home and at the dinner table.

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

The lead minister will have a significant role in the weekly worship service. The congregation will look to the minister to prepare and lead Sunday worships. However, the members often and willingly participate in worship if planned. Children attend the worship service in significant numbers. A children's time incorporated into the Sunday worship is expected.

- f. What hymnal(s) are currently used by your congregation in worship?

The Celebration Hymnal (1997)

- g. Have you considered using another hymnal?

Current hymnals were recently purchased.

- h. Churches have a variety of practices related to the use of Inclusive Language in worship services. (Some churches have made the decision not to change any language in worship; others are intentionally inclusive in their references to people avoiding words such as "mankind". Some avoid exclusively male references for God and seek to include male and female images as well as a variety of metaphors; other churches exercise care in the words of the liturgy but still utilize "traditional" hymns.) How important is this issue to your church?

Redeemer United does exercise care in the words of the liturgy but still utilizes tradition hymns.

WIDER CHURCH CONNECTIONS

27. United Church of Christ

- a. Association, conference, or other denominational programs and activities in which church members participate: *Members are serving and have served on boards and committees for the following: South Central Conference of UCC, South Texas Association of UCC,, Slumber Falls, Back Bay Mission, Partners in Education*

Do you send delegates to association and conference meetings?

Regularly Occasionally _____ Never _____

Have members of your church ever served as delegates or visitors to General Synod?

Yes No _____ Not Sure _____

- b. Association, conference, or other denominational settings in which your church expects the leader you are now seeking to participate: *Actively participate and effectively communicate happenings and initiatives to the local church.*

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

closely moderately nominally other

28. Ecumenical and Interfaith Activities

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

Joint Thanksgiving Service with St. John's Lutheran Church of Marion, Vacation Bible School for the community, Night in Old Bethlehem for community, World Wide Communion Service.

- b. Describe how your church expects the leader you are now seeking to participate in ecumenical and interfaith activities:

Redeemer expects the chosen leader to actively participate in ecumenical and interfaith activities.

RELATIONSHIP WITH MINISTERIAL LEADERS

29. 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:

In general, our lay leaders have a history of strong, cooperative relationships with the church's pastoral leadership.

We have had some fairly rocky moments, but we have worked them through, and relationships with pastoral leaders have grown in significant and important ways.

We have had some tough times and things did not always work out.

Other. Specify:

Comment: The 17 year ministry of the last pastor is a testimony to the strong, cooperative relationships that is valued at Redeemer United.

- b. Indicate the tenure of the last three installed persons who filled the position you are seeking to fill. Do not include interims:

Name	From	To
1. Gerry Metzger	1990	2007
2. David Pantermuehl	1985	1989
3. J.L. Crater	1979	1984

- c. If a previous pastor or pastor emeritus/a is currently a member of the church, describe his or her involvement in the life of the congregation:

Not applicable

- d. Involuntary Terminations: None

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

yes no: If "yes," respond to the following:

- Choose all the issues that may have contributed to the involuntary termination. *You may check more than one or indicate "not applicable." Not applicable*
NA conflict of personalities in the church
NA inadequate performance
NA pastoral style inappropriate for this church
NA ethical issues or issues of fitness for ministry
NA financial stresses
NA other. Specify:

Indicate, if you can, which of the following best describe the congregation's behavior toward that person prior to her or his leaving: *You may check more than one.*

Pastor was not involuntarily terminated, therefore not applicable.

<u> </u> civil	<u> </u> kind
<u> </u> compassionate	<u> </u> supportive
<u> </u> harsh	<u> </u> indifferent

- Describe what your church has learned from the experience about itself and its relationship with persons who provided ministerial leadership:
Not involuntarily terminated therefore not applicable

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

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

Supports and maintains relationship between pastor and congregation.

31. If there is periodic assessment/evaluation of the nature of the work and of the performance of that work for the position you are seeking to fill? Describe it:

The Pastoral Relations Committee conducts an annual written evaluation to provide feedback to the pastor and to determine salary adjustments.

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

No formal evaluation in place.

32. Leadership Expectations

A list follows of 45 items which represent a range of qualities in the ministry of the church. Place an "X" beside the 12 items which your church feels are the most important aspects of ministry for your church at this time. All the qualities are important. However, please mark those 12 which you feel need first priority at this time. **Do not rank the items.** If the aspects you consider to be important are not included in the list, place them at the end in the blanks provided.

Mark only 12 of the following items. Do not rank the items.

Our church needs a person who...

- | | |
|---|---|
| 1. <input checked="" type="checkbox"/> is an effective preacher/speaker | 24. _____ regularly encourages support of
Our Church's Wider Mission |
| 2. _____ continues to develop his/her
theological and biblical skills | 25. _____ reaches out to inactive members |
| 3. <input checked="" type="checkbox"/> helps people develop their
spiritual life | 26. _____ works regularly in the development
of stewardship growth |
| 4. _____ helps people work together in
solving problems | 27. _____ is active in ecumenical relationships
and encourages the church to
participate |
| 5. <input checked="" type="checkbox"/> is effective in planning and leading
worship | 28. <input checked="" type="checkbox"/> is a person of faith |
| 6. _____ has a sense of the direction of
his/her ministry | 29. _____ writes clearly and well |
| 7. _____ regularly encourages people to
participate in United Church of
Christ activities and programs | 30. _____ works well on a team |
| 8. _____ helps people understand and act
upon issues of social justice | 31. <input checked="" type="checkbox"/> is effective in working with youth |
| 9. <input checked="" type="checkbox"/> is a helpful counselor | 32. _____ organizes people for community action |
| 10. _____ ministers effectively to people in
crisis situations | 33. _____ is skilled in planning and leading
programs |
| 11. <input checked="" type="checkbox"/> makes pastoral calls on people in
hospitals and nursing homes and
those confined to their homes | 34. _____ plans and leads well-organized
meetings |
| 12. _____ makes pastoral calls on members
not confined to their homes | 35. <input checked="" type="checkbox"/> encourages people to relate their faith
to their daily lives |
| 13. _____ is a good leader | 36. _____ is accepting of people with divergent
views |
| 14. <input checked="" type="checkbox"/> is effective in working with children | 37. _____ encourages others to assume and
carry out leadership |
| 15. _____ builds a sense of fellowship among
the people with whom he/she works | 38. _____ is mature and emotionally secure |
| 16. _____ helps people develop their leadership
abilities | 39. _____ has strong commitment and loyalty |
| 17. _____ is an effective administrator | 40. <input checked="" type="checkbox"/> maintains confidentiality |
| 18. _____ is effective with committees and
officers | 41. _____ understands and interprets the mission
of the church from a global perspective |
| 19. _____ is an effective teacher | 42. <input checked="" type="checkbox"/> is a compassionate and caring person |
| 20. _____ has a strong commitment to the
educational ministry of the church | 43. _____ deals effectively with conflict |
| 21. _____ is effective in working with adults | 44. _____ |
| 22. _____ inspires a sense of confidence | 45. _____ |
| 23. <input checked="" type="checkbox"/> works regularly at bringing new
members into the church | |

If there are other comments you wish to make about expectations, include one or more paragraphs here on an additional sheet.

GENERAL

33. Does your governing body or your search committee have a well-defined policy against discrimination? Yes No Comment:

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

35. Is there a position description of the pastor's role and responsibilities?
 Yes No *See attached description from Constitution.

Does your church have a personnel policy covering this position? Yes No

36. List the titles of other paid staff positions for whom this person provides supervision and indicate whether these positions are full-time (FT) or part-time (PT).

Title: Administrative Assistant	<input checked="" type="checkbox"/> PT	<input type="checkbox"/> FT
Title: Custodian	<input checked="" type="checkbox"/> PT	<input type="checkbox"/> FT
Title: Music Director	<input checked="" type="checkbox"/> PT	<input type="checkbox"/> FT
Title: Organist	<input checked="" type="checkbox"/> PT	<input type="checkbox"/> FT

37. 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	Telephone	Relationship to Your Church
a. Peter Olsen	830-608-0578	Recent Supply Minister
b. Jeannie Brogdon	210-333-1603	Manager of community hall
c. Larry Bauman	210-414-5231	Guardian of Aged Member

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

Redeemer United Church Search Committee

Redeemer United Church Church Council

*Members of Redeemer United were surveyed. Questions on the profile that were answered based on survey responses are denoted with ***.*

STATEMENT ON LEADERSHIP IN MINISTRY

Redeemer United, United Church of Christ is optimistic about the future and seeks a pastor with the spiritual gift of leadership to meet our ministry needs. Redeemer has a history of strong, cooperative relationships with pastoral leadership. This is most evident by the 17 year relationship with our recent pastor. Perhaps one reason for this positive relationship is the organizational structure that encourages mutual participation by the pastor, the lay leaders and the congregation.

Redeemer's organizational structure is based on intentional lay-led ministries. All committees appreciate pastoral participation and value the opportunity to share, exchange and develop relevant agendas. Redeemer United is praying for a leader that will supply a sense of vision and encourage people to share their talents.

Historically, the pastoral leader has actively participated in the financial matters. The congregation seeks a pastor that will share information and previous experiences in regards to church finances. An ideal leader will help the church continue to develop effective courses of action to meet financial demands.

Although the pastoral leader will participate in financial matters, the congregation expressed a high expectation that the new pastor will focus on spiritual matters. The congregation desires a spiritual teacher that will feed the flock *each* Sunday with a well prepared, effectively delivered, relevant message. The goals of the church family include: meeting the needs of the aging church members, reaching out to the diverse community and continuing to develop meaningful programs for the youth. We are seeking a proactive leader that can help inspire the church family to develop creative actions to meet these important goals.

The congregation also desires a leader that encourages a fluid circle of communication. Not only quality communication between the pastoral leader, the lay leaders and the congregation of Redeemer, but also between the UCC national body, the South Central Conference and our local church.

Redeemer United, United Church of Christ is very proud of our 108 years of serving Christ. But our arms are wide open and we are ready to embrace the future. God willing we will welcome a new pastoral leader with vision and optimism to lead us into the future with purpose.

Conference or Association Descriptive Reference

Church Name: *Redeemer United Church , United Church of Christ*

Location: *7415 Gin Road, Marion, Texas 78124*

Redeemer United Church, UCC is located in an unincorporated rural community of Zuehl which is in the extraterritorial jurisdiction of San Antonio, Texas just six miles from the city limits.

Redeemer is idyllically located in a growing, rural community of Zuehl along the Cibolo Creek.

We are located only twenty-five minutes from downtown San Antonio and the San Antonio River walk and Alamo. A 15- minute drive to the northwest will lead to the city of Schertz which hails the title of One of the Best Places to Live in Texas and the United States! (CNNmoney.com, July 6, 2007) The commute to Austin, the state capitol, is less than a two- hour drive. A three hour drive to the south leads to the Texas Gulf coast and two hours to the north leads to the Texas Hill Country. Redeemer United is uniquely located such that it draws families from six different school districts.

Conference: *South Central Conference, United Church of Christ*

Association: *South Texas Association*

Name of Staff Assisting in the Search: *Rev. Douglas E. Anders*

Staff Comments:

Signature of Staff Assisting in the Search

Date

Location of Redeemer United, UCC Community of Zuehl, Texas

Redeemer is a congregation idyllically located in a growing, rural community of Zuehl along the Cibolo Creek. Zuehl is a bedroom community of San Antonio, located just 25 minutes northeast of downtown and the San Antonio Riverwalk and Alamo. A 15-minute drive to the northwest will lead to the city of Schertz which hails the title of *One of the Best Places to Live in Texas and the United States!* (CNNmoney.com, July 6, 2007) The commute to Austin, the state capitol, is less than a two-hour drive. A three hour drive to the south leads to the Texas Gulf coast and two hours to the north leads to the Texas Hill Country. Redeemer United is uniquely located such that it draws families from six different school districts.

The Zuehl community is about two miles south of Interstate 10 along the “Old Spanish Trail” that stretches from Florida to California. This trail was used by Spanish Conquistadors in the sixteen century and later by the early pioneers as they made their way westward. Prior to the settlement of the area by Spanish and German immigrants the land was the home of native Americans from the Apache and Comanche tribes.

A Prussian immigrant, Carl Christian Zuehl, settled in the area in 1864 and built a store. Just before the turn of the century, the community was a thriving cotton town with two cotton gins at each end of the main street called Gin Road. In the early 1880’s Clemens School was opened and later that decade a post office was built.

An auxiliary airfield for Randolph Field Air Force base was built at Zuehl during WWII and was later turned into a private airfield. In 1975 a Robert Redford movie *The Great Waldo Pepper* was filmed on site.

The community of Zuehl is a bedroom community that not only supports Redeemer United Church but also a local tavern as well as two nine-pin bowling societies established in the late 1800’s.

**From the Constitution of the Redeemer United Church,
United Church of Christ**

Article VIII. The Pastor.

- A. **Term of Office.** The pastor shall be elected for an indefinite period. In order to terminate this relation, three (3) months notice shall be given by either pastor or congregation, unless by mutual consent.

- B. **Duties of the Pastor.** It shall be the duty of the pastor to set a good example to his congregation and to conduct all services on Sundays, Holidays, and such other days the congregation may desire. He is to direct the work of religious education, administer the Holy Sacraments, visit the sick, comfort the distressed, and to perform all such duties as belong to the pastor's office in the United Church of Christ. He shall keep a record of all services performed and make an annual report of his work to the congregation.

- C. **Rights of the Pastor.** The pastor is ex-officio member of the church council, and all organizations within the church. As long as he is pastor, no other pastor shall perform any religious ceremony in the church without his consent. To invite a speaker either during a temporary absence of the pastor, or for special occasions, the consent of the pastor is necessary. The pastor's salary shall be paid properly on monthly installments and shall be sufficient to relieve him of temporal cares as far as possible and to preserve the dignity of his calling, subject however, to the provisions of contract between the pastor and the congregation.