

# Congregational Profile

## Purpose of this form

This form is to assist a congregation to present information concerning itself to prospective candidates for a pastoral leadership position. Completing the form will also assist the pastoral search committee in self-understanding as they assess the strengths and weaknesses which may exist at the time of pastoral transition.

## I. Information

### A. BASIC INFORMATION AND CONTACTS

1. Name of church: North Clinton Church  
Address: 831 W. Linfoot St., Wauseon, OH 43567  
Church telephone: 419-337-4776 Email: dan.martin@northclinton.org (Lead Pastor)  
Website: www.northclinton.org
2. Chairperson of search committee: Rena Schroeder  
Telephone: 419-583-0799  
Email: rschroeder@wauseonindians.org
3. Year in which the congregation first began meeting or was organized: 1957

### B. MEMBERSHIP

1. Average Sunday worship attendance during the last 12 months: 254 (January 2021-December 2021)  
Highest attendance during that time: 312  
Lowest attendance during that time: 177
2. Total members: 236 Attenders (includes children) 294
3. Ages of members, attenders, and children – total 465  
0-12: 98; 21%                      31-45: 67; 14%  
13-18: 40; 9%                      46-64: 122; 26%  
19-30: 45; 10%                      65+: 93; 20%
4. Occupational profile: (ages 19 to 70). Give totals.  
Business/manager/proprietor - 46 / 20%                      Homemaker – 16 / 7%  
Education/administration/teacher – 29 / 13%                      Clerical/sales – 27 / 12%  
Craftsman/laborer/operative – 38 / 17%                      Student/VS – 18 / 8%  
Medical: doctor/nurse/administration – 22 / 10%                      Farmer/rancher – 16 / 7%  
Church institution/administration/minister –6 / 3%                      Other professional –10 / 4%
5. Educational level of adults:  
Up to and including high school - 68%  
Some college or college graduate - 28%  
Graduate school - 4%
6. Describe the racial or ethnic composition of the congregation – 98.5% Caucasian; 1.5% Hispanic

### C. LEADERSHIP

1. Identify the present staff position for which you are seeking a candidate: Associate Pastor of Family Life and Pastoral Care.
2. Previous persons in the above position:  
Name: Brad Faler  
Dates of service: 1996 – August 2021 Brad retired from ministry after 25 years of faithful service to the Lord and the congregation in the area of pastoral care. As we navigated Covid19, the capacity to provide pastoral care in hospitals and nursing homes dramatically shifted.

3. Did your congregation follow the Pastor Salary Guidelines recommended by the denomination for the previous pastor? Yes
4. Identify other staff: (assistant/associate minister, lay ministers, administrative assistant, custodian, musicians, youth)
 

<b>Title: Lead Pastor</b>	100% of full time	Years served: 5 years (<1 in current position)
Specific responsibilities: In charge of preaching, meeting with leaders of various ministries; visioning and casting vision; counseling		
<b>Title: Associate Pastor of Worship</b>	100% of full time	Years served: 1 year
Specific responsibilities: Coordinate worship services, lead worship ministry, technology oversight		
<b>Title: Interim Pastor</b>	50% of full time	Years served: 1 year
<b>Title: Church Administrator</b>	100% of full time	Years served: 10 years (<1 in current position)
Specific responsibilities: Coordinate use of church facilities and equipment, manage the Church Office and supervise office and custodial staff and volunteers. Assist the Pastoral Staff and ministry leaders in planning and implementing ministry events as well as coordinating communication within the congregation and with the community.		
<b>Title: Secretary</b>	50% of full time	Years served: <1 year
Specific responsibilities: Serve as receptionist in the front office, assist Church Administrator and pastoral staff as needed, schedule equipment and facilities.		
<b>Title: Preschool Lead Teacher</b>	50% of full time	Years served: 23 years
<b>Title: Assistant Teacher</b>	50% of full time	Years served: 1 year
5. **Describe housing options for the above position:** Housing allowance provided in salary package.

## II. Interpretation

- A. **Describe the commitment of your church to Evana Confession of faith. How does this contribute to strengthening your ability to join God's mission in the world?** North Clinton is strongly rooted in Anabaptist beliefs and holds to and teaches all the Articles of the Mennonite Confession of Faith as adopted in 1995, also adopted by Evana in 2016. Article 10 addresses the mission of the church: "Go ye therefore and make disciples of all men." North Clinton is currently supporting three long-term missionaries and one mission organization. At a local level, we encourage making disciples by interacting with the community through avenues such as the Grandstand Diner, local service opportunities, prayer walks. Our strong Anabaptist beliefs give us a firm foundation to reach out to a hurting world.
- B. **What is the vision for your church? What are your priorities that shape the church's ministry?** The vision of North Clinton is wrapped up in our mission statement based on Ephesians 4:13: "That all may come to know and experience the fullness of Christ." In order to work towards that vision, we believe that we must constantly work to love God and love each other that he would be made known among us.
- C. **What is your view of the associate pastor's role in the church? Are there special gifts in ministry which you hope will be fulfilled? How do you expect the pastor to be a representative of the congregation beyond the congregation?** The associate pastor would be someone who would bring vision to the healthy growth in families of our congregation. We believe that the family unit was designed by God to be an avenue to communicate his love and care for us and we want to encourage and assist our families in nurturing a godly environment in the home. This would also be someone who maintains relationships in the congregation to be helpful and present in times of challenge and crisis. We hope this person embodies empathy, kindness, stability and care for all people in our church and to any who reach out to our church in times of crisis.
- D. **Recognizing our differing theological orientations as persons and as congregations, make a brief statement about your congregation and the overarching theological commitments important to you.** As a congregation, we hold to the Mennonite Confession of Faith as adopted in 1995 also adopted by Evana in 2016. Our members are also invited to sign the North Clinton Covenant of Faith. We believe in the authority of scripture, understanding that "all scripture is God-breathed and useful for teaching, correcting, rebuking, and training in righteousness so that the servant of God may be equipped for every good work." 2 Timothy 3:16. We desire to follow the example of Jesus Christ by showing unconditional love for people, recognizing that does not mean unconditional approval of sinful behavior. Relying on the Holy Spirit, we desire to be a body of believers committed to ongoing discipleship, walking a journey of daily submission that imitates the life of Christ. As we strive for holiness through the transformational power of Christ, we walk together and value the accountability among the body of believers.
- E. **Church morale: Assess the spiritual and emotional health of the congregation. Are relationships among members wholesome and harmonious? Is there openness to new ideas and ways of doing things? Would everyone agree with your answers?** The overall spiritual and emotional health of our congregation is growing. Pastors, staff, and leadership are supportive of one another and all genuinely want what is best for each other. Many in the congregation tend to hold a black and white view of all things and have little acknowledgement

for the gray areas of faith. Overall, the congregation supports and affirms the pastors who stand firmly on the Word of God. There is energy toward our future and what is to come. Our congregation is generally open to new ideas if they can see and understand what direction we are moving and why. Many in our congregation take on the role of the Berean and check all things with scripture before moving forward.

- F. What changes or trends do you envision for the congregation over the next five years? Do you have any other comments significant in the process for looking for new pastoral leadership?** We are excited about the future of the congregation. We believe that the current vision and direction of North Clinton is in line with God's will, but we seek an associate pastor to bring fresh ideas and gifts to help shape and focus that direction. We envision North Clinton's continued growth as we reach and meet the needs of the community. There is great need for meeting people in their place of need and walking with them toward the cross of Christ continually. We would love to seek opportunities for families to participate in short term mission trips, church-wide spiritual retreat, and the development of an internship program to produce church leaders in our church, community, and church network.

### III. Organization/Ministry

#### A. CHURCH STRUCTURE

1. Identify the primary governing body (council, board, elders) which represents the church.  
Leadership Team            meets 2X/month; 7 members
2. Identify five other significant leadership/programming bodies: e.g. trustees, deacons, elders, commissions, councils, boards, committees.
  1. Congregational Board of Ministries: meets bi-monthly; 12 members
  1. Discipleship Ministry: meets bi-monthly; 11 members
  2. Stewardship Ministry: meets bi-monthly; 8 members
  3. Outreach Ministry: meets bi-monthly; 7 members
  4. Worship Ministry: meets as needed; 5 members

#### B. WORSHIP AND MUSIC

1. **Describe your worship service**  
We have two distinctly different services: one traditional with hymns and some acapella singing, and one with a full band.
2. **What role does music play in your congregation?**  
Worship through song is a very important part of our life as a congregation. We want to provide our congregation with the opportunity to connect with the Lord through the proclamation of his name through song on a weekly basis.
3. **What song books/collections of music does your congregation use?**  
For the traditional service we use the blue Mennonite Hymnal, and projection of lyrics from other sources. For the contemporary service we sing songs by Upper Room, Maverick City, Cory Asbury, Crowder, Brandon Lake, etc.
4. **Name the musical instruments used in worship and other events.**  
Traditional service – baby grand piano  
Contemporary – acoustic guitar, lead and bass guitar, drums, keyboard  
Other events – any of the above
5. **Identify choirs and/or music groups.**  
Responsibilities to worship ministries include overseeing worship teams (3), coordinating technical teams, and working with children and youth.

#### C. DISCIPLESHIP MINISTRY- Describe your approach to Christian Formation

1. Sunday class information:	Spring 2018	Summer 2018
# Children's classes	5	5
# Youth classes	3	3
# Adult classes	7	6
Total Sunday school enrollment	194	194
Average total attendance	140	138

**What curriculum resources are used by these classes?**

Children/Youth (Pre-K through Grade 8) – The Gospel Project for Kids ([www.gospelproject.com](http://www.gospelproject.com)) including a corresponding devotional

**2. How does the congregation attend to the formation needs of persons of all ages?**

In addition to Sunday morning opportunities, Family Discipleship Night (FDN) meets weekly from September through November and again from February through April. FDN is a time of fellowship around a meal followed by a variety of classes for all ages.

2017-18 FDN enrollment:

Nursery – 12  
Kids for Christ (KFC) Pre-K through grade 4 – 65  
GB56 (grades 5-6) – 10  
Junior High (grades 7-8) – 15  
Senior High (grades 9-12) – 30  
Adults – 45  
Total – 177

We also offer:

Senior Fellowship - (age 55+) meets bi-monthly for social events  
Bible Quiz - Grades 8 through 12

**3. What other opportunities are there for growth and transformation?**

There are men's and women's ministry leaders who meet regularly with each as well as grass roots/uncoordinated small groups within the congregation.

**4. Describe the involvement of youth in the life of the congregation.**

Youth are a high priority and are well supported by our congregation. Youth serve in worship as greeters, ushers, special music, and occasionally scripture reading. Some serve in our nursery ministry or assist a parent in teaching younger youth. We have been blessed with the opportunity to send and support several youth in various mission assignments around the world.

**5. Does your congregation have active small groups?**

Currently there are small groups active in the congregation, all of whom have been meeting for a long time. Leadership Team feels small groups are an important avenue for discipleship in the congregation. The existing groups continue to function independently. New small group leadership hopes to increase participation by forming new groups.

**6. What men's/women's groups are active?**

There is a men's group that meets regularly centered around purity and a women's group currently meets to study a curriculum called, "Wife of Noble Character." There is also a men's Bible study that meets every Thursday morning at 5:30.

A wide variety of Bible studies/ book studies are made available for women specifically both Sunday mornings, Wednesday evenings, and during the week. Threads of Love group meets monthly to work on projects, fellowship, and encourage each other.

**7. What ministries do you have for children, youth, and young adults over 18, and beyond?**

Sunday Morning classes - all ages  
North Clinton Christian Preschool (4-5 yr. olds)  
Kids for Christ - Pre-K through Grade 4  
GB56 - Grades 5 and 6  
Junior High Youth - Grades 7 and 8  
Senior High Youth - :Grades 9-12  
Youth Mentoring - Grades 9-12 - one-on-one youth mentoring  
Young Adults Sunday School class

**8. In the next five years, do you anticipate a membership: increase X stability decrease?**

Why? We anticipate membership to increase over the next 5 years. As we strive to reach our community and stand firmly on Biblical truths, we expect to welcome new members into our fellowship.

**D. OUTREACH AND EVANGELISM**

**1. Describe how you cultivate the visibility of your church in the community.**

North Clinton utilizes a website and Facebook, as well as a sign along the road to invite non-attenders. All events are posted on the website calendar with links to other pertinent information. Regular Facebook posts are written for attenders to utilize to invite their Facebook friends. Leaders intentionally encourage and equip attenders to invite others to worship, classes, and special events. For instance, registration

forms are distributed via Sunday bulletin to attenders to complete for themselves and invite others to FDN and VBS. Prayer during the service emphasizes openness to God's voice about who to invite.

**2. Describe how you connect to seekers and make new disciples.**

Bulletin tear-off gives opportunity for feedback from worship services, including opportunity to indicate commitment to Christ, desire for baptism, interest in membership, request a pastoral visit or more information about the church. Pastors offer classes on baptism and church membership as interest is expressed.

**3. Describe your congregation's ministry in and with the community.**

- The congregation operates the Grandstand Diner at the Fulton County fairgrounds, donating proceeds to area homeless shelters and food pantries.
- In the spring and fall, a group goes out from our church to rake leaves/pick up sticks and pray for people in our community.
- Occasionally prayer walks are organized by our Prayer Ministry team.
- We have quite a few teachers in our congregation who carry a strong faith presence in our school system.

*Supporting missionaries sent out from the congregation.*

North Clinton encourages members to participate in short and long term mission opportunities outside of the local community. Short term mission teams offer various opportunities and participants can receive financial assistance through the Short Term Mission Support Fund. Long term missionaries from the congregation are supported through the annual Giving Plan. The congregation commissions short and long term missionaries in worship services and missionaries regularly share with the congregation what they are experiencing (in person or through letters) and how the congregation can pray for them.

**E. HOW DOES THE CHURCH UTILIZE TECHNOLOGY IN WORSHIP, IN TEACHING, AND IN OUTREACH IN THE COMMUNITY?**

The sanctuary is equipped with a sound board, monitors, and a wide variety of inputs – guitars, drums, keyboard, piano, and numerous vocalists. Projection includes a dedicated computer and various inputs to projectors for front and rear screens. It is utilized for worship services. Video utilizes three digital camera inputs to record to dvd. Sermons are posted through Facebook live.

Free wifi is offered throughout the church facility. It is utilized in worship and in classrooms and attenders are invited to use their personal devices in Bible study. Most classrooms are equipped with a smart TV, a Blu-ray player, Roku, and RightNow Media.

Website and Facebook are utilized to regularly invite persons to worship, classes, and special events.

**F. CHURCH BUILDING AND PROPERTY**

**1. Do you own or rent your facility?** Congregation owns the building and land.

**2. Seating capacity of sanctuary:** 350

**3. Date of construction of church building:**

Original building constructed in 1957, 1975 built sanctuary, classrooms, nursery, restrooms. Building project in 2000-01 expanded the sanctuary, and added new lobby/meeting area, nursery, Preschool room, office suite, as well as an Education Wing which includes 13 classrooms, workroom, and Music/Activity Room.

**4. Date of last renovation:** 2018

**Describe what was done:** renovated The Bottom Line for youth gatherings.

**What, if any, building/renovation program is needed or projected?** None

**5. Describe the educational facilities.**

Education Wing includes 13 classrooms (approximately 17' x 20'), Education Workroom and Music/Activity Room. Four other classrooms are located off the lobby. The Upper Room and Music/Activity Room are utilized for larger teaching settings. Music/Activity Room has basic sound system as well as 2 50" smart TV units mounted in the room. The Upper Room has basic sound system as well as portable 36" smart TV. Several portable TV/DVD units are available for teaching.

**6. Describe the fellowship and/or recreational facilities.**

Fellowship Hall can seat about 140 people at tables, as can the Music/Activity Room. For church dinners the lobby is used and can be set up for 250+ people at tables. The basement area is used for Senior High Youth Ministry but can be utilized for informal gatherings has sound system, kitchenette). Church grounds include approximately 5 acres in lawn south of the building which have been utilized for Fall Festivals, parties for the community, and youth events.

**7. Describe the church office location and equipment:**

Church Office is located just inside the main entrance. The reception area has large windows into the lobby and chairs for guests as well as three workstations for Part-Time Secretary, Church Administrator and volunteers. Individual offices are utilized by three pastors with the fourth office used as needed. Conference Room and workroom complete the office suite. The phone system has two outside lines, including wireless internet connection. Computer network is run through a server and users share printers. A multi-function color printer/copier is the main printing unit, with a black laser printer also available. Each pastor's office is furnished with modular furniture including desk, shelves and storage units as well as a computer. Other office equipment includes paging system, laminator, scanner, folder, and paper cutters.

**8. Are building and equipment adequate for the needs of the congregation? Describe any special assets or liabilities of the building.**

Facilities are very functional and attractive. Sanctuary includes projection equipment which is utilized regularly in worship services. Audio recordings of sermons are available on website. Video recordings are also available on website. Facility includes designated Prayer Room and adequate storage areas. The church facility has four kitchens. The main kitchen (off lobby) is well equipped with 5 ovens, commercial stove and refrigerator, 2 microwaves, icemaker, dishwasher and generous work areas as well as dinner service for 600. Kitchenette in the Education Wing is available for Preschool and all teachers (sink, refrigerator, microwave). The Upper Room has a kitchen as well (standard stove, 3 ovens, 2 sinks, microwave, service for 100). The Bottom Line has a kitchenette (refrigerator, microwave, sink). Outside storage building holds a trailer, sporting equipment, and snow blower.

**9. Name the insurance company and describe the coverage for church liability, property, pastor's liability, etc., for the church.**

Andres O'Neil & Lowe Agency/Cincinnati Insurance Company.  
Property: \$4,000,000 building; \$350,000 contents  
Business Income Coverage: actual loss sustained for 12 months from date of loss.  
Additional coverages include: Accounts receivable/valuable papers-\$50,000; data processing equipment-\$10,000; Fine arts-\$25,000; pollutant cleanup-\$20,000; underground property-\$25,000; water backup of sewers/drains-\$10,000; ordinance or law coverage-\$100,000; detached signs-\$10,000; equipment breakdown-actual loss; personal effects (theft)-\$25,000 (\$1,000); fire extinguisher recharge-\$25,000; transportation-\$15,000.  
Crime coverage: Employee dishonesty-\$25,000; theft (disappearance/destruction inside)-\$15,000; theft (disappearance/destruction outside)-\$15,000.  
Commercial General Liability: Annual aggregate limit-\$2,000,000; products/completed operations aggregate-\$2,000,000; personal & advertising injury limit-\$1,000,000; each occurrence limit-\$1,000,000; fire damage legal liability (any one fire)-\$100,000; medical expense (any one person)-\$5,000. Provides coverage for bodily injury and property damage. Coverage includes Preschool.  
Optional coverage included: Employers liability-\$1,000,000 limit; clergy professional-\$1,000,000 limit; sexual molestation-\$100,000 / \$300,000 limit; directors & officers liability-\$1,000,000 / \$2,000,000.  
Business automobile: combined single limit of liability for bodily injury and property damage-\$1,000,000.  
Umbrella Liability: limit of liability over & above limits shown-\$2,000,000

**10. Are there community programs or groups who also utilize your church facilities? Who are they and how often do they use the building?**

The church hosts an annual blood drive in conjunction with the Red Cross. The church is also a drop off center for Operation Christmas Child shoe boxes.

**G. CHURCH STEWARDSHIP/FINANCES**

**1. Based upon your last report, identify the previous year's giving of your church.** Attach 2020-21 year-end report

**2. Church budget**

**Who makes recommendations regarding pastoral and staff salaries?** The conference guidelines have been referred to regarding pastoral and staff salaries based on years of service and education.

**Who determines church budget or makes recommendation to the church?** Stewardship Ministry is the committee that compiles budget requests from the various ministries and then they are brought before the church for approval.

**What plan is used to challenge the church to Christian stewardship?** There is not a specific plan in place to challenge the church in giving. A Stewardship Newsletter is distributed quarterly listing current financial reports. Also, several stewardship workshops have been offered including the Dave Ramsey workshop.

3. Is there church indebtedness? Yes No Amount \$ How is it being reduced?

## IV. Relationships

### A. COMMUNITY

1. **Character of community your congregation serves or in which it is located:**

Town (Wauseon) - 7,332 (2010 Census)

2. **Which best describes this community?**

Stable

3. **Describe racial or ethnic composition of the community.**

Fulton County:

White	90.1%
Hispanic	8.0%
Black/African America	.06%

4. **List some primary business/industries in the community.**

Sauder companies (Archbold); Fulton County Health Center (Wauseon); Archbold Container (Archbold); IAC-International Automotive Components (Wauseon); Wal-Mart (Wauseon)

5. **Name of nearest college or university**

Northwest State Community College (Archbold)

6. **Identify significant issues confronting your community.**

We see broken families, poverty, alcoholism, unemployment, and depression to be some of the main challenges our community regularly faces.

7. **Describe what you believe to be distinctive assets of your community.**

Distinctive assets of our community include strong schools that respect church activities, strong FCA programs in the area schools, food and housing resources available to those in need, and a low crime rate. We also believe our community to be family-oriented.

8. **Describe your congregation's ministry in the community.**

North Clinton is involved in the community in the following ways: Grandstand Diner at the Fulton Co. Fairgrounds, Preschool, FISH, Bloodmobile, Meals on Wheels, Family Discipleship Night, Christmas Cheer and NOAH House (housing for single parent families). Our youth group also serves the community through formal and informal events throughout the year.

9. **How does your congregation work with ecumenical and interfaith efforts?**

Youth events and service projects, counseling services called In-Step Counseling Center, women's and men's Bible studies include women for various faith backgrounds.

## V. Conclusion

Name of group or persons responsible for completion of this form:

Michelle Haase, Church Administrator; Pastoral Search Committee: Dan Martin, Ron Kauffman, Chad Richer, Lydia Huber, Rena Schroeder, Jordan Beck, and Nolan Miller.

Date of completion 12/10/2021