



We are practicing God's radical, inclusive, real love **together**.

Community Christian Church Congregational Profile

Job Title: Senior Minister
Search Committee Chair: Susie Mathern

Community Christian Church is an open and affirming congregation of the Christian Church (Disciples of Christ) practicing in the real, radical, and inclusive love of God. Together in Community we welcome and celebrate people of all ages, abilities, and identities to be known as God's beloved.

Membership Profile:

We have a total of 350 members, of whom approximately 224 are actively participating. We are a growing congregation with 8 new members in 2025, 5 in 2024 over 14 new members in 2023 and 25 in 2022. We have approximately 10 children under the age of 10 and 14 youth. These young people represent over 20 families, four high schools, and a variety of elementary, and middle schools.

Our congregation is highly educated, in which most are currently or retired from serving in professional, educational, or medical professions. We are primarily White with a growing representation in the LGBTQIA community, particularly since completing the open and affirming process with the Disciples AllianceQ in summer of 2022.

The senior minister of Community Christian has historically been recognized as a community faith leader for the Greater Kansas City metro area. Local media has often called upon our clergy to speak in response to current events and local issues impacting people of faith. This pastor is often recognized as the representative of the progressive Christian voice in Kansas City.

Although our physical building is in the midtown area, our members reside in all eight counties throughout the metropolitan area and represent a small piece of the extraordinary neighborhoods and suburbs that make up our bi-state Greater Kansas City Region. Since we are so spread out geographically, our congregation is divided into six "neighbor networks" to help with pastoral care and connection. They are divided as follows with number of members in parenthesis:

- Northland (56)
- Johnson County (62)
- Eastern Jackson County (32)
- Downtown to UMKC (47)
- South Plaza to South KC (45)
- Virtual (7)



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Organizational Information:

We offer two services every Sunday morning: an early chapel service and a second service in our main sanctuary. We continue to maintain a large online worshiping community and the combined in person and online worship attendance is 175. Our online community includes worshippers from Japan, Maine, Tennessee, Arizona, rural Missouri, among others.

Our educational ministries are offered in a non-traditional manner - monthly or seasonally as opposed to weekly.

- We have offered an exploration hour between the services but in this transition time, we are not staffed to offer this program.
- We have been invited as one of the select congregations from around the country to participate in a national reading program sponsored by The Christian Century. Our reading circles are scheduled to begin early summer. These circles will meet at least monthly throughout the program year and engage with selected content from The Christian Century, offering perspectives about how we are living out Progressive Christianity in our own community.
- Our educational programs for young disciples are expanding under new lay leadership to meet the changing needs of our current youth population.
- We have a developing relationship with Boots on the Ground and Advocates for Immigrant Rights and Reconciliation (AIRR). These organizations provide training and education related to care for our immigrant neighbors and the vulnerable populations who tend to be more exposed to violence.
- This is a congregation of enthusiastic, life-long learners! We are always looking for new ways to engage spiritual growth through learning and would look forward to expanding these ministries under new leadership.

We have a variety of ministry and service groups for our congregation.

- Our annual intergenerational mission trip sent 25 individuals in 2024 and in 2025 sent 10 individuals ranging in age from 12-75 to work with Be The Neighbor Ministries. We are currently exploring other options for future mission trips.
- The Good News Crew is our monthly lay-led Older Adult Ministry luncheon. It is in part funded from a grant from the National Benevolence Association of the Christian Church (Disciples of Christ). It averages 20-25 participants each month.
- Our TACO Ministry - Totally Awesome Community Outing - is a monthly invitation to fellowship at a restaurant in a different part of the city. These outings currently average 20-30 individuals each month. The TACO ministry, which is lay-led, began as a small informal gathering that provided some of our newest members with a point of connection with our congregation.
- Alpha Group is a remnant of a Disciples Women Ministry. It meets monthly with approximately 15 women of a variety of ages.
- Our Justice and Mercy ministry is active in the community throughout the year: feeding our neighbors with Micah Ministries, celebrating God's beloved creations at Pride, building community with our Muslim siblings during Ramadan, ensuring our food pantry stays stocked, and providing gifts to children in foster care at Christmas with Cornerstones of Care, just to name a few.



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- We are a founding member congregation of Metro Organization for Racial and Economic Equity (MORE2) which works on public policy justice issues.

Our Administrative Council is the governing body for our congregation, composed of 15 members. They represent elders, deacons, and the 8 ministry teams. This Council, along with our elders and deacons, take an annual retreat together - part planning, part spiritual - often at Mt. St. Scholastica in Atchison, Kansas.

Community currently has a partner congregation at Park Hill Christian Church in Kansas City. We have a financial and covenantal relationship to provide pastoral and administrative support to their congregation. They follow Community's worship series and weekly preaching schedule. Community's schedule to facilitate the streaming of Community's sermons. A congregational profile is included to provide additional information on this important partnership.

Staff:

Full- Time:

Senior Minister, Business Administrator, Building Supervisor

Part-Time:

Ministry Assistant, Nursery Supervisor, Vocal Music Director, Staff Accompanist (2), Sunday Morning Tech Support (3)

Property:

Our congregation was founded in 1890 and moved into our historic Frank Lloyd Wright structure in 1942. In 2018, we founded a sister organization, Wright on Main (WOM), to increase financial support specifically for maintenance of our historic building. WOM is the recent recipient of the highly competitive National Trust for Sacred Spaces grant. WOM provides a donation avenue for granting organizations and other funders who desire to provide for the care and maintenance of the building without giving funds to a religious institution. Wright on Main is composed of historic architects, engineers and preservationists providing expertise beyond the scope of those within the congregation. The partnership between the congregation and WOM has resulted in the restoration of our iconic steeple of light. In addition, we completed a historic structures report with STRATA Architects in 2022 that produced an 800-plus page document outlining the current and future needs of the building. The building was listed on the National Register of Historic Places in 2020.

We have a total of 12 parking spaces on our property and have access to an adjacent three-story parking garage owned by The Ashton on the Plaza - Senior Living. The newly completed streetcar runs in front of the church with a depot nearby for those wanting to come and go via streetcar.

Land Acknowledgement: Community Christian Church is situated on land once inhabited by the Kickapoo, Kansa and Osage. The United States government broke many treaties with the tribes and forcibly removed Indigenous people from their ancestral/native land. Over time, indigenous people lost most of their reservation lands. The U.S. government rarely kept its promises to the First Nations, leading to generations of poverty and cultural nullification. By utilizing this land, Community acknowledges our ongoing complicity in the oppression of these indigenous groups.



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Financial Information:

Year	Operating Receipts	Capital Receipts	Total Outreach	Disciples Outreach
2025	731,475	1,150	36,964	4,302
2024	685,551	7,786	47,130	7,782
2023	776,103	12,452	53,204	7,288
2022	724,984	7,269	40,015	6,957

Current Total Debt: \$0

Reserve/Restricted/Endowment Funds

Building - \$42,257

Savings: \$321,804

Permanent Fund - \$1,615,555

Memorial Fund - \$2,874

Transformation Fund - \$37,991

Congregational Outreach Ministries Highlights:

- Community Ministries:
 - On-site food pantry
 - Cornerstones of Care - We annually sponsor 100 plus foster kids at Christmas.
 - Grandparents Against Gun Violence - sponsors of annual community forum
 - Steeple of Light Gallery - We offer a rotating gallery space for local artists to show their work at no cost to them to celebrate the amazing artists in our city and beyond.
- Participation in Disciples Ministries:
 - Tall Oaks Camping
 - Regional Youth Cabinet
 - Christian Church of Greater Kansas City
- Ecumenical and Interfaith Activities
 - Micah Ministries - Quarterly Ministry for the unhoused and food insecure
 - MORE2 - Founding member of Metro Organization for Racial and Economic Equity



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Previous Pastoral Leadership:

Rev. Shanna Steitz, Senior Minister, 2015-present

Rev. Stephen Underwood, Associate Minister, 2024-2025

Rev. Ryan Motter, Associate Minister, 2017-2023

Rev. Suzanne Motter, Associate Minister, 2017-2023

Rev. Tom Haley, Transitional Minister, 2015

Rev. Bob Hill, 1987-2015

Community was a part of the Lily Funded Clergy Residency Program with a multi-year grant initiative. The following residents served full time in this program for 2 years each per the grant guidelines:

Rev. Caitie Smith-Gawne, Rev. Katie Sexton,
Rev. Monica Lewis, Rev. Ryan Thrasher,
Rev. Megann Amman Peglar, Rev. Michelle Harris-Gloyer,
Rev. Kevin Snow, Rev. Melissa St. Clair,
Rev. Kelli Driscoll Crews

Compensation:

We have consulted the UCC Mid-Mo South Conference's Clergy Compensation Guidelines. These guidelines coordinate the congregation's size with years of experience. We offer a competitive salary along with insurance, pension, housing, and a generous vacation and continuing education package.





Park Hill Christian Church Congregational Profile

Organizational Information

Community has a partner congregation at Park Hill Christian Church (PHCC) located in Platte county in Kansas City's Northland region. Community has a financial and covenantal relationship to provide pastoral and administrative support to PHCC. We view this as a modern solution to an issue many churches are facing, and we are proud to be modelling a new way of worship and church administration.

The Community Christian senior minister provides administrative oversight and guidance to the PHCC Executive Committee and our Legacy Committee which manages our permanent endowment with the Greater Kansas City Community Foundation. PHCC has 46 active members. PHCC currently has two babies in our congregation, and we are creating an appropriate "Prayspace" in the sanctuary to include little ones in the service.

Park Hill Christian Church offers one service on Sundays at 1 pm which is streamed to approximately 20 viewers. Attendance on Sunday mornings is consistently 20 people. PHCC follows Community's worship calendar, and Community's minister preaches there after the C3 services. PHCC has a campus minister who provides pastoral care under direction of C3's senior minister. Worship and music are planned and coordinated by C3. The campus minister is present and provides weekly leadership in the worship service. A music student of C3's music director leads songs for PHCC on Sunday mornings

PHCC has a group that meets for Christian education and fellowship on Sundays at noon. PHCC's campus minister leads the group. Our Mary Martha Christian Women's Fellowship group meets monthly during the day typically at the church or at someone's home. The group participates in a Bible study and organizes service projects including mailing Valentine boxes each year to members of the military and college students within PHCC and Community's congregations. The church hosts a Turkey Dinner each November for the congregation and our local community.

C3 coordinates a weekly newsletter letter and the Sunday Order of Worship. C3's business administrator manages PHCC budget, pledges, collections, payables, and all other business needs.

PHCC is an original member of the Disciples Silver Chalice pilot for congregations that are leaning into serving older adults. Our Silver Chalice co-hosts a monthly luncheon with Hillside Christian Church for education and training that shares resources available to seniors in our community.

Staff

Rev. Barb Jones PHCC - Campus Minister
Brenda Kueck - Pianist
Payten Davis - Vocalist
Kathy Hendrix - A/V



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Property

PHCC no longer owns the building where they worship. The sales contract from 2024 entitles PHCC to worship in the building through 2036 with no rent payments due.

Finances

Year	Operating Receipts	Capital Receipts	Total Outreach	Disciples Outreach
2025	\$135,604	N/A	145,081	1,200
2024	\$157,429	N/A	8,045	5,371

Reserve/Restricted/Endowment Funds

- Savings: \$101,579
- Permanent Fund - \$2,046,415

Congregational Outreach Ministries

PHCC has had a long tradition which continues today of tithing 10% of its monthly gifts. In addition to financial gifts, the congregation provides donations and service to several projects.

- SPEAC (Southern Platte Emergency Assistance Center) - monthly financial support and weekly volunteers
- Micah Ministry - monthly financial support and occasional volunteers for unhoused and food insecure
- Feed Northland Kids - annual financial support
- NKC Hospice House - monthly volunteers
- Refresh - monthly financial support and donations of hygiene supplies
- Park Hill Education Foundation Care Fund - permanent endowment for emergency needs identified by school social workers



Community Congregational Discernment

Executive Summary

What follows is an executive summary from our Community Conversations. Four sessions were offered at Community and an additional session with the members at Park Hill. All sessions focused on the same five questions. Responses have been reviewed and summarized into broad themes of interest and areas of focus for the future.

Question 1: When you talk with friends about our congregation, what do you say?

Participants most frequently emphasize the inclusive ethos of the congregation, expressing pride in being part of a diverse and intergenerational community where “All means All.” Many mention a sense of comfort and believe that visitors and guests experience that same welcoming atmosphere. The congregation is also recognized for its strong focus on art, music, and worship that is both scripturally based and intellectually engaging. Additionally, attention to justice issues and outreach ministries is highlighted as a point of pride. There is a clear appreciation for the congregation’s history of progressivism.

Observation: Congregations with consistently described identities are likely to attract people similar to current members. The physical surroundings—such as the location on the Country Club Plaza and the historical significance of the building—are attractive features for those outside the congregation. The community is known for its reputation for inclusion and commitment to justice, making others feel welcome.

Question 2: What are the greatest strengths of our congregation?

Participants describe the congregation as vibrant, forward-thinking, and intergenerational, marked by inclusivity and a bold approach to ministry. Independent thought is celebrated and encouraged, and there is a strong legacy of leadership—including female clergy, long-standing pastors, and dedicated lay members leading diverse ministries. The music ministry, extensive community outreach, social justice work, and a unique online worship community that transcends geographic boundaries are also identified as significant strengths. Members genuinely care for one another and extend an authentic welcome to all.

Observation: Members comfortably identify as a community of progressive Christians who live out their convictions both within and beyond the church campus. Community Christian is one of the few Disciples of Christ congregations in the Kansas City area that can claim this distinction with integrity.

Question 3: What is the biggest challenge facing our congregation in the next two years?

All groups surveyed identified the same top three challenges: the building itself, parking in the area, and finances (i.e. rising insurance costs, ongoing building maintenance, and giving units). There are also concerns regarding the shape and growth of the congregation, especially given that members are spread throughout the Kansas City metro area (including both Kansas and Missouri), as well as online and at the Park Hill congregation. This geographic spread makes



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fostering connections difficult. Additionally, the congregation is aging and struggles to attract middle-aged adults and youth.

Observation: The building is both a strength and a weakness: it is considered a destination church, but its age and historic status present challenges. Accessibility remains a concern for an aging congregation. There is also a sense that uncertainty about whether to remain at the current location or move is a distraction, and making a decision on this issue could influence other challenges.

Question 4: What is the most important goal for our congregation in the next two years?

Participants identified several key priorities for the next two years. Securing a senior minister with strong preaching and leadership skills is paramount to helping the congregation address its challenges. Other important goals include maintaining and growing membership, continuing the partnership with Park Hill, and promoting additional fellowship and outreach opportunities. Maintaining financial stability and making decisions about the building's future were also emphasized.

Observation: While the location is not the sole determinant of future vitality, it remains influential. The church's investment in expanding its online presence and forming partnerships is likely to help address present and future challenges as the Kansas City area continues to evolve.

Question 5: What is the most important quality a Senior Minister should possess?

Across all seven groups, the consensus was that the most important quality for a senior minister is the ability to deliver strong, inspiring, and scripturally grounded sermons. While priorities varied somewhat between groups, the capacity to communicate scriptural teachings in an engaging and thought-provoking way was consistently valued. While preaching ability was paramount, participants also placed great importance on the minister's relatability and accessibility. The personality of the minister and their ability to connect with individuals were considered nearly as important as their presence in the pulpit. Many other qualities were mentioned as well. These included experience, progressive and inclusive thinking, and excellent leadership skills that will help guide the congregation in both spiritual growth and strategic decisions for long-term sustainability.



Park Hill Congregational Discernment

Question 1:

When you talk with friends about our congregation, what do you say?

When people describe PHCC to friends, they highlight an open, non-judgmental community marked by love, loyalty, flexibility, and a family-like spirit centered on its people. They also point to PHCC's long-standing commitment to the wider community, including decades of tithing 10% of gifts to ministries beyond the congregation and the creation of a permanent Legacy Fund dedicated to supporting the community for the long term.

Question 2:

What are the greatest strengths of our congregation?

PHCC's greatest strengths are its generosity and bold hospitality, expressed through a dependable, welcoming spirit that invites everyone in. Members also emphasized the congregation's resilience and realism—able to persevere through challenges—along with a forward-thinking, even modern outlook supported by strong resources. In many ways we are on the other side of difficult conversations about our building which frees us to really think about how we can be the hands and feet of Jesus in the world.

Question 3:

What is the biggest challenge facing our congregation in the next two years?

Looking ahead to the next two years, the congregation anticipates challenges around sustaining worship in its current space as a guest in a growing, more conservative church building. Participants named the realities of an aging congregation, the need to remain visible, and the importance of understanding and communicating PHCC's niche and "brand," while maintaining a clear identity amid change. They also emphasized maintaining the momentum from the partnership with Community Christian and staying grounded in a Christian identity that recognizes they are part of a broader Christian community.

Question 4:

What is the most important goal for our congregation in the next two years?

Over the next two years, the most important goals named were growing participation—bringing more people into the pews—while continuing to provide care and comfort to the surrounding community. Alongside growth and service, members also stressed the importance of leaving a lasting legacy that reflects PHCC's values and impact.



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Question 5:

What is the most important quality a Senior Minister should possess?

Participants emphasized that a Senior Minister should bring empathy, compassion, flexibility, and a sense of humor, paired with strong relationships and collaborative leadership, especially a good working partnership with the campus minister. They also want a minister who sees serving two congregations as an opportunity, offers scripturally based preaching that connects with today's world (including preaching in person), and communicates as a compelling storyteller. Finally, they highlighted an active evangelistic spirit: meeting people where they are, engaging those in the directory, and inviting others to "come and see."

Top 3:

- Eager support of both congregations with collaborative leadership
- Scripturally based preaching in person that tells compelling stories
- Engaging evangelism that encourages people to come and see.

