

CONGREGATIONAL PROFILE

Introduction

A pastoral vacancy is often a difficult experience for the congregation. It can also be a time for growth, as God's people respond by offering even more of their time and talent in the ministering of the church. It is a time to remember in a special way that the church is the Lord's, and that He will indeed provide all the gifts for effective ministry, according to His good will.

The pastoral vacancy is also an opportune time for the congregation to take a good look at itself, its strengths and weaknesses, its goals and priorities. As the congregation prepares to call another pastor, some important questions should be asked. Why are we calling a pastor? What do we expect of our pastor? What does the Lord expect of us as a congregation? What is the relationship between pastor and congregation? How are we doing in fulfilling our Lord's will? Are we growing? Should we be growing? In what areas are we strong? In what areas are we not so strong? Are there new things we should be doing? Where are changes indicated? Do we have meaningful, well-stated goals?

These and many other questions are important considerations as the congregation evaluates itself. The response to these questions will also be helpful to the Regional Pastor and Circuit Counselor, as they attempt to suggest names of pastors who would have the interests and abilities best suited to the needs of the particular congregation. And it will be helpful to the pastor who is called, as he seeks to understand the needs and opportunities of the calling church.

To assist in this process, we ask that the ***Congregational Profile*** be completed by the Church Council, or by designated representatives of the congregation. As much as possible, it should represent the thinking of not only one or two individuals, but of the broader leadership of the church. The profile should be completed, and copies sent to the Circuit Counselor and the Regional Pastor, before the Pre-Call Meeting. The information on the profile will be the basis for much of the discussion at the Pre-Call Meeting. A copy should also be sent with the Call documents. In the case of a dual parish, each congregation should complete the profile.

CONGREGATIONAL PROFILE

Date _____

I FOR THE RECORD

Name and Location of Congregation _____

Circuit Counselor _____

Vacancy Pastor _____

Date when pastoral vacancy began (will begin) _____

Who should be listed as **Official Contact Person** in the congregation:

Name _____

Address _____

Telephone _____ E-mail _____

II DESCRIPTION OF COMMUNITY

Approximate size of community (check one)

- | | |
|---|---|
| <input type="checkbox"/> Rural | <input type="checkbox"/> City (25,001-50,000) |
| <input type="checkbox"/> Town (2,500-5,000) | <input type="checkbox"/> City (50,001-100,000) |
| <input type="checkbox"/> City (5,001-10,000) | <input type="checkbox"/> City (100,000-200,000) |
| <input type="checkbox"/> City (10,001-25,001) | <input type="checkbox"/> Large City (200,001 +) |

Population trend: Growing Static Declining

Major industries:

Predominant Vocations:

Racial/ethnic Composition:

Educational opportunities: (check all that apply)

- Elementary schools
- High schools
- Universities
- Other institutions, which? _____

Names and baptized membership of other LCC churches and distance from church

Major denominations represented:

General description of climate:

III STATISTICAL INFORMATION

	Present	3 years ago	5 years ago
Communicant Membership			
Total Baptized Membership			
Average Church Attendance			
Sunday School Enrollment			
Average Sunday School Attendance			
Bible Classes (<i>combined average weekly attendance</i>)			
Adult Bible Classes			
Youth Bible Classes			
Total Congregational Budget			
Synod Mission Offerings			
Average/communicant giving (<i>all purposes</i>)			

IV GENERAL INFORMATION

Year organized: _____

How long did the previous pastor serve? _____

Average length of ministry of the last three pastors _____

Major occupations of your membership _____

What kind of administrative structure do you use? (Voters - Church Council; Lay Ministry Board, etc.)

Significant events in the last five years

Staff

Church secretary (availability, hours worked, duties performed, compensation)

Other staff (describe)

Role of women (positions of leadership, limitations, etc.)

V CHRISTIAN EDUCATION

Do you conduct Vacation Bible School? _____ Most recent enrollment _____

Who is in charge? _____

Do you have a week-day children's program? _____

Most recent enrollment _____ Which grades are involved? _____

Who is in charge? _____

Are special qualifications or training sessions required for Sunday School teachers before they are allowed to teach? _____ While they are teaching? _____

How many men serve as Sunday School teachers? _____

Bible study program (who leads, when they are held, type of studies in the past, etc.

VI WORD AND SACRAMENT

Worship practice (style of worship, chanting, hymnals used, use of special liturgies, printed order of worship, children’s messages, multimedia equipment, acolytes, crucifers, torch bearers, lectors, ushers, public address system, other):

Administration of the Sacraments

Baptism (preparation, sponsors, follow up, etc.)

The Lord’s Supper (frequency, vessels used, assistants in distribution)

VII EVANGELISM

Does the congregation have a regular Evangelism Program? _____

If yes, how many members are involved: _____

Is a particular evangelism method used? _____

Which? _____

If no, do you think a regular evangelism program is needed or desired? _____

Why, or why not _____

How many people were brought into the congregation during the past year?

By Adult Confirmation or Baptism _____

By Profession of Faith _____

By Transfer _____

How many people were removed from the congregation during the past year?

By Removal _____ By Transfer _____

By Death _____ By Release _____

What percentage of membership did not commune at least once during the past year? _____

Your average Sunday Church Attendance is _____ % of your total Baptized Membership.

VIII STEWARDSHIP

What type of Stewardship Program do you use?

- Every Member Visit
- Cottage (group) Meetings
- Personal Interviews
- Commitments during service
- A Variety of Programs
- No Specific Program

What percentage of your members make a regular financial pledge? _____

Do your offerings for Synod come from:

- A regular percentage of total offerings?
- A fixed budget amount?
- Separate mission offering envelopes?
- Mission festival or other special mission Sundays?

IX IF DUAL PARISH

How many kilometres between congregations? _____

What parish activities are conducted on a joint basis? _____

What more can be done jointly? _____

Is there an inter-parish council or committee that meets regularly? _____

On what basis are dual parish decisions made? _____

Any particular problems in the dual parish arrangement? _____

On what basis are pastoral compensation and other financial matters handled? _____

X PASTOR'S COMPENSATION

Do you use the salary guidelines provided by synod? _____

Is your pastor's salary above; below; equal to guideline figures

Is the pastor's salary regularly reviewed? _____ By whom? _____

Amount of car allowance _____

Do you provide:

Parsonage _____

Utilities _____

Housing Allowance _____ Amount _____

Equity Allowance _____ Amount _____

LCC Worker Benefit Plans _____ Amount _____

Continuing Education Allowance _____ Amount _____

Pastoral Conference Expenses _____ Amount _____

Arrangements for vacation and time off _____

If parsonage is provided:

How many bedrooms? _____

Are any appliances furnished? _____

What size family can the parsonage comfortably accommodate? _____

Is the study/office provided in the church, or in the parsonage? _____

XI PASTORAL EXPECTATIONS

We recognize that the following may be very difficult to do, but we hope it will be helpful for you. Please try to rank the following pastoral skills or interests according to what you consider is the order of importance for your parish:

_____ Administration (working with boards, committees, organizations)

_____ Calling on "delinquent" members

_____ Calling on general membership

- _____ Calling on sick and shut-ins
- _____ Community involvement
- _____ Evangelism/Outreach
- _____ Participation in circuit/region/synod affairs
- _____ Pastoral Counselling
- _____ Preaching Content
- _____ Preaching Delivery
- _____ Teaching Adults
- _____ Teaching Children
- _____ Stewardship Leadership
- _____ Social Involvement with Members
- _____ Worship (planning and conducting services)
- _____ Training and Leading Members in various areas of service
- _____ Youth Ministry

What do you think are the most important qualities for a pastor to have? *(Give examples, e.g. patience, approachable, strong leader, etc.)*

What things are most necessary for maintaining good relationships between pastor and people?

Do you think the congregation is sensitive to the pastor's need for "private time"? *(For prayer, study, family, recreation, etc.)*

Will the congregation invite and provide funds for the pastor who is called to visit as he deliberates on the Call?

XII CONGREGATIONAL EXPECTATIONS AND GOALS

List several goals toward which your congregation should be working in future years.

List at least three areas in which the congregation is strong (Three things it does well)

Are there any new things the congregation should be doing which it is not doing now?

In what areas do you feel the congregation needs most growth and improvement?

Assuming a good ministry of pastor and people together, and recognizing that God alone can give growth to His Church, do you think, within the next five years, that your congregation might:

_____ Increase by _____ %;

_____ Decline by _____ %;

or _____ Remain about the same size.

What are two things that your congregation needs more than anything else, to be most effective?

How would you summarize the purpose for which your congregation exists?