



Congregational Profile

Canadian Association of Lutheran Congregations - Congregational Profile

Introduction:

This Congregational Profile is a tool for use by congregations in the call process following a pastoral vacancy. The questions which follow ask congregational leadership to look: in the rearview mirror and reflect on the congregation's journey to this point; to look around to get a lay of the land and discern the congregation's pulse and health; and to look ahead and chart a course for the future. They allow congregational leaders to reflect on and discern:

- Your identity, or who you are as a congregation;
- Your purpose and mission, or why you exist;
- Your strengths and weaknesses;
- Ecumenical possibilities open to you;
- What God is calling you to do in the future or your vision.

Some of the questions which follow will ask you to describe aspects of the faith and life of your congregation. You will be asked to describe your congregational worship life, various programs including, Confirmation, adult Christian education, Sunday School, youth programs, intercessory prayer ministries, ministry to seniors, and men's and ladies' groups. You will be asked to examine your ecumenical activities, your public service and your interactions with the community around you. As you list and describe all these activities and ministries, it is important at the same time to reflect upon each one of them. It is important to ask the tough questions about each activity and program. You should ask: "How does this ministry or activity further our congregational mission and vision to reach into the community with Gospel of Jesus Christ and be disciples of Jesus Christ?" and "How can this ministry or activity be improved?"

Other questions ask you to identify significant events and conflicts for the purpose of helping the congregation to look at what has been learned from these events and conflicts.

Some questions are designed to help the congregational council and congregation to identify the attributes that the new pastor should possess in order to work with the congregation in moving forward in mission according to the congregation's vision.

The completed profile should be shared with CALC's President and any candidate that will be seriously considered for a preliminary telephone interview.

The task of discerning the mission and vision of your congregation is daunting. To this end we have provided some information from CALC's 10-Year Plan; specifically, a summary statement of the mission and vision for Congregations.

Congregational Mission and Vision:

- A. **Congregations in Mission for Christ:** Jesus has called the whole Christian Church on earth to joyfully and enthusiastically engage in the fulfillment of His Great Commission, and his ministry of love, forgiveness and reconciliation.

"Then the eleven disciples went to Galilee, to the mountain where Jesus had told them to go. When they saw him, they worshiped him; but some doubted. Then Jesus came to them and said, "All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them

in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.” (Matthew 28:16-20)

Again Jesus said, “Peace be with you! As the Father has sent me, I am sending you.” And with that he breathed on them and said, “Receive the Holy Spirit. If you forgive anyone’s sins, their sins are forgiven; if you do not forgive them, they are not forgiven.” (John 20:21-23)

“A new command I give you: Love one another. As I have loved you, so you must love one another. By this everyone will know that you are my disciples, if you love one another.” (John 13:34-35). “You have heard that it was said, ‘Love your neighbor and hate your enemy.’ But I tell you, love your enemies and pray for those who persecute you, that you may be children of your Father in heaven.” (Matthew 5:43-45)

Then the King will say to those on his right, ‘Come, you who are blessed by my Father; take your inheritance, the kingdom prepared for you since the creation of the world. For I was hungry and you gave me something to eat, I was thirsty and you gave me something to drink, I was a stranger and you invited me in, I needed clothes and you clothed me, I was sick and you looked after me, I was in prison and you came to visit me.’ “Then the righteous will answer him, ‘Lord, when did we see you hungry and feed you, or thirsty and give you something to drink? When did we see you a stranger and invite you in, or needing clothes and clothe you? When did we see you sick or in prison and go to visit you?’ “The King will reply, ‘Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me.’ (Matthew 25:34-40)

“I am the vine; you are the branches. If you remain in me and I in you, you will bear much fruit; apart from me you can do nothing.” (John 15:5). But the fruit of the Spirit is love, joy, peace, forbearance, kindness, goodness, faithfulness, gentleness and self-control. (Galatians 5:22-23)

We have different gifts, according to the grace given to each of us. If your gift is prophesying, then prophesy in accordance with your faith; if it is serving, then serve; if it is teaching, then teach; if it is to encourage, then give encouragement; if it is giving, then give generously; if it is to lead, do it diligently; if it is to show mercy, do it cheerfully. (Romans 12:6-8) And God has appointed in the church first apostles, second prophets, third teachers, then workers of miracles, then gifts of healing, helping, administrating, and speaking in various kinds of tongues. (1 Corinthians 12:28) And he [Jesus] gave the apostles, the prophets, the evangelists, the shepherds (preachers) and teachers, to equip the saints for the work of ministry, for building up the body of Christ. (Ephesians 4:11-12)

Then Jesus said to them, “Give back to Caesar what is Caesar’s and to God what is God’s.” And they were amazed at him. (Mark 12:17)

- B. **The Early Church:** During the 2013 Annual General Convention we examined the phenomenal growth of the Christian Church in the first three centuries AD, as described in Rodney Stark’s book entitled *“The Rise of Christianity.”* He revealed that the growth of the church had to do with the people of the church. They unashamedly preached and proclaimed, to a world filled with disease and death, that they believed in a God that so loved the world that He gave His one and only Son so that all who believed in him would not perish but have eternal life. They went out into the world and embodied Jesus’ words in Mathew 25:34-40. Christians were praised because they took care of the sick (most importantly sick pagans) and cared for the poor of their communities, offering them food, drink and clothing. Christians reached out to the strangers that came into their towns and offered them an extended family in Christ. They stood for marriage, one man and one woman joined together by God for a lifelong loving and monogamous relationship. They stood for the family, raising their children in the fear and love of God and rescuing and raising orphaned and abandoned children. They opposed abortion. They believed that their faith permeated every part of their lives and strove to live lives worthy of their high calling in Christ. They treated women and children with love and dignity. They were filled with faith, hope and love. The hope that was in them caused their contemporaries to want to know who they believed in, why they had hope and why they were able to express their love so openly.

- C. **Luther's Seven Marks of a Congregation in Mission for Christ:** Martin Luther called the church to unabashedly preach and proclaim the Word of God. He declared that churches that were in mission for Christ had certain marks or distinctives that all could see. He described these marks in Part III of his treatise entitled "On Councils and the Church." Luther contended that if these marks were present in a Christian community, the one Holy, Catholic, and Apostolic Church was present.
1. **The Congregation is Immersed in God's Word:** Luther wrote: "First, the holy Christian people are recognized by their possession of the holy word of God. To be sure, not all have it in equal measure, as St. Paul says [1 Cor. 3:12–14]. Some possess the word in its complete purity, others do not. Those who have the pure word are called those who *'build on the foundation with gold, silver, and precious stones'; those who do not have it in its purity are the ones who 'build on the foundation with wood, hay, and straw,' and yet will be saved through fire.* More than enough was said about this above. This is the principal item, and the holiest of holy possessions, by reason of which the Christian people are called holy; for God's word is holy and sanctifies everything it touches; it is indeed the very holiness of God, Romans 1 [16], 'It is the power of God for salvation to every one who has faith,' and 1 Timothy 4 [5], *'Everything is consecrated by the word of God and prayer.'*" (AE 41, 148)
 2. **The Sacrament of Holy Baptism is Administered.** Luther wrote: "Second, God's people or the Christian holy people are recognized by the holy sacrament of baptism, wherever it is taught, believed, and administered correctly according to Christ's ordinance. That too is a public sign and a precious, holy possession by which God's people are sanctified. It is the holy bath of regeneration through the Holy Spirit [Titus 3:5], in which we bathe and with which we are washed of sin and death by the Holy Spirit, as in the innocent holy blood of the Lamb of God. Wherever you see this sign you may know that the church, or the holy Christian people, must surely be present... (AE 41, 151)
 3. **The Holy Sacrament of the Altar is Administered.** Luther wrote: "Third, God's people, or Christian holy people, are recognized by the holy sacrament of the altar, wherever it is rightly administered, believed, and received, according to Christ's institution. This too is a public sign and a precious, holy possession left behind by Christ by which his people are sanctified so that they also exercise themselves in faith and openly confess that they are Christian, just as they do with the word and with baptism." (AE 41, 152)
 4. **The Office of the Keys Exercised Publicly (Confession and Absolution).** Luther wrote, "Fourth, God's people or holy Christians are recognized by the office of the keys exercised publicly. That is, as Christ decrees in Matthew 18 [15–20], if a Christian sins, he should be reproved; and if he does not mend his ways, he should be bound in his sin and cast out. If he does mend his ways, he should be absolved. That is the office of the keys. Now the use of the keys is twofold, public and private. There are some people with consciences so tender and despairing that even if they have not been publicly condemned, they cannot find comfort until they have been individually absolved by the pastor. On the other hand, there are also some who are so obdurate that they neither recant in their heart and want their sins forgiven individually by the pastor, nor desist from their sins. Therefore the keys must be used differently, publicly and privately. Now where you see sins forgiven or reproved in some persons, be it publicly or privately, you may know that God's people are there." (AE 41, 153)
 5. **The Calling, Consecrating, and Ordaining of Ministers (The Holy Ministry).** Luther wrote: "Fifth, the church is recognized externally by the fact that it consecrates or calls ministers, or has offices that it is to administer. There must be bishops, pastors, or preachers, who publicly and privately give, administer, and use the aforementioned four things or holy possessions in behalf of and in the name of the church, or rather by reason of their institution by Christ, as St. Paul states in Ephesians 4 [8], *"He received gifts among men ..."—his gifts were that some should be apostles, some prophets, some evangelists, some teachers and governors,* etc. The people as a whole cannot do these things, but must entrust or have them entrusted to one person. Otherwise, what would happen if everyone wanted to speak or administer, and no one wanted to give way to the other? It must be entrusted to one person, and he alone should be allowed to preach, to baptize, to absolve, and to administer the

sacraments. The others should be content with this arrangement and agree to it. Wherever you see this done, be assured that God's people, the holy Christian people, are present." (AE 41, 154)

6. **Prayer, Public Praise, and Thanksgiving to God (The Liturgy/Public Worship)**. Luther wrote: "Sixth, the holy Christian people are externally recognized by prayer, public praise, and thanksgiving to God. Where you see and hear the Lord's Prayer prayed and taught; or psalms or other spiritual songs sung, in accordance with the word of God and the true faith; also the creed, the Ten Commandments, and the catechism used in public, you may rest assured that a holy Christian people of God are present. For prayer, too, is one of the precious holy possessions whereby everything is sanctified, as St. Paul says [1 Tim. 4:5]. The psalms too are nothing but prayers in which we praise, thank, and glorify God. The creed and the Ten Commandments are also God's word and belong to the holy possession, whereby the Holy Spirit sanctifies the holy people of Christ." (AE 41, 164)

7. **The Sacred Cross (Suffering/Sacrificial Giving)**. Luther wrote: "Seventh, the holy Christian people are externally recognized by the holy possession of the sacred cross. They must endure every misfortune and persecution, all kinds of trials and evil from the devil, the world, and the flesh (as the Lord's Prayer indicates) by inward sadness, timidity, fear, outward poverty, contempt, illness, and weakness, in order to become like their head, Christ. ... Wherever you see or hear this, you may know that the holy Christian church is there, as Christ says in Matthew 5 [11–12], "*Blessed are you when men revile you and utter all kinds of evil against you on my account. Rejoice and be glad, for your reward is great in heaven.*" This too is a holy possession whereby the Holy Spirit not only sanctifies his people, but also blesses them." (AE 41, 165)

- D. **Other Marks of Congregations in Mission for Christ**. Luther wrote further: "Beside these seven chief things, there are other outward signs whereby the holy Christian Church is known, viz., those whereby the Holy Ghost makes us holy according to the Second Table of Moses, —

1. As when he helps us to honor father and mother from the heart, and helps them to raise their children in a Christian way and to lead honorable lives;
2. When we serve our princes and lords faithfully and obediently and are subject to them, and they, in turn, love their subjects and protect and guard them;
3. When we are angry with no one, bear no wrath, hatred, envy, or vengefulness toward our neighbor, but gladly forgive him, gladly lend to him, help and counsel him;
4. When we are not unchaste, immoderate in drinking, proud, haughty, boastful, but pure, self-controlled, sober, kindly, gentle, and humble;
5. When we do not steal, rob, take usury, indulge in greed, cheat, but are mild, kind, satisfied, generous;
6. When we are not false, lying and perjuring, but truthful, reliable, and whatever else is taught in these commandments, all of which St. Paul teaches abundantly in more than one place.
7. For we need the Decalogue not only because it tells us in legal fashion what we are bound to do, but also in order that we may see in it how far the Holy Ghost has brought us in His sanctifying work, and how much we still fall short, so that we may not become careless and think that we have now done all that is required. Thus we are constantly to grow in sanctification and ever to become more and more "a new creature" in Christ."

- E. **10 Year Plan - Congregational Vision**: As congregations rooted in the Holy Scriptures and the Lutheran Confessions we are called by God to be filled with faith, hope and love and continue to grow into communities of faith where:

1. **Reformation Worship**: We are called by God to be worshipping communities. Our worship is informed by and conforms to the traditions of the Lutheran Church. When we worship we listen to the Word of God in Scripture and preaching, receive the Sacraments, and respond with confession, prayer, praise, thanksgiving and with tithes and offerings. During worship we are nourished spiritually and partake in the mysteries of the Kingdom of God. Jesus gave this admonition to those who he has called to be leaders

in his Church. Jesus said to them: *“Therefore every teacher of the law who has become a disciple in the kingdom of heaven is like the owner of a house who brings out of his storeroom new treasures as well as old.”* By these words, Jesus admonished and encouraged faithful preachers and leaders of his Church not to be like misers who keep what God has given us to ourselves; nor, like a merchant, traffic with them, to enrich ourselves. Jesus calls us to act as faithful parents, distributing the gifts of God with a liberal, yet, judicious hand, for the comfort and support of the whole congregation. The Holy Bible is such a storehouse. We are called to draw from the Old and the New Testament in public reading of the Scriptures, preaching and teaching. Our Hymnals and other worship resources are such a storehouse. We can draw liturgies and hymns from them by which we worship God. At the same time we can draw from contemporary liturgies and orders of worship and contemporary praise songs.

2. **Discipleship:** We are called by God to be disciple-making communities. Jesus defined discipleship or discipling as: *“teaching them to obey everything I have commanded you.”* Discipleship is receiving and passing on an essential message. The Apostle Paul describes this most succinctly: *“For what I received I passed on to you as of first importance: that Christ died for our sins according to the Scriptures, that he was buried, that he was raised on the third day according to the Scriptures, and that he appeared to Cephas, and then to the Twelve.”* (1 Corinthians 15:3-5). In these verses Paul declared that Jesus’ death and resurrection are understood only in reference to the Old Testament Scriptures. He in another place Paul declared: *All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness, so that the servant of God may be thoroughly equipped for every good work.* (2 Timothy 3:16). Disciples are students of the Old and New Testament Scriptures. Disciples rooted in Scripture are equipped to *“give back to Caesar what is Caesar’s and give back to God what is God’s”* in their daily lives, including their jobs and professions. Disciples are given Spiritual Gifts and skills. Disciples rooted in Scripture will discern their Spiritual Gifts and use them to God’s glory. Jesus makes this promise to Disciples: *“Anyone who loves me will obey my teaching. My Father will love them, and we will come to them and make our home with them.”*
Disciples recognize the great gift that they have received from God in Christ Jesus. They recognize that God’s gift can be given to others through the proclamation of the Gospel. Disciples share their gift with others and God uses the sharing of this gift to draw others to Jesus and make them disciples.
3. **Outreach:** Partnerships are formed with other CALC congregations, likeminded Church bodies, groups, and independent movements for evangelistic outreach, missions, and the support of caring ministries.
4. **Discernment of Call:** Candidates for pastoral ministry can hear God speak to them, have their call to ministry discerned, can work with CALC and their congregation to chart a course for their training for the pastoral ministry and receive mentorship, prayers and financial support during their time of education and equipping.
5. **Ministry:** Pastors joyfully and enthusiastically preach, teach, baptize, commune, confirm, marry, comfort the distressed and the dying, visit, and provide counsel, support and guidance to those in leadership positions in the congregation in accordance with the Scriptures, our Lutheran Confessions and CALC’s Confession of Faith.
6. **Pastoral Support:** Pastors are prayed for and cared for by their congregations and their present and future needs are provided for in a manner that pleases God.
7. **Gathering.** Gathering with their brothers and sisters in CALC for conferences, conventions and clusters for praise worship, education, inspiration and encouragement is a high priority.

In discerning a congregational vision for the future God calls us to study, to pray, to plan, and to step out in faith. Stepping out in faith is full of risks and is daunting. Scriptures give us words of encouragement: *“In their hearts humans plan their course, but the Lord establishes their steps.”* (Proverbs 16:9). These are words of promise and comfort. God will guide and will bless us on our way.

Part I – Contact Information

1. Congregational Contact Information.

Name of Congregation					
Street/Mailing Address					
City:		Province:		Postal Code:	
Telephone:			Fax:		
Website			Email:		

2. Chairperson's Contact Information

Congregational Chair					
Street/Mailing Address					
City:		Province:		Postal Code:	
Telephone:			Cell:		
Work Tel			Email:		

3. Call Committee Chairperson's Contact Information

Call Committee Chair:					
Street/Mailing Address:					
City:		Province:		Postal Code:	
Telephone:			Cell:		
Work Tel			Email:		

4. Membership Statistics

Baptized Members	
Confirmed Members	
Average weekly worship Attendance	

Would you describe your church community as? (Choose one)

Growing ☐

Stable ☐

Declining ☐

Most members live within what distance of the church building?

a. Estimate, to the nearest whole number, the percentage of congregational members who live within the following distances of the church building:

Distance from Church	Percentage of Congregation	Distance from Church	Percentage of Congregation
½ km from church		1-3 km from church	
½-1 km from church		more than 3 km from church	

b. Estimate, to the nearest whole number, the percentage of congregation members who use the following modes of transportation to come to church: walk or take public transportation: drive personal vehicles

Mode of Transport	Percentage of Congregation
Walk or take public transportation	
Drive personal vehicles	

Part II – Worship/Discipleship

5. Worship

Regular Sunday Worship.

Describe your Sunday Worship, including the number of services on a Sunday, service times, type of service (contemporary, traditional and/or blended), frequency of Holy Communion, minimum age for Holy Communion, accompaniment (piano, organ, praise band or other), hymnals and liturgies used. What is the average weekly attendance at each service.

Other Services of Worship.

Special Worship services (other than regular Sunday worship) held during the year (Advent, Christmas, Epiphany, Lent, Easter), type of service (contemporary, traditional and/or blended), accompaniment (piano, organ, praise band or other), hymnals and liturgies used. What is the average attendance at each service.

6. Christian Education

Sunday school.

Describe your Sunday School. How do you group the children for classes. When does Sunday School occur. What is the average weekly attendance.

Confirmation Classes.

Describe your Confirmation program. How long is your confirmation program (example: 2 years – September to May). How often do confirmands meet (example: weekly on Wednesdays). How many in the program currently? What materials do you use?

Adult Christian Education.

Describe your Adult Christian Education program – pastor or lay led Bible studies or other Christian educational opportunities offered to congregants. How often do participants meet (example: weekly on Wednesdays). How many in the program currently? What materials do you use?

Small Group Bible studies:

Describe your Small Group Bible study program – typically lay led groups who meet together regularly in homes. How often do participants meet (example: weekly on Wednesdays). How many in the program currently? What materials do they use?

7. Congregational Organizations**Women.**

Does your congregation have a women's group? Please describe the ministry the women's group provides the congregation. How often do the women meet? How many participate in their meetings? Is Bible study a part of their regular meetings? What materials do they use?

Men.

Does your congregation have a men's group? If you do please describe the ministry the men's group provides the congregation. How often do the men meet? How many participate in their meetings? Is Bible study a part of their regular meetings? What materials do they use?

Youth.

Does your congregation have a youth group? If you do please describe youth program and the ministry the youth group provides the congregation. How often do the youth meet? How many participate in their meetings? Is Bible study a part of their regular meetings? What materials do they use?

Choirs – Ensembles.

Does your congregation have a choir, praise band, quartet, trio, duo, or worship leader who regularly provide special music or lead worship? If you do, please describe ministry the musical group or worship leader group provides the congregation, the frequency that musical leadership is provided.

Intercessory Prayer Ministry.

Does your congregation have an Intercessory Prayer Ministry? If you do, please describe the prayer ministry. Please indicate the number that participate in the ministry and the frequency of meetings.

Other Ministries.

Describe any other ministries of your congregation.

Describe the service ministries of the congregation, its community involvement, and ecumenical partnerships.

(For example: food bank sponsor - or contributor, build shelter for low-income residents in the community, addiction-related groups or other organizations.)

Part III – Significant Historical Events and Developments.**8. List three events or developments that are important from the history of your congregation.**

(Please indicate the dates. If you have a short, concise congregational history, please attach it. For example: significant anniversaries, building programs, merger, worship service added, outreach ministries, staff or pastoral positions added or revamped, lengthy pastorates, interns, intentional interims, restructuring of congregational Council or board, mission development, relationship with Lutheran agencies or organizations, capital appeals)

9. **Historical or internal issues in any congregation about which a candidate should be aware.**

Please describe:

- a. The length of time your previous pastors served and their reasons for leaving.
- b. The most significant conflict in your congregation in the last 20 years and what the congregation has learned from that conflict.
- c. Has your congregation experienced a major conflict in the last several years which remains unresolved? If yes, explain.

How would you describe the relationships in conflict described above? (Check each one applicable.)

Pastor vs. congregation (or portion of congregation)

☐

Between groups in the congregation

☐

Between individuals in the congregation

☐

Between the congregation and an outside group in the community

☐

10. Describe the congregation's present staffing. Please include volunteers responsible for parish printed communications, supervising education programs, building maintenance or other regular tasks.

(For paid staff: note whether part-time or full-time; whether members of the congregation; lines of accountabilities; and length of service.)

11. The Congregation's Church Building:

Completion date of main church building:

Completion dates of Additions:

Date of last renovation:

Is any building program projected? Yes: _____ No: _____

If yes, when?:

Please describe existing building issues which may need to be addressed and the current extent of handicapped accessibility. Also use this space to describe the condition of any church property, its insured value and any outstanding debt on it.

12. **Briefly describe the congregation's stewardship practices. What process is used for determining annual income projections? What is your current commitment (percentage of offerings) to ministry beyond the congregation (other ministries)?**
(For example: describe how stewardship is encouraged; pledge Sundays; how offerings are allocated.)

13. **Please attach a current budget for the congregation. Additionally, briefly describe savings, endowments, or investments and how these funds are to be used.**
(Comment on how use of financial resources reflects the congregation's mission.)

Part IV – Mission in the Congregation’s Surrounding Community.

14. Describe the larger community in which the church building is located and list the sources of your information.

(For example: gender percentages, ethnicity, marital status, median age and income; types of employment; quality of education, cost and types of housing, and recreational activities.)

15. Describe three distinct attributes of the community the congregation serves.

(For example: urban, suburban, small town or rural; growing, stable or declining economy; ethnic diversity, education opportunities; household profile.)

16. What trends in the community should be addressed by the congregation in the next five years?

(For example: impact of population shifts, domestic violence, day care, youth services or recreation, homelessness, new construction, inflated housing prices or decline of housing stock.)

- 17. What opportunities for ecumenical cooperation have you found in your community?**
(For example: cooperative worship, youth events, food pantry, women's shelter or homeless shelter.)

Part V – Where is God Leading Us?

18. In the past five years, has the congregation conducted a process to review its ministry and goals?
Yes____ No____. If yes, briefly outline the process used to develop these.

19. What is the current vision or mission statement of the congregation?

(Comment on whether this mission statement accurately reflects the current understanding of the mission of the congregation or if it may need to be re-evaluated.)

20. During the next one to three years, what are the top three mission priorities for the congregation which, if accomplished, hold the most promise for the continued development of your ministry?

(For example: outreach; service to the community; building program; adding staff or rostered ministers; restructuring of committees or boards; stewardship or evangelism programs.)

Part VI – Congregational Strengths and Challenges.

21. What is your congregation excited about?

(For example: list events or activities that generate interest and participation.)

22. List the three greatest strengths that the congregation has and outline any strategies that you have developed, if any, to make good use of them.

23. List the three greatest weaknesses that the congregation has and outline any strategies that you have developed, if any, to address them.

24. List the three greatest challenges within the congregation at the present time and outline any strategies you have developed, if any, to address them. (e.g. youth, worship attendance, Sunday school, etc.)

25. As you look at your strengths, weaknesses and challenges, what are some of the gifts and qualities which you believe will be important for your next pastor to have?

Part VII – The Leader We Seek

26. **Ministry Priorities and Skills.** Below please find a table which lists various areas of congregational life in which a pastor normally takes a leadership role and specific areas of pastoral ministry. For each area of ministry, please rate:

- First, assess how important is each area of ministry is to role of the pastor in faith and life and mission of your congregation.
- Second, assess how important it is that the pastor have skills in each area.
- Third, after assessing each area of ministry choose the four areas of ministry that are the most critical to the faith life and ministry of the congregation.

In rating 1 is the lowest priority or lowest need for a skill and 5 is the highest priority or the highest need for a skill.

Ministry Area	Description	(a) Priority 1-5 5 is High	(b) Skill 1-5 5 is High	(c) Four areas of most essential need
Worship Leadership	Place high value on carefully planned and well conducted worship services.			
Social Ministry	Enable persons to become aware of community needs and participate in action and advocacy.			
Children's Ministry	Teach and relate to preschool and elementary age children.			
Ministry to Youth and Young Adults	Teach, work and relate well with high school and young adults.			
Teaching Adults	Teach and lead adults in faith development.			
Administration	Oversee the affairs of the organization and work of staff.			
Community	Represent the church and motivate persons to corporate in community activities.			
Ecumenical Work	Stimulate cooperation in local inter-church program.			
Stewardship	Inspire and motivate persons in developing and using individual and group resources in the service of the church.			

Ministry Area	Description	(a) Priority 1-5 5 is High	(b) Skill 1-5 5 is High	(c) Four areas of most essential need
Evangelism	Reach out with the Good News of Jesus the Christ.			
Visitation	Support and nurture persons by visiting with them in their homes and hospitals.			
Preaching	Proclaim law and gospel as it applies to the lives of people.			
Ministering in Crisis	Support persons in the midst of crisis.			
Financial Management	Work with accounts, figures and budgets.			
Inter-personal Climate	Exhibit and inspire a spirit of community.			
Recruit and Equip	Enlist, equip and motivate leaders to carry out the work of the congregation/organization.			
Interpreter of Theology	Communicate a comprehensive understanding of the Bible and Christian theology from a Lutheran perspective.			
Innovator	Envision and implement new approaches, activities and projects.			
Conflict Management	Analyze and utilize conflict situations to strengthen community life.			
Planner	Map out objectives, plan overall organization strategy and design programs.			
Sharing Leadership	Work mutually with volunteers and colleagues in a staff situation.			
Family Life/Self Care	Expect the rostered minister to and allow time for cultivating home and personal life.			
Study Habits	Expect the rostered minister to and allow time for following a regular schedule of reading and studying.			
Spiritual Discipline	Expect the rostered minister to and allow time for maintaining a disciplined life of prayer and personal devotion.			
Small Groups	Plan, cultivate and support small group ministry.			
Teaching Youth	Creatively relate to youth to teach the faith and inspire commitment.			
Transformational/Redevelopment	Lead a declining congregation into hope and new life.			
Musical and Artistic	Enjoy and use music and the arts to enhance worship.			

27. Compensation and professional expense reimbursement.

Range of Base Salary	
Range of Housing Allowance (annual equity payment if parsonage provided)	
Range of Combined Salary and Housing Allowance	

In addition to base salary, we provide: *(Check all that apply)*

- ☐ Parsonage ☐ Housing Equity Allowance
☐ Continuing Education
☐ Car Allowance
☐ Extended Health, Dental and Pension

Other: (Please explain briefly below.)

Total compensation and professional expense package: \$ _____