

Congregational Mission Profile

The following pages contain the form as it was published in 3/2006. The most recent revision of this form can be found at <http://www.elca.org/synods/missionprofile.html>

Often, those who read your congregation's profile may not know anything about your ministry or community. The *Congregational Mission Profile* is not only an opportunity to tell people you may wish to call about your congregation, but can also help a congregation reflect on its identity, ministry, and mission during a time of transition.

The profile is divided into five parts:

Congregation Information

Ministry Practices and Structure

Mission in the Community

Where is God Leading Us?

The Leader We Seek

Prior to completing the profile, it might be helpful to read through it first and do research by locating, for example, your congregation's annual reports. The *Congregational Mission Profile* will ask you to summarize information on your congregation and community. This information, found in your congregation's current ELCA Congregational Trend Report and Demographic Zip Code Report, is available on the Internet at www.elca.org/re, or by calling the ELCA Department for Research and Evaluation at 1-800-638-3522, ext. 2990.



Evangelical Lutheran Church in America

Congregational Mission Profile

Date: / /

Part I - CONGREGATION INFORMATION

1. Congregation

Congregation ID Number:

Congregation Name:

Address:

City: State: Zip Code:

Church Phone: () - e-mail:

Fax Number: () -

Synod:

2. Congregation Council Chairperson

Name:

Address:

City: State: Zip Code:

Home Phone: () - e-mail:

Work Phone: () - e-mail:

Preferred Contact Phone Number: Home Work

Preferred Contact e-mail address: Home Work

3. Call Committee Chairperson

Name:

Address:

City: State: Zip Code:

Home Phone: () - e-mail:

Work Phone: () - e-mail:

Preferred Contact Phone Number: Home Work

Preferred Contact e-mail address: Home Work

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Congregation Name:

4. List three events or developments that are important from the history of your congregation. Please include the dates. If you have a short, concise congregational history, please attach it.

(For example: significant anniversaries, building programs, merger, worship service added, ministries, musical groups and choirs formed, staff or pastoral positions added or revamped, lengthy pastorates, pastoral interns, intentional interims, restructuring of Congregational Council or board, mission development, house mission church, relationship with Lutheran agency or organization, organ purchase.)

5. There are historical or internal issues in any congregation about which a candidate should be aware. Please describe:

a. The length of time your three 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.

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Congregation Name:

Review the congregations's current ELCA Congregational Trend Report and Demographic Zip Code port. This report is available on the internet at www.elca.org/re, or by calling the ELCA Department for Research and Evaluation at 1-800-638-3522, ext. 2990. Comment here on any surprises or especially significant trends. Please attach a copy of the report to this profile.

(Please attach the most up-to-date membership and attendance information available.)

7. Congregation constitution was last updated:

(Comment on reason for update.)

8. 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:

1/2 mile from church: %

1/2 - 1 mile from church: %

1 3 miles from church: %

more than 3 miles 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: %

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Congregation Name:

Part II - MINISTRY PRACTICES AND STRUCTURE

9. Describe the congregation's present program and practices in worship (time, type, style, frequency of communion), education (adult, youth, confirmation), evangelism (calls and guests), and special ministry (CROP Walk, after-school tutors, etc.).

(Comment on how ministries are organized - by committees [ad hoc or standing], task forces or as special projects.)

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

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

11. 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; relationship to members, if any; and length of service.)

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Congregation Name:

Construction date of church building:

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.

13. 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 (synod, churchwide, other ministries)?

(For example: describe how stewardship is encouraged; pledge Sundays; how offerings are allocated.)

14. Please attach a current spending plan 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.)

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Congregation Name:

15. Describe synod and churchwide activities in which members have participated.

(For example: synod or churchwide assemblies, synod or churchwide council, synod committees, global mission events, Women of the ELCA, stewardship or evangelism seminars, seminary events and youth gathering or youth leadership training.)

16. How does this congregation, as an integral piece of the Evangelical Lutheran Church in America, see itself as a partner with the synod and the churchwide organization?

(For example, how has the congregation become involved in synod and churchwide activities and why? What does it mean to be a congregation of the Evangelical Lutheran Church in America? If there is no involvement, as best you are able, explain why that might be so.)

Part III - MISSION IN THE COMMUNITY

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

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

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Congregation Name:

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

(For example: urban, suburban, small town or rural; growing, stable or declining economy; racially diverse or not; quality of education opportunities; single or two-income families; many single or elderly people.)

19. List four primary businesses or industries in the community.

(For example: note source of tax base and local economy, primary employers; note whether people commute to other locations for employment.)

20. 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.)

21. 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.)

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Congregation Name:

Part IV - WHERE IS GOD LEADING US?

22. 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.**

(For example: Who led and participated? How was input sought? Were open meetings held and how many? Were decisions made by committees or a task force?)

23. 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 reevaluated.)

24. 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 pastors; restructuring of committees or boards; stewardship or evangelism programs.)

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Congregation Name:

What is your congregation excited about?

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

Part V - THE LEADER WE SEEK

26. Position title:

27. Please list the expectations for this position.

28. Ministry Priorities and Skills. Please rate the following based upon your priorities and the perceived necessary skills for the leader you seek: (5 is the highest)

Priority 1 - 5 (5 is high)	Skill 1 - 5 (5 is high)	Ministry Area	Description	Four areas of most essential need
		Worship Leadership	Place high value on carefully planned and well-conducted worship services.	<input type="checkbox"/>
		Social Ministry	Enable persons to become aware of community needs and participate in action and advocacy.	<input type="checkbox"/>
		Children's Ministry	Teach and relate to preschool and elementary age children.	<input type="checkbox"/>
		Ministry to Youth and Young Adults	Teach, work and relate well with high school youth and young adults.	<input type="checkbox"/>
		Teaching Adults	Teach and lead adults in faith development.	<input type="checkbox"/>
		Administration	Provide oversight of the organization and work of staff, committees, etc.	<input type="checkbox"/>
		Community Work	Motivate persons to cooperate in community activities.	<input type="checkbox"/>
		Ecumenical Work	Stimulate cooperation in local inter-church and inter-faith programs.	<input type="checkbox"/>
		Stewardship	Inspire and motivate persons in developing and using individual and group resources in the service of the church.	<input type="checkbox"/>
		Evangelism	Reach out with the Good News of Jesus the Christ.	<input type="checkbox"/>
		Visitation	Support and nurture persons by visiting with them in settings other than church functions.	<input type="checkbox"/>
		Preaching	Hear both law and gospel as it applies to the lives of people.	<input type="checkbox"/>
		Ministering in Crisis	Support persons in the midst of crisis.	<input type="checkbox"/>
		Counseling	Assist persons facing problems or decisions.	<input type="checkbox"/>
		Participant in the Larger Church	Provide leadership to programs of the ELCA through the synod and church-wide organizations as well as other affiliated institutions.	<input type="checkbox"/>

Priority 1 - 5 (5 is high)	Skill 1 - 5 (5 is high)	Ministry Area	Description	Four areas of most essential need
		Financial Management	Work with accounts, figures and budgets.	<input type="checkbox"/>
		Inter-personal Climate	Exhibit and inspire a spirit of community.	<input type="checkbox"/>
		Recruit and Equip	Enlist, equip and motivate leaders to carry out the work of the congregation/organization.	<input type="checkbox"/>
		Interpreter of Theology	Communicate a comprehensive understanding of the Bible and Christian theology from a Lutheran perspective.	<input type="checkbox"/>
		Innovator	Envision and implement new approaches, activities and projects.	<input type="checkbox"/>
		Utilizing Conflict	Analyze and utilize conflict situations to strengthen community life.	<input type="checkbox"/>
		Planner	Engage in visioning, long-range planning, and goal setting.	<input type="checkbox"/>
		Sharing Leadership	Work mutually with volunteers and colleagues in a staff situation.	<input type="checkbox"/>
		Family Life / Self Care	Expect the pastor to, and allow time for, cultivating home and personal life.	<input type="checkbox"/>
		Study Habits	Expect the pastor to, and allow time for, following a regular schedule of reading and studying.	<input type="checkbox"/>
		Spiritual Discipline	Expect the pastor to, and allow time for, maintaining a disciplined life of prayer and personal devotion.	<input type="checkbox"/>
		Small Groups	Plan, cultivate and support small group ministry.	<input type="checkbox"/>
		Teaching Youth	Creatively teach the faith and inspire commitment.	<input type="checkbox"/>
		Transformational Redevelopment	Understand and embrace the need to change and to reach out in a new community context.	<input type="checkbox"/>
		Musical and Artistic	Enjoy and use music and the arts to enhance worship.	<input type="checkbox"/>

Congregation Name: **29. Compensation and professional expense reimbursement.**

Range of base salary:

\$ -

Range of base salary including housing allowance:

\$ - In addition to base salary, we have been providing: *(Check all that apply.)* Parsonage Housing Equity Allowance Social Security offset Continuing Education of 14 days and synod recommended minimum allowance of: \$ Four weeks vacation, including four Sundays Car allowance or Mileage allowance Health and pension through the ELCA Board of Pensions Other: *(Please explain briefly below.)***Total compensation and professional expense package:** \$

Please comment on how these figures compare to your synod's compensation guidelines.

References

Please list two people outside of the present membership whom a candidate might call for further insights and impressions of the congregation or ministry setting.

Relationship: Name: Address: City: State: Zipcode: Phone: () - e-mail: Relationship: Name: Address: City: State: Zipcode: Phone: () - e-mail:

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Congregation Name:

Use this space if you need to include additional information.

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