

CONGREGATIONAL PROFILE

PART 1 - CONGREGATIONAL INFORMATION

Date _____

1. Name of congregation: _____

2. Address: _____

(City)

(Prov.)

(Postal Code)

(Church Phone)

(E-mail)

3. Chairperson of congregational council: _____

Address: _____

(City)

(Prov.)

(Postal Code)

(Church Phone)

(E-mail)

4. Chairperson of Call Committee: _____

Address: _____

(City)

(Prov.)

(Postal Code)

(Church Phone)

(E-mail)

STAFFING

5. Staffing for mission

A. Rostered: Pastor, and associate in ministry

Full

Part-Time

1. _____

2. _____

3. _____

B. Other Salaried Persons

1. _____

(Title)

2. _____

(Title)

3. _____

(Title)

6. Key Volunteers

Title/Position

- 1. _____
- 2. _____
- 3. _____

POSITION TO BE FILLED: COMPENSATION, BENEFITS, AND SUPPORT

7. Position Title: _____

8. Is the Pension and other Benefits Plan offered? Yes No If no, specify what is provided: _____

Additional Benefits: _____

9. Expenses Covered: _____
 (Continuing Ed.) (Travel) (Official Meetings) (Other - specify)

10. Other Conditions:

Enter days for: _____
 (Vacation) (Continuing Ed.) (Sick Leave) (Maternity Leave) (Other - specify)

11. Housing: Parsonage Yes No Housing Allowance _____ Housing Equity Allowance: _____

MEMBERSHIP AND ORGANIZATION

12. Number of baptized members: _____ (present) _____ (3 years ago) _____ (7 years ago)

13. Average worship attendance: _____ (present) _____ (3 years ago) _____ (7 years ago)

14. Church School attendance: _____ (present) _____ (3 years ago) _____ (7 years ago)

15. Age and gender of members and community:

	Church		Community		Church		Community		
	Female	Male	Female	Male	Female	Male	Female	Male	
0 - 4 yrs	_____ %	_____ %	_____ %	_____ %	25 - 34 yrs	_____ %	_____ %	_____ %	_____ %
5 - 13yrs	_____ %	_____ %	_____ %	_____ %	35 - 44 yrs	_____ %	_____ %	_____ %	_____ %
14 - 17 yrs	_____ %	_____ %	_____ %	_____ %	45 - 64 yrs	_____ %	_____ %	_____ %	_____ %
18 - 24 yrs	_____ %	_____ %	_____ %	_____ %	65 + yrs	_____ %	_____ %	_____ %	_____ %
					Totals:	_____ %	_____ %	_____ %	_____ %

16. Occupational profile of membership and community:

	Church	Community		Church	Community
Business	_____ %	_____ %	Retired	_____ %	_____ %
Clerical	_____ %	_____ %	Farmer	_____ %	_____ %
Laborer	_____ %	_____ %	Rancher	_____ %	_____ %
Student	_____ %	_____ %	Unemployed	_____ %	_____ %
Professional	_____ %	_____ %	Other	_____ %	_____ %

17. Education level of adult members: Elementary _____% High School _____% College _____% Graduate School _____%

18. Distance members live from the church:

_____ % 1/2 mile from church _____ % 1/2- 1 mile from church _____ % 1 - 3 miles from church _____ % 3+ miles from church

19. Organization for mission. Describe how your congregation is organized and carries out each of the five functions of ministry.

WORSHIP

LEARNING/EDUCATION

WITNESS/EVANGELISM

SERVICE/SOCIAL ACTION

SUPPORT/ADMINISTRATION

20. Does your congregation have a mission/vision statement? _____ Yes _____ No (If yes, please attach)

FINANCES

21. Finances and budget:

Current Expenses: _____ (present) _____ (3 years ago) _____ (7 years ago)

Benevolence:

Goal _____ (present) _____ (3 years ago) _____ (7 years ago)

Actual _____ (present) _____ (3 years ago) _____ (7 years ago)

Other Gifts: _____ (present) _____ (3 years ago) _____ (7 years ago)

Debt Reduction: _____ (present) _____ (3 years ago) _____ (7 years ago)

Other _____ (present) _____ (3 years ago) _____ (7 years ago)

22. Percentage of current budget (expenses, benevolences, and other gifts) used for staff compensation: _____%

23. Reserves: Savings _____ Endowments (Investments) _____ Percentage of Investments used for annual budget _____%

PROPERTY OWNED BY THE CONGREGATION

24. Church building's Insured value _____ Mortgage amounts _____ Overall condition: Excellent _____ Good _____ Fair _____

25. Any building program projected? _____ Yes _____ No If yes, explain plans _____

26. Construction date of church building: _____

27. If housing or parsonage provided: How many rooms? _____ How many bedrooms? _____ Garage? _____

Condition of Property: Excellent _____ Good _____ Fair _____

28. Property other than church building or parsonage (describe) _____

COMMUNITY CHARACTERISTICS

29. Congregational Setting: _____ Open country or farm _____ Suburb of a medium city
_____ Small town (under 2,500) _____ Large city (250,000 to 999,999)
_____ Town (2,500 to 9,999) _____ Suburb to a large city
_____ Small city (10,000 to 49,000) _____ Metropolis (over 1,000,000)
_____ Medium city (50,000 to 249,000) _____ Suburb of a metropolis

30. List the four primary businesses/industries in the community.

- A. _____ B. _____
- C. _____ D. _____

31. Describe what you believe to be three distinctive attributes about your community.

- A. _____
- B. _____
- C. _____

32. Describe the community ministries you are currently sponsoring or supporting.

- A. _____
- B. _____
- C. _____

33. List three trends in your community which should be addressed by the congregation during the next five years.

- A. _____
- B. _____
- C. _____

DENOMINATIONAL ACTIVITIES

34. In what synod or church-wide activities do members participate?

- A. _____
- B. _____
- C. _____
- D. _____

THE CONGREGATION'S PAST AND FUTURE

35. What have been the three most important events in the history of your congregation? Indicate dates. Date

A. _____

B. _____

C. _____

36. Identify three congregational mission goals for the next five years? Were they set by: _____ Committee _____ Congregation

A. _____

B. _____

C. _____

37. Outline the process used by your committee to complete this Congregational Profile.

Date Completed: _____

PART II - LEADERSHIP

38. Leadership Needs

Top Middle Bottom

Worship plan and conduct effective worship services.

Social Ministry enable persons to become aware of social needs and to participate in social service.

Administrator oversee effectively the affairs of the organization and work with staff, committees, etc.

Teach Children teach and relate to pre-school and elementary age children.

Music and Art enjoy and use music and the arts within the church.

Community represent the church and motivate persons to cooperate in community activities.

Ecumenical Work stimulate cooperation in local interchurch programs.

Stewardship inspire and motivate persons in developing and using individual, group resources in the service of the church.

Top Middle Bottom

Youth Leader teach, work, and relate well with high school and college age persons.

Evangelism visiting persons in the community and prospective members.

Planner map out objectives, plan overall organizational strategy, and design programs.

Teach Adults teach and lead adults in faith development.

Inter-Personal Climate exhibit and inspire a spirit of community.

Recruit and Equip Leaders enlist, equip, and motivate leaders to carry out the work of the congregation.

Preacher proclaim the gospel so as to meet the needs of worshippers.

Minister in Crisis support persons in the midst of crises.

Counselor assist persons facing problems or decisions.

Top	Middle	Bottom			
_____	_____	_____	Interpreter of Theology	communicate a comprehensive understanding of the Bible And Christian theology.	39. Please indicate what you understand are the six most important leadership needs relative to this staff position for the future:
_____	_____	_____	Innovator	envision and implement New approaches, activities and projects.	1.
_____	_____	_____	Utilize Conflict	analyse and utilize conflict situations to strengthen community life.	2.
_____	_____	_____	Writer	write or edit materials for publication.	3.
_____	_____	_____	Share Leadership	work mutually with superiors, subordinates, and peers in a staff situation.	4.
_____	_____	_____	Public Speaker	speak effectively before groups to inform, motivate, and entertain.	5.
_____	_____	_____	Denominational Participant	provide leadership to programs beyond the congregation.	
_____	_____	_____	Financial Management	work with accounts, figures, and budgets.	6.