

DATE _____

**Local Church Profile
for
Local Churches Seeking New Pastoral Staff**

Please return completed document to the Department of the Ministry, Evangelical Covenant Church

1. Church _____

2. Address _____

City and State/Prov. _____ Zip _____

3. Church Telephone () _____ **Contact** _____

**4. Name of search committee
chairperson** _____

Address _____

City and State/Prov. _____ Zip _____

Chairperson's telephone Home: () _____; Work: () _____

5. Conference Superintendent assisting your church

Name _____

Address _____

City and State/Prov. _____

Conference Superintendent's telephone () _____

6. Membership

A. Total church members _____; number of inactive members _____;

average attendance at Sunday morning worship _____

B. Number of church school and adult education members _____; average attendance _____

7. Profile of church members: (Number of persons who fall into age categories.)

A. Age ____ 0-11 ____ 12-18 ____ 19-24 ____ 25-34 ____ 35-49 ____ 50-64 ____ 65+

B. Occupations: (Number of persons who fall into categories listed.)

_____ business	_____ clerical	_____ farmer/rancher
_____ homemaker	_____ laborer	_____ professional
_____ retired	_____ student	_____ others

C. Educational level of adults: (Number of persons who fall into educational categories.)

_____ completed grades 1-8 ____ high school ____ college ____ graduate school

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D. Household units: (Number of persons who fall into categories listed.)

_____ married without children at home
 _____ single

_____ married with children at home
 _____ single parent with children at home

8. Brief outline of your church government.

9. Organizational life

Indicate major boards, committees, groups, and organizations that are a part of your church and the frequency of meetings--monthly, weekly, etc.

Name of group	Purpose of group	number members	Frequency meetings	*Leadership role

*Indicate leadership role expected by using the following numbers:

1. Pastor takes primary initiative and responsibility
2. Pastor and laity share responsibility
3. Laity take primary initiative and responsibility

10. Finances and budget

A. Income and Expenditures for five years: *(These figures should be taken from the Covenant Yearbook)*

Year	Local Income	Appropriation Income	Operating Expense	Loan Payment	Denominational Giving	Conference Giving	Other Giving

B. Present savings \$ _____

Present investments \$ _____

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11. CONSIDERED COMPENSATION

- A. _____ Cash salary
- B. Housing
 - _____ housing allowance
 - _____ parsonage only
 - _____ would offer either of above
 - _____ would offer equity program
- C. CHURCH MINISTRY BENEFITS
 - _____ Pension
 - _____ Covenant Group insurance
 - _____ Social Security
- D. CHURCH MINISTRY EXPENSES
 - _____ Auto Reimbursement
 - _____ Book Reimbursement
 - _____ Entertainment Reimbursement
 - _____ Covenant and Conference meetings
 - _____ Ministers meetings
 - _____ Continuing education funds
 - _____ Continuing education time
 - _____ Sabbatical leave

12. Property owned by the church

A. Describe buildings and property of your church, except parsonage.

B. Does the church own a parsonage? [] yes [] no If yes, how many rooms? _____

bedrooms _____ Describe _____

Address of parsonage _____

C. Is a building program projected? [] yes [] no If yes, what? _____

When? _____

13. Community characteristics

A. Population of total community _____ Percentage of population according to racial and ethnic backgrounds
_____% Asian _____% African/American _____% Caucasian _____% Hispanic
_____% Native American/Canadian _____% Other: Please specify _____

B. List two or three primary business/industries in the community.

1. _____

2. _____

3. _____

C. Describe distinctive attributes of your community.

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D. What major trends do you envision in your community during the next five years?

E. List problem areas confronting your community which the members feel should be addressed by the church.

F. Indicate responsibilities in community activities

1. Which your church undertakes

2. Which your church expects the pastor your are now seeking to take

G. For what purposes is your church building now being used by the community?

14. Indicate responsibilities in the denomination and your conference activities

A. Which church members undertake

B. Which your church expects the pastor you are now seeking to take

15. In what ways does your church participate in ecumenical activities?

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16. What major trends do you envision in your church in the next five years?

17. Comment on the following with what you believe to be the generally held responses of the congregation.

(If more space is needed, use additional pages.)

A. What have been the three most important events in the history of your Church? Indicate the dates of the events.

B. What has been the most interesting and challenging event in the life of your church in the last three years?

C. Describe the theological and faith stance of your congregation.

D. Describe the practice of your church with regard to women in leadership.

E. Describe the evangelism program of your church.

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F. Describe the educational mission and program of your church.

G. How do you expect the pastor you are seeking to participate in the congregation's educational mission and programs?

18. Describe the preferences in your congregation by using the following continuum:

(Please circle the number on the continuum that best shows your churches position and an X where your church would like to be. Explain the meaning of your choices if you desire on an additional sheet designated by footnotes.)

Church music preference:	Traditional ---1---2---3---4---5---6---7---8---9---10--- Contemporary
Worship style:	Formal ---1---2---3---4---5---6---7---8---9---10--- Informal
Sermon style:	Textual ---1---2---3---4---5---6---7---8---9---10--- Topical
Sermon text:	Series ---1---2---3---4---5---6---7---8---9---10--- Lectionary
Pastoral Leadership style:	Managerial ---1---2---3---4---5---6---7---8---9---10--- Transformational
Charismatic movement:	Not involved ---1---2---3---4---5---6---7---8---9---10--- Highly involved
Evangelism/Church growth:	Planned and directed ---1---2---3---4---5---6---7---8---9---10--- Comes naturally
Ministerial focus:	“Pastor” ---1---2---3---4---5---6---7---8---9---10--- “Evangelist”
Authority in Church:	Concentrated ---1---2---3---4---5---6---7---8---9---10--- Dispersed
Church Process:	Mandatory ---1---2---3---4---5---6---7---8---9---10--- Discretionary
Lay Leadership	Managerial ---1---2---3---4---5---6---7---8---9---10--- Transformational
Baptism preference*:	Infant ---1---2---3---4---5---6---7---8---9---10--- Adult

*(Covenant ministers agree to recognize the baptism of infants and believers as veritable baptism, however they hold their own convictions concerning baptism. This means the minister will serve the entire church, but that a minister usually leans toward either meaning of baptism.)

19. Summary

A. Describe the strengths or positive qualities of your church

B. What does the congregation wish to accomplish during the next three years?

C. How do you expect the person you are seeking to help your church reach these goals?