

APPENDIX F

Building a Congregational and Pastoral Profile

Your congregation is embarking on a process that will lead to the most important decision you as a congregation will make for years to come -- the calling of a new pastor. Congregations are not always sure what kind of information they should provide to the District President as he seeks to assist with the formation of a call list and to the new pastor as he considers a call. It is strongly recommended that your call committee undertake a prayerful, thorough self-study, and develop a congregational and pastoral profile based on the results of that study. This profile will greatly aid the District President in finding pastoral candidates, as well as your congregation in understanding your context, your ministry and the attributes and gifts you need in your next pastor.

The congregational and pastoral profile which has three beneficial uses:

1. To help the congregation understand itself and its unique call to ministry. (You should not call for nominations from the congregation until you have completed the congregational and pastoral profile and discussed it with the congregation.)
2. To help the District President understand the needs and opportunities of the congregation.
3. To help the pastor you have called evaluate how well his gifts match the congregation's needs and opportunities.

During the call process you will be assisted by the District President, your Circuit Visitor and/or your Regional Vice President. The Circuit Visitor can assist you with building the profile as well as once you get into the actual calling process. Please do not hesitate to call upon him for help with this important step.

Above all, remember that God is at work in this process. He already knows who your next pastor should be. It is our job to discern His will through prayer and study of the Word. Use this important time to draw closer to Him as you seek His will.

Samples of surveys, focus group and interview questions, and congregational and pastoral profiles to help provide guidance are available online at [the PSD website](#).

AT A MINIMUM, you need to complete the *Self-Study Tool for Congregations* as found in [Appendix E](#), which includes the *Desired Pastoral Skills, Abilities and Attitudes Profile* as found in [Appendix R](#).

The Self Study tool consists of five sections:

- Basic questions
- Demographics
- Finances
- Missional Information
- Desired Pastoral Skills, Abilities and Attitudes Profile

You are strongly encouraged, however, to undertake a more comprehensive process. Ensure that you capture your context in which you do ministry, who your congregation has been, currently is, and seeks to be, and the needed attributes and gifts in your next pastor to help you accomplish the mission God has planned for your congregation.

This process means gathering feedback and ensuring your congregation is heard. Important elements of this effort include developing and completing a congregational survey, conducting focus groups with your members and perhaps even your community, and interviewing leadership and church/school staff. The basic information you want to gather is:

- What are our strengths?
- What are our challenges?
- What are our opportunities?
- What are the attributes, gifts and skills needed in our next pastor?

Once you have gathered this information, your call committee should then spend significant time digesting this information individually and together as a group. Identify major themes that emerge. Discuss your experiences and conversations you had with the congregation. Document what you've learned and compile into a report that captures the profile of your congregation and needed pastoral attributes.

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