

Profile of the Church: Based on what your committee knows about your church and church family, please answer the following questions as fully as possible. (Use back cover or extra pages if needed.)

I. What opportunities, needs and challenges are currently presented by your church community? (Here are some example categories. Give specific descriptions in applicable categories. List and describe other categories.)

- People to develop
- Ministries to launch or develop
- Needs to meet or address
- Problems to solve
- Challenges to overcome
- Others (list and describe)

II. What kind of results or outcomes does this congregation most value? (i.e., What gives this congregation a sense of joy and fulfillment?)

- Inspiring worship
- Gift-oriented lay ministry
- Passionate Spirituality
- Holistic small groups
- Empowered Lay Leadership
- Loving relationships
- Functional structures
- Need-based evangelism

Elaborate or illustrate. Give two examples of recent accomplishments.

III. What characterizes the predominant style of working relationships exhibited by this community? Does the congregation seem to work most effectively with a pastor:

- Who works solo, delivering results on his/her own, i.e., doing ministry?
- Who works with or in a group, recruiting, teaching, or supporting others, i.e., guiding ministry?
- Who manages, directs or delegates the efforts of others, i.e., overseeing ministry?

Elaborate or illustrate.

IV. How does your church respond to various pastoral leadership styles? Indicate with a mark on the scales indicated. Give examples where helpful.

Leadership through Expertise (e.g., teaching, advising, or by example):

Responsive ----- resistant

Leadership through Influence (e.g., recruiting, persuading, equipping, enabling, encouraging):

Responsive ----- resistant

Leadership through Managing (e.g., resourcing, empowering, directing, delegating):

Responsive ----- resistant

V. What abilities, skills and expertise does this church seem to most need, expect and value in its Pastor?

For example:

- Visual abilities (like observing or writing)
- Audient abilities (like listening, promoting dialogue)
- Speaking abilities (like speaking, teaching, encouraging, counseling)
- Physical or mechanical abilities (like athletics, building, handcrafting)
- Mental/Intellectual abilities (like analyzing, conceptualizing, organizing, problem-solving)

Elaborate or explain:
