
PASTORAL PROFILE

Date profile published _____

Name _____

Date of birth _____

Last First Middle

Current Position _____

Institution now serving _____

District _____

Position sought _____

Date of resignation _____

Date available _____

Address _____

Telephone _____

Telephone _____ Evening

City _____

Telephone _____ Cell

State _____ Zip code _____

E-mail _____

Ministerial status:

Date of licensing _____

District _____

Congregation _____

Date of ordination _____

District _____

Congregation _____

Current membership: District _____ Congregation _____

If not Church of the Brethren

Denomination _____

Ministerial status _____

Family description: ___ Single ___ Married Spouse's Name _____

Children:

EDUCATIONAL PREPARATION

High school name _____

Date of Graduation _____

College name _____ Degree _____

Date of Graduation _____

Seminary name _____ Degree _____

Date of Graduation _____

Non-Degree Approved Training:

Training in Ministry (TRIM)

Date of Completion _____

Education for Shared Ministry (EFSM)

Date of Completion _____

Academy Certified Training Systems (ACTS)

Date of Completion _____

Other: Date of Completion _____

Other (M.A.Th., D.Min., Ph.D) Degree _____

Date of Graduation _____

Name of school _____

CONTINUING EDUCATION

(last five years)

When	Where	What	CEUs

CHURCHES / AGENCIES SERVED

(last five positions)

Where	Position	Dates of Service	FT/PT

If you are a student or have not served as a pastor in a congregational setting, list your church experiences:

Adjusted years of ministerial service:

Recommended formula for calculating years of service:

- 1) Number of years of full-time service following ordination; ____
- 2) Number of years of full-time service as a licensed minister while engaged in an approved ministerial training program; ____
- or
- 3) One year for every four years of full-time non-pastoral ministry that is vocationally related to church work. ____
- 4) Part-time service is calculated in proportion to percentage of time worked. ____

Note: Service in a recognized area of ministry is equivalent to pastoral service in a congregational setting.

Total Number ____

MINISTERIAL LEADERSHIP

(Use the additional sheets at the end of the profile if you need more space.)

1. Describe your call to the ministry

2. Describe your vision for ministry

3. Describe your spiritual gifts (see Ephesians 4 and 1 Corinthians 12)

4. Describe yourself as a leader

5. Describe your understanding of worship and your worship planning process

6. Describe your spiritual journey during the past two or three years

7. Describe the process you use for sermon preparation

8. Describe those things that energize you as a ministerial leader

9. Describe those things that de-energize you as a ministerial leader (could be things you do not like to do and/or attitudes and practices by church members)

10. Describe some areas of pastoral ministry where your skills may be limited

11. Name up to ten (10) priorities for ministry (e.g., pastoral care, preaching, visitation), and rank them in order of importance (1 = most important):

1.	2.
3.	4.
5.	6.
7.	8.
9.	10.

WORK ORIENTATION DESCRIPTION

(see instructions)

A. When dealing with people, the pastor

1. In social functions is quiet and reserved. In social functions sparks the occasion and gets everyone to participate.
2. Lets people figure things out for themselves. Tells people what to do
3. Usually lets people know where he or she stands. Usually keeps his or her opinions to self.
4. In a conflict situation, believes it's okay to support the position he or she thinks is correct. In a conflict situation, usually avoids giving personal opinions and works with all sides.

B. In terms of leadership style, the pastor

5. Does own organizing. Gets others to organize.
6. Generates ideas. Adapts the ideas of others.
7. In bringing about change, is willing to work through conflict. In bringing about change, tries to avoid conflict.
8. Encourages others to take initiative. Gives strong direction to others.
9. Is willing to try new approaches. Prefers to follow established approaches.
10. Believes that mission beyond the congregation is not a high priority. Believes that mission beyond the congregation is a high priority.
11. Is a generalist (does many things well). Is a specialist (does a few things really well).

C. When planning, programming, and evaluating, the pastor

12. Has plans for situations that may arise. Meets each situation as it arises.
13. Prefers to work with groups. Prefers to work with individuals.
14. Welcomes constructive criticism. Believes that criticism is seldom helpful.
15. Works hard to complete tasks. Places people and their feelings ahead of tasks.
16. Is supportive of denominational ministries. Is not supportive of denominational ministries.

D. In relating to the community around the church, the pastor

17. Is a leader in community affairs. Seldom provides leadership in the community.
18. Speaks out on controversial issues. Does not speak out on controversial issues.
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E. Regarding theological views, the pastor

19. Has fairly stable theological views. Has theological views that continue to shift and change.
20. Regards the Bible as God's Word and follows a strictly literal reading. Regards the Bible as God's Word that needs to be interpreted to speak to the needs of an ever-changing world.
21. Makes decisions that are based on absolute standards. Makes decisions that are based on circumstances.

F. When preaching, teaching, or leading worship, the pastor

22. Tends to be informal. Tends to be formal.
23. Is likely to be confrontive and challenging. Is likely to be comforting and assuring.
24. Adheres strictly to an order of service. Is willing to change an order of service to meet a need.

G. Regarding pastoral visitation, the pastor

25. Prefers visitation within the congregation. Prefers visitation to new people.
26. Visits in the congregation as the need arises. Visits in the congregation on a regular basis.

SKILLS RECORD

(1=strong skills; 5=less developed skills)

- | | | | | | | | | | | |
|------------------------------|---|--------------------------|---|--------------------------|---|--------------------------|---|--------------------------|---|--------------------------|
| 1. Preaching | 1 | <input type="checkbox"/> | 2 | <input type="checkbox"/> | 3 | <input type="checkbox"/> | 4 | <input type="checkbox"/> | 5 | <input type="checkbox"/> |
| 2. Worship leadership | 1 | <input type="checkbox"/> | 2 | <input type="checkbox"/> | 3 | <input type="checkbox"/> | 4 | <input type="checkbox"/> | 5 | <input type="checkbox"/> |
| 3. Pastoral care | 1 | <input type="checkbox"/> | 2 | <input type="checkbox"/> | 3 | <input type="checkbox"/> | 4 | <input type="checkbox"/> | 5 | <input type="checkbox"/> |
| 4. Visitation | 1 | <input type="checkbox"/> | 2 | <input type="checkbox"/> | 3 | <input type="checkbox"/> | 4 | <input type="checkbox"/> | 5 | <input type="checkbox"/> |
| 5. Evangelism leadership | 1 | <input type="checkbox"/> | 2 | <input type="checkbox"/> | 3 | <input type="checkbox"/> | 4 | <input type="checkbox"/> | 5 | <input type="checkbox"/> |
| 6. Teaching | 1 | <input type="checkbox"/> | 2 | <input type="checkbox"/> | 3 | <input type="checkbox"/> | 4 | <input type="checkbox"/> | 5 | <input type="checkbox"/> |
| 7. District work | 1 | <input type="checkbox"/> | 2 | <input type="checkbox"/> | 3 | <input type="checkbox"/> | 4 | <input type="checkbox"/> | 5 | <input type="checkbox"/> |
| 8. Denominational work | 1 | <input type="checkbox"/> | 2 | <input type="checkbox"/> | 3 | <input type="checkbox"/> | 4 | <input type="checkbox"/> | 5 | <input type="checkbox"/> |
| 9. Ministry in community | 1 | <input type="checkbox"/> | 2 | <input type="checkbox"/> | 3 | <input type="checkbox"/> | 4 | <input type="checkbox"/> | 5 | <input type="checkbox"/> |
| 10. Ecumenical activities | 1 | <input type="checkbox"/> | 2 | <input type="checkbox"/> | 3 | <input type="checkbox"/> | 4 | <input type="checkbox"/> | 5 | <input type="checkbox"/> |
| 11. Leadership development | 1 | <input type="checkbox"/> | 2 | <input type="checkbox"/> | 3 | <input type="checkbox"/> | 4 | <input type="checkbox"/> | 5 | <input type="checkbox"/> |
| 12. Organizational ability | 1 | <input type="checkbox"/> | 2 | <input type="checkbox"/> | 3 | <input type="checkbox"/> | 4 | <input type="checkbox"/> | 5 | <input type="checkbox"/> |
| 13. Working with groups | 1 | <input type="checkbox"/> | 2 | <input type="checkbox"/> | 3 | <input type="checkbox"/> | 4 | <input type="checkbox"/> | 5 | <input type="checkbox"/> |
| 14. Relating to children | 1 | <input type="checkbox"/> | 2 | <input type="checkbox"/> | 3 | <input type="checkbox"/> | 4 | <input type="checkbox"/> | 5 | <input type="checkbox"/> |
| 15. Relating to youth | 1 | <input type="checkbox"/> | 2 | <input type="checkbox"/> | 3 | <input type="checkbox"/> | 4 | <input type="checkbox"/> | 5 | <input type="checkbox"/> |
| 16. Relating to young adults | 1 | <input type="checkbox"/> | 2 | <input type="checkbox"/> | 3 | <input type="checkbox"/> | 4 | <input type="checkbox"/> | 5 | <input type="checkbox"/> |
| 17. Relating to older adults | 1 | <input type="checkbox"/> | 2 | <input type="checkbox"/> | 3 | <input type="checkbox"/> | 4 | <input type="checkbox"/> | 5 | <input type="checkbox"/> |

CONGREGATIONAL LOCATION

I have interest in one or more of the congregational locations listed below. (You may mark more than one.)

Rural ___ Village/small town ___ Suburban ___ City ___ Inner City ___

TYPE OF MINISTERIAL SERVICE

I prefer placement in the following type(s) of ministerial service. (You may mark more than one.)

Full-time ___ Part-time ___ Yoked situation ___ Team ministry ___ Church Planting ___ Bi-vocational ___
Interim ___ Nonsalaried ___

I have special training/experience with:

MINISTRY PAPERS

1. I have read the current "Ministerial Leadership" paper. _____ (Initial if true)
2. I have read the current "Ethics in Ministry Relations" paper. _____ (Initial if true)
I participated in "Ethics in Ministry Relations" Training _____ (Date)
3. I have read the current "Ethics for Congregations" paper. _____ (Initial if true)

DISCLOSURES

This section of the pastoral profile has become necessary on the advice of legal counsel. Today's ministerial context demands that necessary steps be taken to protect everyone in the placement system to the best of our ability. Please complete each item as directed. The profile will not be released in the placement system unless all items are completed as directed. There are extra sheets at the end of the profile if you need additional space.

The denominational placement system is managed by districts and the denominational Office of Ministry. A District Executive¹, acting on behalf of the District Ministry Commission and the District Board, and the Church of the Brethren's Office of Ministry may refuse to place a minister's profile in the placement system if 1) the profile is not properly filled out; 2) it is determined the minister has been deceptive with his or her responses on the profile; 3) the placement of the profile would violate polity and established practices; 4) the minister is under investigation for ethical indiscretions.

1. The term "District Executive" is used in this paper to refer to a variety of titles used by districts to identify their executive staff.

MINISTERIAL ETHICS

1. Have you ever been convicted of a felony or misdemeanor, other than traffic offenses? Yes No

If yes, please explain:

2. Has a formal complaint of ethical misconduct, as defined in the current "Ethics in Ministry Relations" paper, ever been processed against you by a District Executive, an Assessment Team, an Ethics Committee, or a District Board? Yes No

If yes, please explain the issue(s) and how the case was resolved:

3. I understand and agree that my pastoral placement profile will be placed on hold by the District Executive and the Church of the Brethren's Office of Ministry during the time that an ethical misconduct charge against me is being processed by a district in the Church of the Brethren.

____ (Initial if you understand and agree)

4. I understand and agree that the District Office and the Church of the Brethren Office of Ministry do not verify a candidate's employment history; history of criminal, civil, or ecclesiastical proceedings; or any other background information; and I hold them harmless and free of all liability in connection with my call and placement as a ministerial leader.

____ (Initial if you understand and agree)

5. I understand and agree that any and all sharing of background information with a congregational search committee is my responsibility.

____ (Initial if you understand and agree)

6. I understand and agree, once I have accepted a search committee's invitation to interview, that the District Executive in the district where my ministerial file is held may share any and all documented information contained in my ministerial file with the District Executive in the district where I am seeking placement.

____ (Initial if you understand and agree)

7. I understand and agree that the District Executive of the district where I am being interviewed to fill a pastoral vacancy may share any and all documented information contained in my ministerial file (not the file itself, however) with the search committee of that congregation.

____ (Initial if you understand and agree)

8. I understand and agree that a congregational search committee where I am seeking a placement may choose to do a background check on my employment history; medical history; and history of criminal, civil, financial, or ecclesiastical proceedings; and I authorize the appropriate parties to release and disclose all background information to the congregational search committee.

____ (Initial if you understand and agree)

SALARY, BENEFITS, AND HOUSING

Current Salary and Benefits

1. Base Cash Salary (amount received directly by pastor). \$ _____
2. Housing:
- a. Parsonage provided Yes No
- b. Housing Fund (1% of parsonage market value). \$ _____
- c. In lieu of parsonage, housing allowance. \$ _____
- Total Housing.** \$ _____
3. Benefits:
- a. Pension \$ _____
- b. Medical/LTD/Life. \$ _____
- c. Other: _____ \$ _____
- Total Benefits.** \$ _____
- Total: Salary, Housing, and Benefits.** \$ _____

4. Expenses:
- a. Travel reimbursement (per mile current IRS rate).. . . . \$ _____
- b. Conferences (Annual and District). \$ _____
- c. Professional growth (up to or as used). \$ _____
- d. Professional expenses (up to or as used). \$ _____
- e. Other: _____ \$ _____
- Total Expenses.** \$ _____

Housing preference: Parsonage Housing allowance Open to either
If you prefer to live in a parsonage, please describe your housing needs

Benefits preference: Pension Medical/LTD/Life Family plan Single plan

Salary consideration:
I have read the current "Guidelines for Pastors' Salaries and Benefits": Yes No
I prefer to be on scale I am willing to negotiate

TELEPHONE REFERENCES

(May be contacted after clearance is obtained from the District Executive)

Name	Telephone (day)	Telephone (evening)

FULL NAME AND INITIALS

By placing your name in the space below, you acknowledge that your responses on this profile are true and accurate to the best of your knowledge. By placing your initials in the blanks under the disclosure section above, you acknowledge that you understand the statements and that you intend to support those policies.

Minister's name _____ Date _____

I, _____, agree that by checking this box I am signing this document electronically. ____
(Name)

TIME LIMIT ON THE PASTORAL PROFILE

The Office of Ministry will remove the Pastoral Profile after it has been in the denominational placement system for twelve (12) consecutive months. After the time limit has expired, the profile shall be reviewed by the pastor and the district executive. It shall be updated before it is resubmitted for another twelve (12) months.

DISTRICT EXECUTIVE ONLY

1. _____ (minister's name) is an ordained minister in good standing in the _____ (district).
2. _____ (minister's name) has been approved by the board of the _____ (district) as a minister in good standing in the _____ (denomination).
3. _____ (minister's name) is a licensed minister in good standing and has been approved for ministry by the _____ (district) and the _____ (congregation), pending the completion of ordination requirements and a ministerial call.

As the clearance person for this minister, I will share upon request any and all documented information in accordance with the disclosure guidelines above.

District Executive _____ Date _____

I, _____, agree that by checking this box I am signing this document electronically. ____
(Name)

Church of the Brethren
Office of Ministry
1451 Dundee Avenue
Elgin, Illinois 60120-1694
