



# Evangelical Lutheran Church in Canada

## Congregational Mission Profile

### Part I – Congregation Information

#### 1. Congregation

Congregation ID Number:  Date Submitted:

Congregation Name:

Address:

City:  Prov:  Postal Code:

Church Phone:  Email:

Fax Number:

Synod:

#### 2. Congregation Council Chairperson

Name:

Address:

City:  Prov:  Postal Code:

Home Phone:  Email:

Work Phone:  Email:

Preferred Contact Phone Number:  Home  Work

Preferred Contact Email Address:  Home  Work

#### 3. Call Committee Chairperson

Name:

Address:

City:  Prov:  Postal Code:

Home Phone:  Email:

Work Phone:  Email:

Preferred Contact Phone Number:  Home  Work

Preferred Contact Email Address:  Home  Work

**2. Congregation Name:**

**4. List three events or developments that are important from the history of your congregation. Please indicate the dates. If you have a short, concise congregational history, please attach it.**

*(For example: significant anniversaries, building programs, merger, worship service added, outreach ministries, staff or pastoral positions added or revamped, lengthy pastorates, interns, intentional interims, restructuring of congregational Council or board, mission development, relationship with Lutheran agencies or organizations, capital appeals)*

**5. There are historical or internal issues in any congregation about which a candidate should be aware. Please describe:**

a. The length of time your three previous pastors served and their reasons for leaving.

b. The most significant conflict in your congregation in the last 20 years and what the congregation has learned from that conflict.

3. Congregation Name:

6. Review the congregation's current data on [elcic.ca/](http://elcic.ca/)  
Comment here on any surprises or especially significant trends.

7. Congregation constitution was last updated:  
(Comment on reason for update.)

8. Most members live within what distance of the church building?

a. Estimate, to the nearest whole number, the percentage of congregational members who live within the following distances of the church building:

½ km from church  %

½-1 km from church  %

1/3 km from church  %

more than 3 km from church  %

b. Estimate, to the nearest whole number, the percentage of congregation members who use the following modes of transportation to come to church:

walk or take public transportation:  % drive personal vehicles:

4. Congregation Name:

**Part II – Ministry Practices and Structure**

**9. Describe the congregation's present program and practices in worship (*time, type, style, primary resources, frequency of communion, earliest age of communion*), education (*adult, youth, confirmation*) and evangelism (*outreach in community and response to visitors*).**

*(Comment on how ministries are organized – by committees [ad hoc or standing], task forces or as special projects.)*

**10. Describe the service ministries of the congregation, its community involvement, and ecumenical partnerships.**

*(For example: food bank sponsor or contributor, build shelter for low-income residents in the community, addiction-related groups or other organizations.)*

**11. Describe the congregation's present staffing. Please include volunteers responsible for parish printed communications, supervising education programs, building maintenance or other regular tasks.**

*(For paid staff: note whether part-time or full-time; whether members of the congregation; lines of accountabilities; and length of service.)*

**5. Congregation Name:**

**12. Construction date of church building:**

**Date of last renovation:**

Is any building program projected?

Yes  No

If yes, when?:

Please describe existing building issues which may need to be addressed and the current extent of handicapped accessibility. Also use this space to describe the condition of any church property, its insured value and any outstanding debt on it.

**13. Briefly describe the congregation's stewardship practices. What process is used for determining annual income projections? What is your current commitment (percentage of offerings) to ministry beyond the congregation (synod, national, seminary, other ministries)?**

*(For example: describe how stewardship is encouraged; pledge Sundays; how offerings are allocated.)*

**14. Please attach a current budget for the congregation. Additionally, briefly describe savings, endowments, or investments and how these funds are to be used.**

*(Comment on how use of financial resources reflects the congregation's mission.)*

**6. Congregation Name:**

**15. Describe synod and national church activities in which members have participated.**

*(For example: synod or national convention, synod or national council, synod committees, global mission events, ELW, stewardship or evangelism seminars, seminary events and youth gathering or youth leadership training.)*

**16. As a local expression of the Evangelical Lutheran Church in Canada, how does this congregation see itself as a partner with the synod and the national church?**

*(For example, how has the congregation become involved in synod and national church and why? What does it mean to be a congregation of the Evangelical Lutheran Church in Canada? If there is no involvement, as best you are able, explain why that might be so.)*

**Part III – Mission in the Community**

**17. Describe the larger community in which the church building is located and list the sources of your information.**

*(For example: gender percentages, ethnicity, marital status, median age and income; types of employment; quality of education, cost and types of housing, and recreational activities.)*

**7. Congregation Name:**

**18. Describe three distinct attributes of the community the congregation serves.**

*(For example: urban, suburban, small town or rural; growing, stable or declining economy; ethnic diversity, education opportunities; household profile.)*

**19. List four primary businesses or industries in the community.**

*(For example: note source of tax base and local economy, primary employers; note whether people commute to other locations for employment.)*

**20. What trends in the community should be addressed by the congregation in the next five years?**

*(For example: impact of population shifts, domestic violence, day care, youth services or recreation, homelessness, new construction, inflated housing prices or decline of housing stock.)*

**21. What opportunities for ecumenical cooperation have you found in your community?**

*(For example: cooperative worship, youth events, food pantry, women's shelter or homeless shelter.)*

8. Congregation Name:

**Part IV – Where is God Leading Us?**

**22. In the past five years, has the congregation conducted a process to review its ministry and goals?**

Yes

No

If yes, briefly outline the process used to develop these.

**23. What is the current vision or mission statement of the congregation?**

*(Comment on whether this mission statement accurately reflects the current understanding of the mission of the congregation or if it may need to be re-evaluated.)*

**24. During the next one to three years, what are the top three mission priorities for the congregation which, if accomplished, hold the most promise for the continued development of your ministry?**

*(For example: outreach; service to the community; building program; adding staff or rostered ministers; restructuring of committees or boards; stewardship or evangelism programs.)*

**9. Congregation Name:**

**25. What is your congregation excited about?**

*(For example: list events or activities that generate interest and participation.)*

**Part V – The Leader We Seek**

**26. Position title:**

**27. Please list the expectations for this position.**

10. Congregation Name:

**28. Ministry Priorities and Skills.** Please rate the following based upon your priorities and the perceived necessary skills for the leader you seek: (5 is the highest)  
 Not all ministry areas may apply equally to all rostered ministries.

| Priority<br>1 – 5<br>5 is High | Skill<br>1 – 5<br>5 is High | Ministry Area                      | Description   | Four areas of most essential need |
|--------------------------------|-----------------------------|------------------------------------|---|-----------------------------------|
|                                |                             | Worship Leadership                 | Place high value on carefully planned and well conducted worship services.  |                                   |
|                                |                             | Social Ministry                    | Enable persons to become aware of community needs and participate in action and advocacy.                         |                                   |
|                                |                             | Children's Ministry                | Teach and relate to preschool and elementary age children.  |                                   |
|                                |                             | Ministry to Youth and Young Adults | Teach, work and relate well with high school and young adults.  |                                   |
|                                |                             | Teaching Adults                    | Teach and lead adults in faith development.   |                                   |
|                                |                             | Administration                     | Oversee the affairs of the organization and work of staff.  |                                   |
|                                |                             | Community Work                     | Represent the church and motivate persons to cooperate in community activities.                                   |                                   |
|                                |                             | Ecumenical Work                    | Stimulate cooperation in local inter-church programs.   |                                   |
|                                |                             | Stewardship                        | Inspire and motivate persons in developing and using individual and group resources in the service of the church. |                                   |
|                                |                             | Evangelism                         | Reach out with the Good News of Jesus the Christ.   |                                   |
|                                |                             | Visitation                         | Support and nurture persons by visiting with them in their homes and places of employment.                        |                                   |
|                                |                             | Preaching                          | Proclaim law and gospel as it applies to the lives of people.   |                                   |
|                                |                             | Ministering in Crisis              | Support persons in the midst of crisis.   |                                   |
|                                |                             | Counselling                        | Assist persons facing problems or decisions.  |                                   |
|                                |                             | Participant in the Wider Church    | Provide leadership to programs of the church in the synod and the ELCIC.  |                                   |

11. Congregation Name:

| Priority<br>1 – 5<br>5 is High | Skill<br>1 – 5<br>5 is High | Ministry Area                    | Description  | Four areas of most essential need |
|--------------------------------|-----------------------------|----------------------------------|--|-----------------------------------|
|                                |                             | Financial Management             | Work with accounts, figures and budgets.   |                                   |
|                                |                             | Inter-personal Climate           | Exhibit and inspire a spirit of community.   |                                   |
|                                |                             | Recruit and Equip                | Enlist, equip and motivate leaders to carry out the work of the congregation/organization.                           |                                   |
|                                |                             | Interpreter of Theology          | Communicate a comprehensive understanding of the Bible and Christian theology from a Lutheran perspective.           |                                   |
|                                |                             | Innovator                        | Envision and implement new approaches, activities and projects.  |                                   |
|                                |                             | Conflict Management              | Analyze and utilize conflict situations to strengthen community life.  |                                   |
|                                |                             | Planner                          | Map out objectives, plan overall organization strategy and design programs.  |                                   |
|                                |                             | Sharing Leadership               | Work mutually with volunteers and colleagues in a staff situation.   |                                   |
|                                |                             | Family Life / Self Care          | Expect the rostered minister to, and allow time for, cultivating home and personal life.                             |                                   |
|                                |                             | Study Habits                     | Expect the rostered minister to, and allow time for, following a regular schedule of reading and studying.           |                                   |
|                                |                             | Spiritual Discipline             | Expect the rostered minister to, and allow time for, maintaining a disciplined life of prayer and personal devotion. |                                   |
|                                |                             | Small Groups                     | Plan, cultivate and support small group ministry.  |                                   |
|                                |                             | Teaching Youth                   | Creatively relate to youth to teach the faith and inspire commitment.  |                                   |
|                                |                             | Transformational / Redevelopment | Lead a declining congregation into hope and new life.  |                                   |
|                                |                             | Musical and Artistic             | Enjoy and use music and the arts to enhance worship.   |                                   |

12. Congregation Name:

**29. Compensation and professional expense reimbursement.**

Range of base salary: \$  -

Range of base salary including housing allowance: \$  -

In addition to base salary, we provide: *(Check all that apply)*

- Parsonage                       Housing Equity Allowance
- Continuing Education as per Synod Guidelines
- Car Allowance as per Synod Guidelines
- Extended Health, Dental and Pension through ELCIC Group Services, Inc.
- Other: (Please explain briefly below.)

**Total compensation and professional expense package:**

Please comment on how these figures compare to your synod's compensation guidelines.

**References**

Please list two people outside of the present membership whom a candidate might call for further insights and impressions of the congregation or ministry setting.

Relationship:  Name:

Address:

City:  Prov.  Postal Code:

Phone:  Email:

Relationship:  Name:

Address:

City:  Prov.  Postal Code:

Phone:  Email:

**13. Congregation Name:**

**Use this space if you need to include additional information.**

**Please describe the process used by your committee to complete this Congregational Mission Profile.**