COMPLETING THE LOCAL CHURCH PROFILE

**Introduction:** The UCC Local Church Profile should be completed by a representative group of people in the congregation: either the Search Committee or a special committee appointed by the governing board. As part of the process, it is essential that the congregation be given the opportunity to contribute information and offer perspectives through small group meetings and/or written surveys. Suggestions for these data-gathering processes (including sample questionnaires) will be found in Section Four of the Parish Life and Leadership Search Committee resource *UCC Search and Call, A Pilgrimage through Transitions and New Beginnings.*

As you prepare material for the Local Church Profile, remember to be as candid and honest as possible in your descriptions of the history, traditions, hopes, and dreams of the members of your church.

“. . . for the Spirit is the truth.” *(I John 5:6b)*

**Statement of Consent:** The first page of the Local Church Profile contains a statement that parallels the statement that ministerial candidates are asked to sign. In keeping with the covenantal relationship between a church and those it seeks to call, the chair of the Search Committee is asked to sign a statement on behalf of the church encouraging an open exchange of information.

---

**Instructions for Selected Numbered Items**

#1, #2: Use the church name as it is known by your Conference and the UCC. If the mailing address is different from the street address, include both. If the church does not have a street address, describe the location.

#5, #7, #8: The Research Office of the United Church of Christ provides your conference with an 11 year statistical report for each, individual congregation. Much of the information you will need to complete items #5, #7, and #8 will be found in that report. (Figures are based on the year-end reports submitted by your church clerk/secretary.) Your Conference/Association staff will provide your committee with that statistical resource. Consult your own annual reports for the remaining items.

#6, #20, #21, #23, #32: These items should reflect data that was gathered from the congregation through questionnaires and/or small group meetings.

#14, #17: Consult the compensation guidelines for your conference before completing these items.

*Most instructions are included in the text of the Local Church Profile itself.*
LOCAL CHURCH PROFILE
FOR LOCAL CHURCHES SEEKING NEW LEADERS

Local Church
Statement of Consent

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates. As the committee charged with the responsibility for identifying and recommending a suitable new minister for our church, we have been authorized to share the information herein with potential candidates.

We understand that a candidate may wish to secure further knowledge, information, and opinion about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

____________________________________________              ___________________________
Signature of Search Committee Chairperson                                                      Date

Church

Name:
Address:
City, State, Zip:

Search Committee Chairperson or Contact Person

Name:
Address:
City, State, Zip:
Telephone:
Fax:
E-Mail:
LOCAL CHURCH PROFILE
FOR LOCAL CHURCHES SEEKING NEW LEADERS

Please return the completed document to your conference or association office.

1. Church:

2. Address:
   City, State, and Zip:
   Church Website:

3. Name of Search Committee Chairperson/Contact Person:
   Address:
   City, State, and Zip:
   Telephone:
   Email: FAX:

4. Conference/Association Staff Person Assisting Our Church:
   Address:
   City, State, Zip:
   Telephone:
   Email: FAX:

MEMBERSHIP INFORMATION

5. Membership: (as reflected in the eleven-year UCC Statistical Report for our church; “est.” indicates the figure is an estimate.)

<table>
<thead>
<tr>
<th>Membership Category</th>
<th>Last Year</th>
<th>5 Years Ago</th>
<th>10 Years Ago</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. # Church members</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. Average attendance at worship</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. Average participation of children/youth in C.E.</td>
<td>.</td>
<td>.</td>
<td></td>
</tr>
<tr>
<td>d. Average weekly participation in adult education</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e. # Members who are ordained clergy</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
</tr>
</tbody>
</table>
6. Profile of Congregation

Estimate percentage of congregation. Each category should add up to 100%.

a. Age:
   - ____ % ages 0 - 5
   - ____ % ages 6-18
   - ____ % ages 19-34
   - ____ % ages 35-49
   - ____ % ages 50-64
   - ____ % ages 65-74
   - ____ % ages 75 +

c. Family units:
   - ____ % couples with children at home
   - ____ % couples without children at home
   - ____ % single
   - ____ % single parent with children at home

b. Education level of adults:
   - ____ % completed less than high school
   - ____ % high school graduates
   - ____ % some college/vocational school
   - ____ % college graduates
   - ____ % graduate school

d. Occupation of adults:
   - ____ % business
   - ____ % clerical
   - ____ % farmer/rancher
   - ____ % laborer/manufacturing
   - ____ % professional
   - ____ % student
   - ____ % tradesperson
   - ____ % other

e. Employment:
   - ____ % employed
   - ____ % not currently employed
   - ____ % retired

f. Describe the racial-ethnic makeup of your congregation:

“So we who are many,
are one body
in Christ . . .”
Romans 12:5a

CHURCH FINANCES

(Figures reflect the eleven-year UCC statistical reports as well as the church’s annual reports.)

<table>
<thead>
<tr>
<th>7. Total Church Income</th>
<th>Last Year</th>
<th>5 Years Ago</th>
<th>10 Years Ago</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Members offerings and pledges</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. Interest from investment or endowments</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. Principal reduction (endowments or investments)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d. Rentals</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e. Special Fundraising</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f. Other</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

If the church has conducted an annual stewardship campaign, list results for the past two years:

Goal: $ Pledges: $ Actual Received: $

Goal: $ Pledges: $ Actual Received: $
### 8. Total Operating Budget

<table>
<thead>
<tr>
<th></th>
<th>Last Year</th>
<th>5 Years Ago</th>
<th>10 Years Ago</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Our Church’s Wider Mission Basic Support</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. Our Church’s Wider Mission Special Support</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. Other gifts</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d. Current local expenses</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e. Annual capital payments</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f. Other debt</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### 9. Identify UCC special offerings the church receives throughout the year and the amounts from last year:
- [ ] One Great Hour of Sharing
- [ ] Neighbors in Need
- [ ] Christmas Fund
- [ ] Strengthen the Church
- [ ] Basic Support for Our Church’s Wider Mission (only if received through special offerings and not included as a regular budget item in #8 above.)

### 10. Mission

a. Beyond your contributions through the UCC, name the most significant local or global missions/ministries or agencies that were financially supported by your local church last year and the amount of support:

<table>
<thead>
<tr>
<th>Name</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td></td>
</tr>
<tr>
<td>3.</td>
<td></td>
</tr>
<tr>
<td>4.</td>
<td></td>
</tr>
</tbody>
</table>

b. What mission project has excited your church the most in the past three years? Why?

### 11. Indebtedness

a. Total amount of outstanding mortgages/capital debt: $

b. Total amount of other debt: $
   
   Describe:
c. Are payments current? _____ yes _____ no

12. Capital Campaigns:
   a. If the church has had capital campaigns in the last ten years, note goal and results:
      Goal: $ Outcome: $
      Goal: $ Outcome: $
   b. What projects were undertaken as a result of your capital campaign?
   c. Was there a mission or outreach component to the campaign? _____ Yes _____ No
   d. If a capital campaign is underway or anticipated, describe it:
      Goal: $ Beginning Date:
      Purpose:

13. Assets held by the Church:
   a. Reserves (savings): $
   b. Endowments/Investments: $
   c. Describe buildings and property of your church except the parsonage:
   d. Is the church building (including sanctuary and offices) handicapped accessible?
      Yes _____ Partially (specify) _____________________________ No _____
      Is the pulpit handicapped accessible? Yes _____ No _____
   e. If a building program is projected or underway, describe it, including estimated date of completion:
f. If the church owns a parsonage, describe it:
   Address:
   City, State, Zip:
   Number of Rooms:          Number of Bedrooms:          Number of Bathrooms:
   Description:

   Distance from Church                  Handicapped Accessible? Yes ____ No ____ Partial _____

FINANCIAL SUPPORT OF MINISTERIAL LEADERS

14. If your conference has compensation guidelines, do you follow them?
   _____ yes   _____ yes for some compensation items but not all   _____ no
   Does the church consider this position to be full time or part time?
   _____ Full Time       _____ Part Time (specify) ____________________________
   How will church members be supportive of a part time or bivocational pastor who may need another job to supplement the church salary?

15. Salary History
   To provide a profile of salaries for the position you are seeking to fill, indicate salaries at the beginning and ending of the ministers’ tenure. Do not include interim positions. If a parsonage is provided, insert the letter “P” in the space provided. Provide information for the last 3 leaders or the last ten years.

<table>
<thead>
<tr>
<th>Start Date</th>
<th>End Date</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>a. Last</td>
<td></td>
</tr>
<tr>
<td>b. Previous</td>
<td></td>
</tr>
<tr>
<td>c. Next previous</td>
<td></td>
</tr>
</tbody>
</table>

16. During the above period, has your church ever failed to fulfill its financial obligations to its pastor? _____ yes   _____ no   If yes, please comment:
17. Salary, Benefits, and Expenses Offered
   a. Cash salary offered $____________
      Conference recommended salary range: $_________________________
   b. Housing: $_______________
      ____ Housing allowance only  ____ Parsonage only  _____ Would consider offering either
   c. Customary benefits:
      ____ Vacation: ________ weeks annually
      ____ Maternity/paternity leave
      ____ UCC Retirement Annuity ( ____% of salary and housing)
      ____ UCC Life and Disability Insurance Benefits
      ____ UCC Health Benefits ( _____ other health benefits)
      ____ UCC Dental Benefits ( _____ other dental benefits)
      ____ Social Security/Medicare Offset
      ____ Continuing Education Funds
      ____ Continuing Education Time
      ____ Sabbatical Leave
      ____ Other benefits (specify) ________________________
   d. Ministry Expenses
      ____ Travel Reimbursement
      ____ Meeting Expense Reimbursement
      ____ Books and Periodicals
      ____ Reimbursement of Criminal Background Check Fee
      ____ Moving Expenses

COMMUNITY CHARACTERISTICS

18. Population
   a. Population of total city or town in which your church is located:
   b. Describe the population by racial-ethnic category and identify the source of the information:

19. Economic Factors
   Identify major sources of employment/income in your community:
   a. 
   b. 
   c. 

7
20. **General Description** *(Add *** if the information came from a survey of the congregation)*

a. Describe three distinctive attributes of your community:
   1.
   2.
   3.

b. Identify major trends you envision in your community during the next five years:
   1.
   2.
   3.

c. List three or four problem areas confronting your community that members feel your church should address:
   1.
   2.
   3.

d. Indicate Mission Activities
   1. In which your church participates as a part of its mission in the community:

   2. In which your church expects the leader you are now seeking to participate:


e. Describe how your church building is now being used by the community:

f. Indicate the number of school districts from which members of your church are drawn:
   ____ one    ____ two    ____ three or more
21. Identify major trends you envision in your church in the next five years

22. Planning
   a. All churches do planning. How would you characterize the way planning is done in your church?

   b. What expectations do you have of the person you are seeking in relation to the planning that takes place?

   c. When is the last time your church undertook a period of discernment and long-range planning in an intentional way?

   d. What were the outcomes of your intentional long-range planning?

   e. Does your church have any plans to undertake a period of intentional long-range planning in the future?

23. Reflections on Congregational Life
   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. (Add *** if information came from a survey of the congregation.)

   a. Identify the three most important faith experiences or events in the history of your church and the year each took place:

      | Event | Year |
      |-------|------|
      | 1.    |      |
      | 2.    |      |
      | 3.    |      |
b. Identify the most challenging faith experience or event in the life of your church in the last three years and what the church learned from it:


c. What is God calling your church to do/become over the next few years?


d. Describe how the church expects the person you are seeking to help your church reach these goals:


e. Chose the statement that most accurately describes the theological/faith stance of your church: You may check more than one.

   ____ We tend to be theologically conservative.
   ____ We tend to be theologically moderate to conservative.
   ____ We tend to be theologically moderate.
   ____ We tend to be theologically moderate to liberal.
   ____ We tend to be theologically liberal.
   ____ We tend to be quite diverse theologically.
   ____ Other

   Comments:

f. Describe the educational program of your church:
   Identify the curriculum/a used in your church school and the person or committee responsible for selection of curriculum/a:
Indicate resources used for Confirmation and the person or committee responsible for the selection of these resources:

Are there educational opportunities for all ages?

Does your church have a written Safe Church Policy?
   ______ Yes           ________ No  (If No, has a group worked on this issue in the past? What was the outcome?)

   g. Describe how the church expects the person you are seeking to participate in the congregation’s educational programs:

   h. Describe how programs or ministries of your church are evaluated:

   i. Describe the strengths or positive qualities of your church: (Add *** if information came from a survey of the congregation.)
24. Indicate major boards, committees, small groups, and organizations that are a part of your church; the frequency of meetings (monthly, weekly, etc.); and expectations for leadership. For leadership role use: 1 = pastor takes primary initiative and responsibility; 2 = pastor and laity share responsibility; 3 = laity take primary initiative and responsibility; 4 = the pastor’s presence is expected periodically/occasionally.

<table>
<thead>
<tr>
<th>Board/Committee</th>
<th>Purpose</th>
<th># Members</th>
<th>Frequency</th>
<th>Leadership</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ongoing Small Groups</td>
<td>Purpose</td>
<td># Members</td>
<td>Frequency</td>
<td>Leadership</td>
</tr>
</tbody>
</table>


25. Conflict

Most churches experience conflict at various times. Characterize your church’s experience with conflict given the following possibilities. Indicate the extent to which each statement describes your church: **C** = closely; **S** = somewhat; **N** = not at all.

___ as a church, we respect and listen to each other and work things through without generating divisiveness  
___ as a church, we try to respect and listen to each other, but it is not uncommon for differences of opinion to be a problem and for some people to choose sides  
___ some have left our church because of conflict  
___ conflict hurts our sense of unity, but we tend not to talk about it  
___ painful experience with conflict has been present, but it has been worked through, and we have learned from the experience  
___ we have had some painful experiences with conflict, and they linger in the background  
___ open conflict is present, and we need a minister who can help us deal with it  
___ other Specify:  

Comment:

26. Worship

a. Describe the weekly worship schedule (number of services, times, languages in which the services are conducted, frequency with which communion is included, special emphases such as healing services, contemporary worship, etc.)

b. Are your worship services or church gatherings sign language interpreted?  
   _____ Yes _____ No  
   Are there particular ministries with persons with developmental disabilities or mental illness?  
   Comment

c. Identify how worship is planned on a regular basis in your church  
   _____ by a worship committee  
   _____ by the pastor  
   _____ by the pastor in consultation with the church musician  
   _____ other – specify:

d. Describe the style and content of preaching valued by your congregation:
e. Describe the role in worship of the person you are seeking:

f. What hymnal(s) are currently used by your congregation in worship?

g. Have you considered using another hymnal?

h. Churches have a variety of practices related to the use of Inclusive Language in worship services. (Some churches have made the decision not to change any language in worship; others are intentionally inclusive in their references to people avoiding words such as “mankind”. Some avoid exclusively male references for God and seek to include male and female images as well as a variety of metaphors; other churches exercise care in the words of the liturgy but still utilize “traditional” hymns.) How important is this issue to your church?

**WIDER CHURCH CONNECTIONS**

27. United Church of Christ

a. Association, conference, or other denominational programs and activities in which church members participate:

Do you send delegates to association and conference meetings?
Regularly ________ Occasionally ________ Never__________

Have members of your church ever served as delegates or visitors to General Synod?
Yes_______ No_______ Not Sure _________

b. Association, conference, or other denominational settings in which your church expects the leader you are now seeking to participate:

c. Choose the word that best describes how lay leaders of your church consciously identify with the United Church of Christ:
   _____ closely      _____ moderately      _____ nominally      _____ other

Comment:
28. Ecumenical and Interfaith Activities
   a. Describe ways your church participated in ecumenical and interfaith activities during
      the past three years:
   b. Describe how your church expects the leader you are now seeking to participate in
      ecumenical and interfaith activities:

29. Relationship With Prior Leaders
   a. Characterize your church’s experience with pastoral leaders over the past 15 years.
      You may check more than one response:
      _____ In general, our lay leaders have a history of strong, cooperative relationships with the
            church’s pastoral leadership.
      _____ We have had some fairly rocky moments, but we have worked them through, and
            relationships with pastoral leaders have grown in significant and important ways.
      _____ We have had some tough times and things did not always work out.
      _____ Other. Specify:
      Comment:
   b. Indicate the tenure of the last three installed persons who filled the position you are seeking to fill.
      Do not include interims:

<table>
<thead>
<tr>
<th>Name</th>
<th>From</th>
<th>To</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
c. If a previous pastor or pastor emeritus/a is currently a member of the church, describe his or her involvement in the life of the congregation:

d. In addition to financial support, describe how your church supported the most recent person to hold the position you are now seeking to fill:

e. Involuntary Terminations:
   Have any of the last three persons serving in the position you are seeking to fill left involuntarily or under pressure?
   _____ yes _____ no:  If “yes,” respond to the following:
   • Choose all the issues that may have contributed to the involuntary termination. You may check more than one or indicate “not applicable.”
     _____ conflict of personalities in the church
     _____ inadequate performance
     _____ pastoral style inappropriate for this church
     _____ ethical issues or issues of fitness for ministry
     _____ financial stresses
     _____ other. Specify:

   • Indicate, if you can, which of the following best describe the congregation’s behavior toward that person prior to her or his leaving: You may check more than one.
     _____ civil _____ kind
     _____ compassionate _____ supportive
     _____ harsh _____ indifferent

   • Describe what your church has learned from the experience about itself and its relationship with persons who provided ministerial leadership:

30. Does the church have a Pastoral Relations Committee?  _____ yes _____ no
   If yes, describe its purpose, functions and how often they meet:

31. If there is periodic assessment/evaluation of the nature of the work and of the performance of that work for the position you are seeking to fill?  Describe it:

   Is the periodic ministerial evaluation coordinated with a regular assessment of the overall ministry of the congregation?
32. Leadership Expectations
A list follows of 45 items which represent a range of qualities in the ministry of the church. Place an “X” beside the 12 items which your church feels are the most important aspects of ministry for your church at this time. All the qualities are important. However, please mark those 12 which you feel need first priority at this time. Do not rank the items. If the aspects you consider to be important are not included in the list, place them at the end in the blanks provided.

Mark only 12 of the following items. Do not rank the items.

Our church needs a person who...

1. _____ is an effective preacher/speaker
2. _____ continues to develop his/her theological and biblical skills
3. _____ helps people develop their spiritual life
4. _____ helps people work together in solving problems
5. _____ is effective in planning and leading worship
6. _____ has a sense of the direction of his/her ministry
7. _____ regularly encourages people to participate in United Church of Christ activities and programs
8. _____ helps people understand and act upon issues of social justice
9. _____ is a helpful counselor
10. _____ ministers effectively to people in crisis situations
11. _____ makes pastoral calls on people in hospitals and nursing homes and those confined to their homes
12. _____ makes pastoral calls on members not confined to their homes
13. _____ is a good leader
14. _____ is effective in working with children
15. _____ builds a sense of fellowship among the people with whom he/she works
16. _____ helps people develop their leadership abilities
17. _____ is an effective administrator
18. _____ is effective with committees and officers
19. _____ is an effective teacher
20. _____ has a strong commitment to the educational ministry of the church
21. _____ is effective in working with adults
22. _____ inspires a sense of confidence
23. _____ works regularly at bringing new members into the church
24. _____ regularly encourages support of Our Church’s Wider Mission
25. _____ reaches out to inactive members
26. _____ works regularly in the development of stewardship growth
27. _____ is active in ecumenical relationships and encourages the church to participate
28. _____ is a person of faith
29. _____ writes clearly and well
30. _____ works well on a team
31. _____ is effective in working with youth
32. _____ organizes people for community action
33. _____ is skilled in planning and leading programs
34. _____ plans and leads well-organized meetings
35. _____ encourages people to relate their faith to their daily lives
36. _____ is accepting of people with divergent views
37. _____ encourages others to assume and carry out leadership
38. _____ is mature and emotionally secure
39. _____ has strong commitment and loyalty
40. _____ maintains confidentially
41. _____ understands and interprets the mission of the church from a global perspective
42. _____ is a compassionate and caring person
43. _____ deals effectively with conflict
44. _____
45. _____

If there are other comments you wish to make about expectations, include one or more paragraphs here on an additional sheet.
33. Does your governing body or your search committee have a well-defined policy against discrimination? _____ Yes _____ No  Comment:

34. Has your congregation participated in an ONA (Open and Affirming) study/discernment process? _____ Yes _____ No  Comment:

35. Is there a position description of the pastor’s role and responsibilities? _____ Yes _____ No  If “yes,” please attach a copy.

Does your church have a personnel policy covering this position? _____ Yes _____ No

36. List the titles of other paid staff positions for whom this person provides supervision and indicate whether these positions are full-time (FT) or part-time (PT).

<table>
<thead>
<tr>
<th>Title</th>
<th>PT</th>
<th>FT</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

37. Name three people who have agreed to serve as references. Make sure they are not members of your church, but know your church well enough to be helpful to a final candidate seeking more information about your church, e.g., conference staff, person in community, neighboring pastor:

<table>
<thead>
<tr>
<th>Name</th>
<th>Telephone</th>
<th>Relationship to Your Church</th>
</tr>
</thead>
<tbody>
<tr>
<td>a.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>c.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

38. What groups or individuals in your church have contributed to, reviewed, and/or approved this profile for circulation?
STATEMENT ON LEADERSHIP IN MINISTRY

Using this page, and one additional page if needed, write a statement that will help a candidate better understand the relationship of clergy and lay leadership in the life of your congregation. Candidates will be interested to know whether your lay leaders have a history of strong, cooperative relationships with the church’s pastoral leadership. If your church organizational structure is based on intentional lay-led ministries, describe how that structure functions in relationship to the pastor; if your organizational structure is dependent on clergy leadership, describe what will be expected of the pastor.

If you wish, this statement can provide an opportunity for you to elaborate on the list of committees/boards/groups that you identified in Question 24. (For example, in some churches the expectation is for mutual involvement of pastor and finance committee in the financial matters of the church; other congregations have a clear expectation that the pastor will be focused on “spiritual matters” and will be excluded from settings where financial decisions are made.)

Include in the statement reflections on leadership styles that work well for your church. What do you hope/expect that your new pastor will understand and value in your particular style of lay leadership? What would a new pastor need to know in order to work smoothly with your established leaders? If yours is a multiple-staff church, it would be helpful to comment on your expectations of how the staff team members relate to each other. You are encouraged to include anything else you want to say about your church and its expectations of the leader it now seeks: