

## PASTORATE PROFILE

### TO BE COMPLETED BY PASTORATES SEEKING A MINISTER

A well-produced Pastorate Profile can help in the introduction of a minister. It is useful to those who are seeking to make an introduction and to any minister who is trying to understand the characteristics of the vacant pastorate. It should be written with care after Elders have discussed each section and have consulted other leaders and representatives of local churches concerned.

Before indicating their expectations for a new ministry, the Elders should examine the life, work and theological outlook of their church(es) and the leadership they need from a minister. This paper should be taken as a guide to the questions they should ask and to the content of the resulting Profile. It is not a form to be filled in, although specific statistics are asked for in certain places.

If the final Pastorate Profile is in type-script, one copy should be sent to the Synod Moderator in a form which can be photocopied. However, a few pictures and perhaps a map may help you to present your church and its setting. If you do include photographs, or produce the Profile in a bound form, provide **at least three** copies.

The name of the pastorate and, where appropriate, the names of the local churches concerned should be at the front of the Profile or at the head of the first page.

At the end of the Pastorate Profile indicate who were involved in its preparation and add the date.

### Pastorate Profile

A Pastorate Profile is a multi-purpose tool for

- producing a pastorate profile when a minister moves,
- engaging in a pastoral consultation with the synod,
- undertaking a review of ministry, and
- seeking financial support from the Synod or other sources.

Whatever customised versions or alternatives Synods produce should cover the key elements included here. The component parts of the Pastorate Profile are:

- What are we here for?
- Where are we going?
- How will we get there?

These are unpacked into the following sections:

Where are we? Who are we? What do we do? What are we here for?

What are our resources? What are the opportunities? Where are we going?  
How will we get there? What do we need?

(The numbers in brackets marked with an \* refer to the notes provided at the end to give additional guidance for those who require it)

**1. Where are we? Mission Context**

**1a. Name** of the pastorate and the churches involved.

**1b. Describe the context** (e.g. rural, country town, suburban, inner city, urban priority area, city centre etc.) and adding other relevant detail (e.g. local employment, culture, deprivation)

**1c. Describe the population** of the communities being served:

(a) numerically - with other relevant detail (e.g. growing / static / declining)

(b) by social composition (e.g. age, ethnicity etc.)

**1d. Describe the ecumenical scene**

(a) What other churches are in the area?

(b) What are relationships like?

(c) Are there any local formal arrangements (e.g. local covenants)? (\*1)

**2. Who are we?**

**2a. Give a brief pen portrait** of the pastorate, including key points in its history; what is distinctive about the pastorate, its theological outlook and worship style.

**2b. Number on roll- total** .....

number up to 11.....

12-18 .....

19-30 .....

31-50 .....

51-70 .....

71+ .....

**Number of adherents** ..... (\*2)

**Average attendance at main act of worship on Sunday** .....

**Average attendance at worship over a week** .....

**2c. Changes in the roll over the last five years-**

(a) Additions: on profession of faith .....

by transfer .....

(b) Losses: by death .....

by transfer .....

by removal from the roll .....

- 2d. **Number residing-**  
 (a) within one mile of church building .....
- (b) over three miles from church building .....
- 2e. **Number of serving Elders** .....
- Number of non-serving Elders** .....

**3. What do we do?**

**Pattern of worship** (Sunday, midweek, styles, venues etc.) (\*3)

**Pattern of care and nurture** (teaching the faith, discipling etc.)

**Pattern of leadership & decision making** (elders, church meetings, ministry team) (\*4)

**Pattern of work with different groups** (children, young people, elderly, community etc.) (\*5)

**Pattern of partnership with others** (ecumenical and secular) (\*6)

**Other activities**

**4. What are we here for?**

**What is your mission statement** (value statement, vision statement etc)? (\*7)

**What is the biblical basis for your mission purpose?**

**5. What are our resources?**

**What skills, gifts, experiences are there in the personnel of the church?**

**What property resources are available? What are their strengths and weaknesses?**

**What financial resources are available?** (include your latest set of accounts)

**6. What are the opportunities?**

**What are the trends in the life of the church and in the community context?**

**What challenges does the church face locally?**

**7. Where are we going?**

**What are the priorities, the targets, goals, objectives for the next few years?**  
(\*8)

**8. How will we get there?**

**What plans are there for making progress on the priorities agreed by the church?**

**9. What do we need?**

**Where help is required either of personnel, property or finance?**

(include the role description for the minister(s))

**Additional Notes:**

The following are not intended to be proscriptive but are offered as a guide for those who are seeking further help when filling in the Pastorate Profile.

1. If the church is a united church or Local Ecumenical Partnership a more detailed description of the partnership can be given here.
2. If it helps to give a better understanding of the fellowship of the church the number of households represented by the combination of members and adherents can be given here.
3. The worship/devotional life of the church could be described in the following areas:
  - What services are held each Sunday?
  - What is the average attendance?
  - How often is Holy Communion celebrated?
  - What special services were held last year?
  - What lay involvement is there in the leading of worship?
  - What hymnbooks (or other sources of songs) are in regular use?
  - What mid-week services are there?
  - What bible study or study groups meet?
  - How many baptisms, believers and infant have there been in the last five years?
  - How many services of thanksgiving for the birth of a child have there been in the last five years?
  - Is there regular all-age worship?
4. If other ministers are involved give more details regarding the relationships, responsibilities, roles and planned system of review.
  - If other ministers are involved, give their names and indicate whether they are stipendiary or non-stipendiary.

- What are the ministry team relationships?
  - What agreements cover leadership, meetings, pastoral responsibilities, specialist roles etc.?
  - Is there a suggested overall portion of ministry for each congregation and its community, or is this to be agreed with the new minister?
  - How is this expected to work out in regard to services, meetings, pastoral work and other responsibilities?
  - What system of review is proposed for these arrangements?
  - Outline how the pastorate sees the role of the prospective minister in this, and what particular skills and experience will be preferred in her or him.
5. If the church has a particularly strong ministry in the area of weddings or funerals, this could be described here, as well as any including the baptismal policy of the church.
- How many weddings are conducted in the church each year?
  - What proportions of these are for neither church members nor adherents?
  - How many funerals are conducted each year?
  - What proportions of these are for neither church members nor adherents?
  - What is the baptismal policy of the church?
6. Formal ecumenical relationships will have been described earlier but other ecumenical and secular partnerships should not be ignored and can be described here.
7. If the church has not engaged in another strategy for reflecting on its mission and purpose it would do well to bear in mind at this point the Five Marks of Mission.
- TELL                      Proclaiming the good news of the Kingdom.
  - TEACH                    Teaching, baptising and nurturing new believers.
  - TEND                      Responding to need by loving service
  - TRANSFORM            Seeking to transform unjust structures of society
  - TREASURE                Striving to safeguard the integrity of creation
8. What different opportunities are there in the various sections of the pastorate?

(February 2010)