



Evangelical Lutheran Church in Canada

Congregational Mission Profile

Part I – Congregation Information

1. Congregation

Congregation ID Number: Date Submitted:

Congregation Name:

Address:

City: Postal Code:

Church Phone: Email:

Website: Social Media:

Synod:

2. Congregation Council Chairperson

Name:

Address:

City: Prov: Postal Code:

Preferred Phone:

Preferred Email:

3. Call Committee Chairperson

Name:

Address:

City: Prov: Postal Code:

Preferred Phone:

Preferred Email:

4. List up to three events or developments that are the most 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.

c. What are some of the present challenges for your congregation as it moves into the future?

6. Review the congregation's current data on 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:

less than 3 km from church %

3-10 km from church %

more than 10 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:

automobile: %

walk or cycle: %

take public transportation: %

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.)

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, seminary, other ministries)?

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

14. Has the congregation run a surplus/deficit in its current operating fund in the past three years? Be specific for each year including amounts.

b. Does the congregation have endowments and/or investments and how are they used?

c. Please list your benevolence offerings for the last three years with your commitment in brackets. Be specific for each year including figures.

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 is the congregation involved in the synodical and national expressions of the church?)

Part III – Mission in the Community

17. Describe your larger neighbourhood in which your congregation meets and list the sources of your information.

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

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; primary business or industries.)

19. What trends or issues 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.)

20. What opportunities for cooperation have you found in your community?
(For example: ecumenical, inter-Lutheran, multifaith, cooperative worship, youth events, food pantry, women's shelter or homeless shelter.)

Part IV – Where is God Leading Us?

21. 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.

22. 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.)

23. During the next one to three years, what are the top three mission priorities for the congregations 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.)

24. What is your congregation excited about?

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

Part V – The Leader We Seek

25. Position title:

26 a. Ministry Areas and Descriptions. Please review the list of ministry areas and descriptions and proceed to 26 b.

Ministry Area	Description
Worship Leadership	Plan and conduct 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 with Youth and Young Adults	Creatively relate to youth and young adults to teach the faith and inspire commitment.
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.

Ministry Area	Description
Evangelism	Mentoring the community to help them live and tell the stories of faith.
Visitation	Support and nurture persons by visiting with them in their homes and places of employment.
Preaching	Proclaim the 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.
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.
Family Life / Self Care	Cultivate home and personal life.
Study Habits	Follow a regular schedule of reading and studying.
Spiritual Discipline	Maintain a disciplined life of prayer and personal devotion.
Small Groups	Plan, cultivate and support small group ministry.
Transformational/Redevelopment	Lead a declining congregation into hope and new life.
Musical and Artistic	Enjoy and use music and the arts to enhance worship.

26. b. List five areas of ministry you expect your rostered leader to give primary attention to in the first three years of their ministry.

27. Compensation and professional expense reimbursement.

Range of salary: \$ -

Range of salary including housing allowance: \$ -

In addition to 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.

28. Are you able to supply the following items, if requested?

Item	Yes	No
Mission and Vision Statement of the Congregation		
Annual Reports		
Budget		
Weekly Sunday Bulletin		
Communication Pieces (newsletter, brochure, etc.)		
Brief History of the congregation		

References

List two references outside of the congregation (for example: neighborhood leader, member of ministerial)

Relationship: Name:

Address:

City: Prov. Postal Code:

Phone: Email:

Relationship: Name:

Address:

City: Prov: Postal Code:

Phone: Email:

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

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