

Appendix 3 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.

Pastorate Profiles are normally produced electronically and can be sent to the Synod Moderator in that form. A few pictures and perhaps a map may help you to present your church and its setting. The profile, and any supporting documents, should not be over-extensive. If it is not available electronically, please make suitable arrangements with your Synod Office.

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.

Most Synods are now working to Local Mission and Ministry Reviews (LMMR) that need relatively minor adaptation when needed as a pastorate profile.

Once a Pastorate Profile has been prepared, a summary version is also needed. There is a pro forma for this, which should be obtained from your Synod Office. For examples, please see the summary profiles website – www.urch-profiles.org.uk

Please note that you must complete the pro forma, with the whole pastorate on one side of A4, within the constraints set by the form.

The component parts of the full Pastorate Profile (however it originates) are:

- (i) What are we here for?
- (ii) Where are we going?
- (iii) How will we get there?

These are unpacked into the following sections:

- (i) Where are we? Who are we? What do we do? What are we here for?
- (ii) What are our resources? What are the opportunities? Where are we going?
- (iii) 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. 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 prescriptive 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 ten Vision2020 Statements of Mission and

Purpose (remembering that these offer a framework and are not a programme – different congregations will focus on different ones and the same congregation different ones at different times):

Statement 1: Spirituality and prayer

We will grow in our practice of prayer and spirituality, nurturing strength for our witness to Jesus Christ, and developing our discernment of where God is and what God is calling us to do by reading and studying the Bible and through the power of the Holy Spirit.

Statement 2: Identity

The URC will be a Church where every local congregation will be able to say who they are, what they do and why they do it.

Statement 3: Christian Ecumenical Partnerships

We will be more confident in our identity, valuing the treasures of our tradition, discerning when to seek ecumenical partnerships, and when and how to seek the further unity of the Church.

Statement 4: Community partnerships

We will be a Church that is more active in the life of local neighbourhoods.

Statement 5: Hospitality and diversity

We will be a Church committed to becoming even more welcoming and hospitable, and embracing all people equally.

Statement 6: Evangelism

We will be more confident to engage in evangelism, proclaiming the good news of the kingdom of God with friends, families and strangers, through story and action.

Statement 7: Church growth

We will be a growing Church with an increasing membership.

Statement 8: Global partnerships

We will be a Church that is an active partner in God's global mission with other Churches around the world.

Statement 9: Justice and peace

We will be a Church committed to peace-making and reconciliation that keeps faith with the poor and challenges injustice.

Statement 10: The integrity of creation

We will be a Church that has taken significant steps to safeguard the integrity of creation, to sustain and renew the life of the earth.

8. What different opportunities are there in the various sections of the pastorate?