

1 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.

If the pastorate has recently completed a Pastoral Review with companions appointed by Pastoral Committee, the resulting document should form the basis of the Pastorate Profile.

2 This Policy indicates the content of the Profile.
It is not a form to be filled in, although the statistical sections may be used in this way and incorporated into the final document.

Section A may be supplemented by separate descriptions of distinct localities and sections D and E should be completed for each congregation.

3 A summary profile should also be completed. The Synod Moderator will supply a pro forma to the Interim Moderator.

4 In addition to material derived from a Pastorate Review, a few pictures and a map may help you to present your church and its setting. Please provide three copies, plus a CD if possible. However it is not recommended to post the full profile on a web site.

5 A role description indicating the expectations (key responsibilities and objectives) of the minister may be included with the profile. This is necessary for an LEP or joint or group pastorate in respect of leading worship and the priority of meetings to attend, though other aspects of ministry, e.g. the allocation of pastoral time, will be discretionary to the minister. It is important to indicate how the pastorate operates.

At the end of the Pastorate Profile indicate who was involved in its preparation and add the date. If an introduction does not result in a call or a call not being accepted, the Synod Moderator may visit the 'call group' or full Elders' Meeting; which might result in a revision to the profile.

6 Profile sections and headings:

A: Mission context:

Name of the pastorate and the churches involved.

Describe the setting of the churches (e.g. rural, country town, suburban, inner city, urban priority area, city centre etc.) and adding other relevant detail (e.g. local occupations).

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).

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)?

Give a brief history of the church. Describe, as to a prospective minister, what is distinct about the pastorate and the communities it serves, the characteristics of this pastorate in its setting, its theological outlook and worship style and the strengths and weaknesses of the congregation(s).

B. Priorities

What are the mission priorities for the pastorate?

What is the mission or vision statement?

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

Include material derived from a recent Pastoral Review or earlier Visit or Consultation.

C. Ministry

- 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.

D. Local Church Life

Describe the worship/devotional life of the church in relation to the following questions:

- 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?

Occasional services and events:

- 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?

Give an indication of the frequency, average attendance and variety of items discussed at Church Meetings.

Give an indication of the frequency of Elders' Meetings and variety of items discussed. Describe any other committees concerned with the life of the church.

Describe the work with children and young people in relation to the following questions:

- what are the age ranges, and numbers in Junior Church/Sunday School?
- what are the numbers of leaders the church has?
- what material is used?
- what other activities/organisations are there for children and young people?
- what is the attendance numbers at the other activities/organisations?
- what are the numbers of leaders for these groups?
- what good practice policy is operated?

Give a description of all other church organisations and list outside organisations meeting on the premises.

E. Statistics

Number of members on roll-

total

number under 25

25-44

45-64

65 and over

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

Number of members residing-

(a) within one mile of church building

(b) over three miles from church building

Number of adherents (or 'community roll')

Total number of households (members + adherents)

Number of serving Elders

Number of non-serving Elders.

Other church officers

Include a copy of the accounts for the previous year.