

CHURCH PROFILE

This form is designed to provide an honest and comprehensive picture of our church for prospective pastoral candidates. Complete all sections as thoroughly as possible, using additional pages if needed. This document will be shared with serious candidates to help them discern if our church is a good match for their calling.

BASIC INFORMATION

Church Name: _____

Address: _____

Phone: _____ **Website:** _____

Email: _____

Year Established: _____ **Denominational Affiliation(s):** _____

CHURCH HISTORY AND IDENTITY

1. Provide a brief history of the church, including founding, significant milestones, and major transitions:

2. Describe the circumstances of the previous pastor's departure (length of tenure, reason for leaving, etc.):

If the previous pastor served less than 5 years, please provide information about the pastor before them as well:

3. What is your church's mission statement?

4. How would you rate your church's current effectiveness in these areas? (1=Poor, 5=Excellent)

Great Commission (evangelism, discipleship, missions): 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐

Great Commandment (loving God, loving neighbors): 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐

Please explain your ratings: .

5. How would you describe your church's theological identity?

Traditional/Historically Conservative 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ Reformed

Additional clarification (if needed): _____

6. What unique characteristic or "personality" best describes your church?

CHURCH DEMOGRAPHICS AND PARTICIPATION

6. Average worship attendance pattern (last 5 years):
 - a. Current year: _____
 - b. 1 year ago: _____
 - c. 2 years ago: _____
 - d. 3 years ago: _____
 - e. 4 years ago: _____
7. Average Sunday School/Small Group attendance pattern (last 5 years):
 - a. Current year: _____
 - b. 1 year ago: _____
 - c. 2 years ago: _____
 - d. 3 years ago: _____
 - e. 4 years ago: _____
8. Baptism pattern (last 5 years):
 - a. Current year: _____
 - b. 1 year ago: _____
 - c. 2 years ago: _____
 - d. 3 years ago: _____
 - e. 4 years ago: _____
9. Age demographic breakdown (approximate percentages):
 - a. 0-12 years: ____%
 - b. 13-18 years: ____%
 - c. 19-29 years: ____%
 - d. 30-45 years: ____%
 - e. 46-65 years: ____%
 - f. 66+ years: ____%
10. Giving/budget trend over past 5 years:
 - ☐ Significant growth (15%+ increase)
 - ☐ Moderate growth (5-15% increase)
 - ☐ Stable (within 5% increase or decrease)
 - ☐ Moderate decline (5-15% decrease)
 - ☐ Significant decline (15%+ decrease)

CHURCH MINISTRIES AND PROGRAMMING

11. Current worship style: ☐ Traditional ☐ Blended ☐ Contemporary ☐ Multiple worship styles (describe): _____

12. What are your church's strongest ministries? (List top 3)

a.

b.

c.

13. List current Great Commission (evangelism/discipleship) ministries:

14. List current Great Commandment (loving God/loving neighbors) ministries:

15. Missionary support and partnerships (local and global): Annie Armstrong easter

16. Community outreach efforts:

CHURCH LEADERSHIP AND STRUCTURE

17. Current church staff positions (list all with FT/PT status):

18. Describe your church's governance/decision-making structure: ☐ Pastor/staff-led with congregational approval ☐ Deacon-led ☐ Committee-based leadership ☐ Elder-led ☐ Other:

19. Number of active deacons: _____

20. Key committees or ministry teams:

21. Describe the primary role of deacons in your church:

FINANCIAL INFORMATION

22. Annual church budget: \$_____
23. Cooperative Program giving: \$_____ (____% of budget)
24. Total missions giving: \$_____ (____% of budget)
25. Current financial obligations (building debt, etc.):

COMPENSATION PACKAGE

26. Proposed salary range for new pastor: \$_____ to \$_____
27. Benefits beyond base salary (check all that apply and provide amounts if available):
- ☐ Housing allowance: \$_____
 - ☐ Health insurance: \$_____
 - ☐ Retirement contribution: \$_____
 - ☐ Life insurance: \$_____
 - ☐ Continuing education allowance: \$_____
 - ☐ Ministry expense account: \$_____
 - ☐ Paid vacation: _____ weeks
 - ☐ Mileage reimbursement: \$_____
 - ☐ Cell phone allowance: \$_____
 - ☐ Other: _____
28. Is there a parsonage? ☐ Yes ☐ No If yes, describe condition and amenities:
- _____
- Estimated value as part of compensation package: \$_____

FACILITIES

29. Description of church facilities (size, condition, recent renovations):
- _____
30. Seating capacity of worship center: _____

CHURCH RELATIONSHIPS

31. Relationship with local Baptist association:
- ☐ Very active ☐ Moderately active ☐ Minimal involvement ☐ No involvement
32. Relationship with Texas Baptists (BGCT):
- ☐ Very active ☐ Moderately active ☐ Minimal involvement ☐ No involvement
33. Other denominational affiliations or partnerships:

34. Relationship with other churches in the community:

- ☐ Strong ecumenical participation
- ☐ Occasional cooperative efforts
- ☐ Minimal interaction
- ☐ No interaction

CHURCH SELF-ASSESSMENT

35. What are the three greatest strengths of your church?

36. What are the three greatest challenges or needs facing your church?

37. How would you describe the spiritual health of your congregation?

- ☐ Growing and vibrant
- ☐ Stable and steady
- ☐ Struggling in some areas
- ☐ In need of revitalization

Comments: _____

38. Describe any significant conflicts or divisions in the church in the past five years and how they were addressed:

39. What aspects of your church's identity are non-negotiable (traditions, practices, theological positions that must be maintained)?

40. In what areas is your church open to change?

DECISION-MAKING STRUCTURE

42. Describe your church's decision-making process (who makes which types of decisions):

43. What decisions require congregational approval?

44. What decisions can be made by staff, committees, or deacons without congregational approval?