













Reasons:

Other churches in the community (list representative ones):

Church with the largest membership:

Describe any situation existing in your church or community that might require particular skills on the part of the minister?

Briefly describe your public school system:

Number of private schools in the area:

Percentage of the community student population in private school:

List the institution(s) of higher education in the area:

List the important businesses and/or industries in the community:

What are the factors that make your community desirable?

List the chief problems facing your community:

**Participation in Community/ Interfaith/ Ecumenical Activities**

Does your church share in fellowship through Association and Conference meetings?

Describe:

What community groups meet in your church?

To what extent do you expect your minister to cooperate with and take leadership in community activities:

To what extent do you expect your minister to accept positions on National Association and/or local conferences and Association boards and committees?

...in camping programs:

Describe your relationship with churches of other denominations in your community, with councils of churches, and/or other interdenominational groups:

### **Goals of your Church**

Does your church have a mission statement? What is it?

Does your church have a vision statement? What is it?

What definitive hopes and objectives does your congregation have for the next year?

...for the next five years?

How ready are your members to consider changes in their purpose and programs to achieve these objectives?

Any other information you feel will be helpful:



## Relationships

Identify your church's experience with conflict. Indicate the extent to which each statement describes your church, using the following scale. (Rate: 1-5. Never as 1 and always as 5.)

- As a church, we respect and listen to each other and work things through without generating divisiveness.
- As a church, we try to respect and listen to each other, but it is not uncommon for differences of opinion to be a problem and for some people to choose sides.
- Some have left our church because of conflict.
- Conflict hurts our sense of unity, so we tend to not talk about it.
- Painful experience with conflict has been present, but it has been worked through and we have learned from the experience.
- We have had some painful experiences with conflict, and they linger in the background.
- Open conflict is present, and we need a minister who can help us deal with it.

## Relationship with Prior Leaders

- We have had a solid relationship with persons involving pastoral leadership.
- We have had some fairly rocky moments, but we have worked them through, and relationships with pastoral leaders have grown in significant and important ways.
- We have had some tough times and things did not always work out.

Indicate the tenure of the last three installed persons who filled the position you are seeking to fill. Do not include interims:

	Name	From	To
1			
2			
3			
4			
5			

If a previous minister is currently a member of the church, describe his or her role in the life of the congregation:

In addition to financial support, describe how your church supported the most recent person to hold the position you are now seeking to fill:

Involuntary Terminations: Have any of the last three persons serving the position you are seeking to fill left involuntarily or under pressure?

If yes, respond to the following:

Choose all of the issues that may have contributed to the termination:

- Conflict of personalities in the church
- Inadequate performance
- Pastoral style inappropriate for this church
- Other, Specify

Indicate, if you can, which of the following best describe the congregation's behavior toward that person prior to his/her leaving. You may select more than one:

- Civil
- Supportive
- Harsh/Indifferent

Describe what your church has learned from the experience about itself and its relationship with persons who provided ministerial leadership:

Does the church have a pastoral relations committee?

What criteria will you use to annually evaluate the pastor?

What other church documents do you have available for review by a candidate?  
(Including but not limited to Articles of Incorporation, By-Laws, History, Constitution, Newsletters, Bulletins, Special Observances)

## File Attachments and Overview

If you are ready to submit your information, Click the [Submit] button below. If you need to revise anything, you can click on the menu at the side to go to then necessary page.

Do you want this CIF to show in the Pastorates and Pulpits:

Date Posted:

1/1/1900

### On Pastorates and Pulpits:

- Currently Receiving Profiles
- Not Currently Receiving Profiles
- Position Filled

The National Association of congregational Christian Churches provides to member churches information about search processes and maintains lists of clergy seeking calls. The Association also provides information to clergy about vacancies within the Association. The Association makes no representation as to the fitness of any clergy person or the accuracy of information provided by a congregation. Each clergy person is responsible for evaluation each congregation's appropriateness to his or her calling. Each congregation is responsible for its own hiring process and decision. All terms and conditions of employment including the evaluation, supervision, and remuneration of the clergy person are the sole responsibility of the local church.