

PARISH PROFILE FORM

FOR CONGREGATIONS OF THE CHURCH OF THE UNITED BROTHERS IN CHRIST, USA

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Please return this document to Bishop Phil Whipple at the national office, using the address above.

Section 1 Contact Information

Church

Church Name: _____

Church Address: _____

City/State/Zip: _____

Church Phone: _____ FAX: _____

Church Website: _____

Church Email: _____

Chairperson of the Personnel Commission

Name: _____

Address: _____

City/State/Zip: _____

Phone: _____ FAX: _____

Email: _____

Section 2

Church History

Write a few paragraphs about the church which will include such significant data as when and how the church began, building programs, relocations, mergers, church splits, traumatic events, number of pastors, etc.

Section 3

Statistical and Sociological Profile

Ten-Year Statistics

In the chart below, record the statistics for the past ten years. Write the year in the column at the left.

Year	Members	Attendance	SS Attend.	Converts	Baptisms

Constituents

Number of resident church members: _____

Number of non-resident church members: _____

Total constituents (members and non-members): _____

Age Profile

List the percentage of church constituents (members and non-members) who fall into the following age brackets.

Ages 1-12:	%		Ages 35-49:	%
Ages 13-18:	%		Ages 50-64:	%
Ages 19-24:	%		Ages 65+:	%
Ages 25-34:	%			

Occupational Profile (adults only)

Give the percentage of church constituents who fall into the following occupational categories.

Business	%		Homemakers:	%
Professional:	%		Clerical:	%
Laborer:	%		Student:	%
Agriculture:	%		Retired:	%
Other:	%			

Educational Profile (adults)

Give the percentage of church constituents in these educational categories. Place persons in only one category--the one representing their highest level of education.

Completed grades 1-8	%	College graduate	%
Completed high school	%	Graduate degree	%
Some college	%		

Family Units

Give the percentage of adult constituents in each of these categories.

- Married without children at home _____ %
- Married with children at home _____ %
- Single _____ %
- Single parent with children at home _____ %

List and describe paid staff positions at the church (fulltime and part-time).

1. _____

2. _____

3. _____

4. _____

5. _____

6. _____

7. _____

Other:

Section 5 Church Finances

Income

Give a five-year financial income history of your church. In the box at the top of each column, write the actual year.

Type of Income	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5
General income	\$	\$	\$	\$	\$
Missions	\$	\$	\$	\$	\$
Interest	\$	\$	\$	\$	\$
Rentals	\$	\$	\$	\$	\$
Other	\$	\$	\$	\$	\$
Total	\$	\$	\$	\$	\$

Expenses

Give a five-year financial expense history of your church.

Type of Expense	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5
Wages/salaries	\$	\$	\$	\$	\$
General expenses	\$	\$	\$	\$	\$
Property/mortgage	\$	\$	\$	\$	\$
Interest	\$	\$	\$	\$	\$
Other	\$	\$	\$	\$	\$
Total	\$	\$	\$	\$	\$

Miscellaneous Financial Information

How many giving units are in the church (individuals and families)? _____

How much does the church have in present reserves (savings)? _____

How much does the church have in present endowment funds? _____

What is the median family income in your area? _____

Section 6 Property

Check as many as apply to describe your church

- Gymnasium
- 1 set of restrooms
- 2 sets of restrooms
- 3 or more sets of restrooms
- Fellowship hall
- Indoor baptistry
- Kitchen
- Removable seating in sanctuary
- Permanent seating (such as pews) in sanctuary
- Built-in projection screen in sanctuary

What is the seating capacity of the sanctuary? _____

How many Sunday school rooms do you have? _____

How many offices do you have for church staff? _____

Buildings and Property

Describe your church's buildings and property (except parsonage).

Is the church projecting a building program? Yes No

If yes, what?

Parsonage

Does the church own a parsonage? Yes No

If yes:

What is the total number of rooms? _____

How many bedrooms? _____

How many bathrooms? _____

Describe the house.

Parsonage address _____

City/State/Zip _____

Section 7 Realities

The Church's Strengths

List the seven greatest strengths or positive qualities of the congregation.

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____

The Church's Weakness and Challenges

List the seven greatest weaknesses/challenges of the church.

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____

The Church's Possibilities

List seven of the greatest possibilities for your church.

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____

Internal Influences

List several internal environmental factors that affect or will affect your church's health in the future. *(Examples: Only two families have children under age 12. The church is controlled by two church bosses. The younger generation is assuming new leaders roles.)*

1. _____
2. _____
3. _____
4. _____
5. _____

External Influences

List three external environmental factors that will affect your church's health in the future. *(Examples: A developing is being built two miles away. A major industry that employs 600 people is moving to Mexico.)*

1. _____
2. _____
3. _____

Section 8 The Church's Vision

Does your church have a mission statement? Yes No
(why the church exists)

Does the church have a vision statement? Yes No
(where the church is going, what it wants to accomplish)

What does the congregation wish to accomplish during the next three to five years?
(Attach a vision document to the parish profile if a plan has been adopted by the Board.)

List your goals for the next three to five years.

How do you expect a new pastor to help your church reach these goals?

Section 9

Leadership Expectations

The items below represent a range of qualities for a minister. Check the 12 items your church feels are the most important aspects of ministry for your church at this time. Every quality is important; don't rank them. If the aspects you consider to be important are not included in the list, place them at the end in the blanks provided.

The minister....

- is a person of faith
- is an effective preacher/communicator
- is committed to evangelism
- continues to develop his/her theological and biblical skills
- helps people develop their spiritual life
- helps people work together in solving problems
- is effective in planning and leading worship
- has a sense of direction for ministry
- regularly encourages people to participate in United Brethren activities
- helps people understand and act upon issues of social justice
- is a helpful counselor
- ministers effectively to people in crisis situations
- makes pastoral calls to hospitals, nursing homes, and to shut-ins
- is a good leader
- is effective in working with children
- builds a sense of fellowship in the congregation
- is an effective administrator
- is an effective teacher
- inspires a sense of confidence
- works regularly at bringing new members into the church
- regularly encourages support for the church's wider mission
- reaches out to inactive members
- works regularly in developing stewardship growth
- is active in ecumenical affairs and encourages the church to participate
- writes clearly and well
- works well on a team
- is effective in working with youth
- is skilled in planning and leading programs
- plans and leads well organized meetings
- encourages people to relate their faith to their daily lives
- is accepting of people with divergent backgrounds and traditions
- encourages others to assume and carry out leaders
- is mature and emotionally secure
- is highly committed and loyal to the United Brethren denomination
- maintains confidentiality
- understands and interprets the church's mission from a global perspective
- is a compassionate and caring person, sensitive to others' needs
- deals effectively with conflict
- other:

Note: Feel free to comment further on leadership expectations on another sheet.

Section 10

Pastoral Salary and Benefits

Financial Package

- | | |
|---------------------------------|----------|
| 1. Cash salary | \$ _____ |
| 2. Housing allowance | \$ _____ |
| 3. Housing (rental value) | \$ _____ |
| 4. Utilities | \$ _____ |
| 5. Health and medical insurance | \$ _____ |
| 6. Social security | \$ _____ |
| 7. Pension | \$ _____ |
| 8. Continuing education funds | \$ _____ |
| 9. Books/subscriptions | \$ _____ |
| 10. Travel/mileage | \$ _____ |
| 11. Other | \$ _____ |

Other Benefits

How many days of continuing education time are permitted each year? _____

How many weeks of vacation is the pastor permitted? _____

Do you follow the vacation schedule set by the denomination? Yes No

Section 11

Community Profile

Note: Most of these statistics can be obtained from your Chamber of Commerce or the public school system.

Population

Total population of the community: _____

What was the population growth rate during the last decade. _____%

Racial and Ethnic Background

Caucasian _____% Asian _____% Black _____%

Hispanic _____% Other _____%

Primary Businesses and Industries in Your Community

1. _____

2. _____

3. _____

Community Distinctives

Describe three distinctive attributes of your community.

1. _____

2. _____

3. _____

Community Trends

What major trends do you envision in your community during the next five years?

1. _____

2. _____

3. _____

Community Problem Areas

List three problems confronting your community which the members of your church feel the church should address.

1. _____
2. _____
3. _____

Church Building Usage

In what ways is your church building now being used by the community?

1. _____
2. _____
3. _____

Ecumenical Activities

In what ways does your church work with other churches in your community?

1. _____
2. _____
3. _____
4. _____
5. _____

Other Churches

List the churches in your primary service area, and state the size of the membership. *(This information can probably be obtained through the area Ministerial Association. If not, delegate the research to a competent retired person.)* Add this information as an appendix to this profile.

Section 12

The Church's Worship Service

Describe your worship service (check every box that applies)

- | | |
|---|---|
| <input type="checkbox"/> free and spontaneous
<input type="checkbox"/> a sense of the holiness of God
<input type="checkbox"/> balance of hymns and choruses
<input type="checkbox"/> lay involvement in worship
<input type="checkbox"/> video clips used
<input type="checkbox"/> use electronic media
<input type="checkbox"/> spontaneous sharing of needs
<input type="checkbox"/> public presentation of offering
<input type="checkbox"/> piano only
<input type="checkbox"/> use guitar
<input type="checkbox"/> use drums
<input type="checkbox"/> choir
<input type="checkbox"/> music director
<input type="checkbox"/> services are taped
<input type="checkbox"/> greeters (prior and/or and after)
<input type="checkbox"/> emphasis upon the Word of God
<input type="checkbox"/> opportunities for confession
<input type="checkbox"/> pastor is worship leader
<input type="checkbox"/> anointing services
<input type="checkbox"/> Confession of Faith
<input type="checkbox"/> ushers
<input type="checkbox"/> use drama often
<input type="checkbox"/> follow the liturgical year
<input type="checkbox"/> sermon is central | <input type="checkbox"/> prayer is a powerful component
<input type="checkbox"/> stick mainly to hymns
<input type="checkbox"/> children present
<input type="checkbox"/> bulletin distributed
<input type="checkbox"/> amplifying system
<input type="checkbox"/> overhead projector used
<input type="checkbox"/> use the altar for decisions
<input type="checkbox"/> announcements before worship
<input type="checkbox"/> organ and piano only
<input type="checkbox"/> use synthesizer
<input type="checkbox"/> use other instruments
<input type="checkbox"/> sing the Doxology regularly
<input type="checkbox"/> worship team
<input type="checkbox"/> guests are introduced
<input type="checkbox"/> special groups/solos
<input type="checkbox"/> structured and liturgical
<input type="checkbox"/> service is warm and loving
<input type="checkbox"/> children's sermon
<input type="checkbox"/> opportunities for testimonies
<input type="checkbox"/> holy communion
<input type="checkbox"/> use drama occasionally
<input type="checkbox"/> lay witness Sundays
<input type="checkbox"/> welcome center |
|---|---|

Other Worship Information

Number of services held each Sunday morning. _____

Number of Sunday schools held each Sunday morning. _____

Number of adult Sunday school classes. Permanent classes: _____

Elective classes: _____

Do you have children's church during the service? Yes No

How many times a year do you observe Holy Communion? _____

Describe what (if anything) your church does on Sunday night.

Describe what (if anything) your church does as a midweek service or program.

Describe the youth program (junior high and high school) at your church. How many youth are involved? How often do they meet? What do they do? Etc.

Section 13

Perceptions of the Church

Level of Spiritual Maturity in the Congregation (over the past 10 years)

- Growing steadily
- Plateaued
- Sporadic growth
- Declining

Numeric Growth (over the past ten years)

- Growing steadily
- Plateaued
- Sporadic growth
- Declining

Growth Potential at the Present Location

- Under 250
- 250-500
- 500-750
- Over 750

Size of Facility

- Not large enough for our present needs
- Adequate for our present needs, but not for future growth
- Large enough to accomodate much growth

Amount of Parking Space

- Enough parking space for growth
- Enough for present needs
- Not enough for present needs

Appearance of Facility

- Modern appearance
- Old, but looks nice
- Showing its age

Location

- A visible location
- Easy to get to
- We need to relocate

Mission/Purpose of the Church

- Clearly communicated and followed
- Communicated but not followed
- Lacking a clear purpose

The Church and Change

- Receptive to change
- Willing to change, but some resistance
- Resistant to change

Conflict in the Church

- Insignificant
- Some, but can be resolved
- Some, but difficult to resolve
- Major problems

Male/Female Leadership

- Leadership is predominantly male
- Leadership is predominantly female
- Leadership is generally half male, half female

Local and Foreign Missions

- Missions is a high priority
- Growing interest
- Interested when encouraged
- Little interest

Sunday School and Christian Education Teachers

- Well-trained, caring teachers
- Caring teachers, but untrained
- Average teachers
- Need major improvement

Evaluate These Aspects of Your Church

Quality of the worship services	<input type="checkbox"/> Poor	<input type="checkbox"/> Okay	<input type="checkbox"/> Good	<input type="checkbox"/> Very Good
Amount of conflict in the congregation	<input type="checkbox"/> Poor	<input type="checkbox"/> Okay	<input type="checkbox"/> Good	<input type="checkbox"/> Very Good
Level of spiritual maturity in the congregation	<input type="checkbox"/> Poor	<input type="checkbox"/> Okay	<input type="checkbox"/> Good	<input type="checkbox"/> Very Good
Effectiveness in reaching unbelievers.	<input type="checkbox"/> Poor	<input type="checkbox"/> Okay	<input type="checkbox"/> Good	<input type="checkbox"/> Very Good
Quality of the youth program	<input type="checkbox"/> Poor	<input type="checkbox"/> Okay	<input type="checkbox"/> Good	<input type="checkbox"/> Very Good
Appearance of the present facility	<input type="checkbox"/> Poor	<input type="checkbox"/> Okay	<input type="checkbox"/> Good	<input type="checkbox"/> Very Good
Reputation of the church in the community	<input type="checkbox"/> Poor	<input type="checkbox"/> Okay	<input type="checkbox"/> Good	<input type="checkbox"/> Very Good
The church's financial status	<input type="checkbox"/> Poor	<input type="checkbox"/> Okay	<input type="checkbox"/> Good	<input type="checkbox"/> Very Good
The congregation's receptivity to change	<input type="checkbox"/> Poor	<input type="checkbox"/> Okay	<input type="checkbox"/> Good	<input type="checkbox"/> Very Good
Friendliness toward visitors and outsiders	<input type="checkbox"/> Poor	<input type="checkbox"/> Okay	<input type="checkbox"/> Good	<input type="checkbox"/> Very Good
The amount of interest in foreign missions	<input type="checkbox"/> Poor	<input type="checkbox"/> Okay	<input type="checkbox"/> Good	<input type="checkbox"/> Very Good
Quality of adult Sunday school teachers	<input type="checkbox"/> Poor	<input type="checkbox"/> Okay	<input type="checkbox"/> Good	<input type="checkbox"/> Very Good
Quality of children's Sunday school teachers	<input type="checkbox"/> Poor	<input type="checkbox"/> Okay	<input type="checkbox"/> Good	<input type="checkbox"/> Very Good
Growth potential at present location	<input type="checkbox"/> Poor	<input type="checkbox"/> Okay	<input type="checkbox"/> Good	<input type="checkbox"/> Very Good
Growth potential in present facility	<input type="checkbox"/> Poor	<input type="checkbox"/> Okay	<input type="checkbox"/> Good	<input type="checkbox"/> Very Good
Growth potential with present lay leaders	<input type="checkbox"/> Poor	<input type="checkbox"/> Okay	<input type="checkbox"/> Good	<input type="checkbox"/> Very Good

Evaluate the Strength and Effectiveness of These Aspects of the Church

Worship services	<input type="checkbox"/> Poor	<input type="checkbox"/> Okay	<input type="checkbox"/> Good	<input type="checkbox"/> Very Good
Children's ministries	<input type="checkbox"/> Poor	<input type="checkbox"/> Okay	<input type="checkbox"/> Good	<input type="checkbox"/> Very Good
Youth ministries	<input type="checkbox"/> Poor	<input type="checkbox"/> Okay	<input type="checkbox"/> Good	<input type="checkbox"/> Very Good
Adult Sunday school	<input type="checkbox"/> Poor	<input type="checkbox"/> Okay	<input type="checkbox"/> Good	<input type="checkbox"/> Very Good
Children/youth Sunday school	<input type="checkbox"/> Poor	<input type="checkbox"/> Okay	<input type="checkbox"/> Good	<input type="checkbox"/> Very Good
Women's ministries	<input type="checkbox"/> Poor	<input type="checkbox"/> Okay	<input type="checkbox"/> Good	<input type="checkbox"/> Very Good
Men's ministries	<input type="checkbox"/> Poor	<input type="checkbox"/> Okay	<input type="checkbox"/> Good	<input type="checkbox"/> Very Good
Missions program	<input type="checkbox"/> Poor	<input type="checkbox"/> Okay	<input type="checkbox"/> Good	<input type="checkbox"/> Very Good

Section 14

Additional Information

Additional Information for a Stationing Committee

State any additional information that the Personnel Commission or the Board of Administration think would be helpful for the stationing committee in appointing a new pastor to your church.

Theological Distinctives

Do any theological distinctives exist in your church which are different from the positions stated in the United Brethren *Discipline*? Yes No

If so, describe them.

Additional Concerns

Feel free to attach other pages