**PASTOR and CHURCH PROFILE QUESTIONS, 2025**

**Pastor Profile Questions**

1. List those living in your household. For school-age children, please list what grade they are in currently.
2. Briefly describe your personal vision as a pastoral leader.
3. Describe your leadership style and how you empower laity.
4. As you reflect on [Part III of the Book of Discipline](https://issuu.com/abingdonpress/docs/doctrinal_standards_and_our_theological_task), what theological points are at the core of your ministry?
5. What are your top three gifts for ministry, starting with your number one gift?
6. Share examples of how you have applied your strengths to your ministry?
7. What are ministry gifts you feel you do not have?
8. Where do you find support and accountability?
9. Describe your preaching style and worship leadership, as well as your process for planning worship.
10. How have you led your people to develop and implement ministries to reach new people in the community?
11. Describe your experience in ordering the life of the church (i.e. communication, supervision of staff and volunteers, stewardship campaigns, leading change, managing conflict).
12. What issues need to be taken into consideration in the appointment process? i.e. family, medical, housing, accessibility, gifts and graces?
13. What personality profiles (StrengthsFinders, Enneagram, DISC, etc.) have you completed and what results are you willing to share that will help the Cabinet as it makes appointments?
14. In what ministry settings do you do your best work?
15. What experience do you have in ministry beyond the local church (district, conference, general church)?
16. How do you utilize technology in your ministry in creative ways? With what technology/software are you most adept?
17. Other skills/experience not listed above:

**Church Profile Questions**

1. What are the major demographic and sociological realities that shape your church and community? If you need help with this, please reach out to your district office for guidance using MissionInsite).
2. What are the projected community changes for the next 5- 10 years? If you need help with this, please reach out to your district office for guidance using MissionInsite).
3. What justice, outreach and mission work does this church currently engage in?
4. What are the top three pastoral leadership needs of the congregation?
5. What are the top three lay leadership strengths?
6. What kind of leadership style works best to help empower this church for mission?
7. As you reflect on [Part III of the Book of Discipline](https://issuu.com/abingdonpress/docs/doctrinal_standards_and_our_theological_task), what theological points are at the core of your ministry?
8. What churches and nonprofits do you partner with to do ministry in your community?
9. Are there unique cultural issues that should be considered about your church?
10. Does this church need a full-time pastor, or less than full time? If less, describe the key needs and hours estimated for those needs to be met.
11. If a full-time pastor is needed:
    1. Does this church have a parsonage?
    2. If yes, does it meet the basic parsonage requirements, or could it be brought into alignment?
    3. If not, what is the housing allowance calculation from the conference housing allowance form? Is the church able to meet this housing allowance?
12. Are there other staff at this church (paid or unpaid)? If so, please list the positions:

*Updated August 2024*