

# PASTOR PROFILE

## NORTH ALABAMA CONFERENCE

*To be completed and returned to your District Superintendent by Feb. 1, 2022 and updated as requested.*

Today's Date: \_\_\_\_\_

### I. Personal profile

Name: \_\_\_\_\_ Years in current appointment: \_\_\_\_\_

Name of current appointment:

\_\_\_\_\_

Family Member Names and contact information:

### II. Call to ministry *(Please attach responses on a separate sheet.)*

- Call to Ministry: Briefly describe your personal vision as a pastoral leader
- Briefly describe your theological education and how it has shaped your call and ministry
- What are key theological points that are core to your ministry?
- What are your gifts for ministry?
- Where does your passion intersect with the world's great need?

### III. Keeping Fit for Ministry *(Please attach responses on a separate sheet.)*

1. What spiritual disciplines do you practice on a daily basis?
2. Outline your personal self-care plan and your failure/success in follow-through
3. Where do you find support and accountability?
4. Do you set aside time for sabbath renewal?
5. Do you take personal days away from the church each week?
6. Do you block out time to spend with your family?
7. Have you taken your vacation time off?
8. Are you aware of the current North Alabama Conference policy on vacation? (See Below)

#### ***Equitable Compensation Report No. 4: Guidelines for Vacation Time***

*Pastors in all classifications (including those receiving Equitable Compensation grants) shall receive annual paid vacation with the charge responsible for pulpit supply. Time devoted to continuing education shall not be considered as vacation time.*

#### ***4.1 Full-time Pastors:***

*0-4 years 2 weeks including 2 Sundays*

*5-10 years 4 weeks including 4 Sundays*

*11 years and above. 5 weeks including 5 Sundays*

***4.2 Part-time pastors in all classifications shall receive 2 weeks of annual paid vacation (including 2 Sundays) with the charge responsible for pulpit supply.***

9. What continuing education training have you received during the past year?

\_\_\_\_\_ **Full-time pastors:** Are you aware of the 2016 *Book of Discipline* guidelines (§ 350) regarding continuing education and spiritual growth?

\_\_\_\_\_ Would you like to discuss renewal leave further with your DS?

*(Book of Discipline § 350) "These practices embody the Wesleyan emphasis on life-long growth in faith, fostered by personal spiritual practices and participation in covenant communities ...*  
*§ 350.2 "A clergy member's continuing education and spiritual growth program shall include professional formation leaves at least one week each year and may include at least one month during one year of every quadrennium. Such leaves shall not be considered as part of the ministers' vacations and shall be planned in consultation with their charges or other agencies ... A clergy member may request a formational and spiritual growth leave of up to six months while continuing to hold an appointment in the local church. Such leaves are available to clergy members who have held full-time appointments for at least six years."*

#### IV. Pastor's Skills, Strengths, and Experiences

Circle 4 in which you feel you have the greatest competence.

Check 4 in which you feel the most need for additional training and/or experience.

- |                                                 |                                                              |
|-------------------------------------------------|--------------------------------------------------------------|
| <input type="checkbox"/> Church administration  | <input type="checkbox"/> Counseling and group work           |
| <input type="checkbox"/> Leadership development | <input type="checkbox"/> Ability to work in cooperation      |
| <input type="checkbox"/> Worship and Liturgy    | <input type="checkbox"/> Ability in self-evaluation          |
| <input type="checkbox"/> Preaching              | <input type="checkbox"/> Evangelism                          |
| <input type="checkbox"/> Teaching and Nurturing | <input type="checkbox"/> Ability to plan and keep a calendar |

What specific or special training and skills do you have that should be considered in making (or retaining) your appointment?

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Areas of specialized ministry are sometimes available. Do you have interest in any of the following types of appointments?

- |                                                 |                                             |                                           |
|-------------------------------------------------|---------------------------------------------|-------------------------------------------|
| <input type="checkbox"/> New Church             | <input type="checkbox"/> Cross-racial       | <input type="checkbox"/> Executive pastor |
| <input type="checkbox"/> Ministry with the poor | <input type="checkbox"/> Justice ministries | <input type="checkbox"/> Multicultural    |
| <input type="checkbox"/> Rural                  |                                             |                                           |

Languages spoken: \_\_\_\_\_

Comments: \_\_\_\_\_

#### V. Theological Understandings *(Please attach responses on a separate sheet.)*

1. State some of your most strongly held beliefs. Include theologians, teachers, writers, and/or preachers who have influenced your thought and ministry.
2. State your feelings about the theology and polity of the United Methodist Church, including baptism, holy communion, and itinerant ministry.
3. State your thoughts regarding the current state of the United Methodist Church.

**VI. Other important questions** (*Please attach responses on a separate sheet.*)

1. What are the most satisfying aspects of your service in the ministry?
2. What do you feel have been your chief accomplishments as a pastor?
3. What significant ministries have been developed in your current appointment?
4. What have you been doing in your ministry to make disciples of Jesus Christ?
5. In what community or broader activities, outside the local church, are you involved?
6. What are your goals and dreams for your future in ministry? (not where you wish to be appointed, but what would you like to accomplish? What type of ministry would you like, etc.?)
7. What are your plans and preparations for the attainment of these goals and dreams?

**VI. Professional Ministry** (*Please attach responses on a separate sheet.*)

1. Describe your preaching style and worship leadership
2. How are you leading your congregation on a discipleship path to make disciples of Jesus Christ for the transformation of the world?
3. Describe your role and practice in leading your congregation(s) to develop a vision for ministry and to implement that vision.
4. Describe your leadership style and how you can empower and equip laity.
5. Describe your administration experience in organization, communication, supervision of staff and volunteers, stewardship campaigns, etc.
6. How do your ministry and leadership reflect the spirit of the Social Principles?

## VII. Professional Experience

1. Do you have experience in:

	YES	NO
Disciple Bible Study		
Christian Believer		
New Church Starts		
VIM trips		
Capital Fundraising Campaigns		
Stewardship Campaigns		
Companions in Christ		
Emmaus/Chrysalis		
Fresh Expressions/ New Church Development		
Disaster Response		

2. What conference and district leadership positions do you hold?

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3. Other professional experience (specialized ministry training, certifications, work experience in other settings, etc.)

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## VIII. Appointment Considerations

What current issues need to be taken into consideration in the appointment process (i.e. family, medical, housing, gifts and graces?)

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