CHURCH PROFILE FORM
Revised 8/2017

Check here if you would like to be added to our Ministry Opportunity List
(www.pcaac.org/get-involved/pastoral-job-positions/)

PART I -- BASIC DATA

1. NAME OF CHURCH: ALL SOULS - MISSOULA
   ADDRESS: 130 E. Broadway St.
             Missoula, Montana 59802
   TELEPHONE: (406) 624-9084  PRESBYTERY: Rocky Mountain

2. NAME OF PULPIT COMMITTEE CONTACT PERSON: Richard Hauer
   MAILING ADDRESS: 7105 Devonshire Ln
                    Missoula MT  59804
   TELEPHONE: (406) 250-9900  EMAIL: skywagon1756r@gmail.com

3. TYPE OF COMMUNITY
   Inner City
   Urban (Downtown)          X
   Urban (Residential)       
   Suburban                  
   Small Town                
   Rural                     
   College                   X
   Retirement                
   Resort/Recreational       
   Agriculture               

4. TYPE OF CHURCH
   Church with Multiple Staff
   Church with Solo Pastor   X
   Mission Church            
   Non-PCA Church            
   Overseas Church           

5. SIZE CHURCH
   Under 100 members         X
   101-250 members            
   251-500 members            
   501-800 members            
   801-1,000 members          
   1,001-1,600 members        
   Over 1,600 members         

6. TYPE OF POSITION VACANT
   Pastor (Solo) _______ X _______
   Senior Pastor _______
   Associate Pastor _______
   Assistant Pastor _______
   Interim or Supply _______
   Lay Professional _______
   (e.g. Educator, Musician) _______
   Pastoral Counselor _______

7. CONGREGATIONAL INFORMATION
   Average Attendance _______
   # of Adults over 65 _______ 10 _______
   # of Adults under 65 _______ 25 _______
   # of Teens _______ 6 _______
   Number of Children _______ 30 _______

8. FINANCIAL INFORMATION
   Total Income _______ about $165K - $185K _______
   Benevolent Disbursements _______ $25K _______
   Church Expenses _______ $60K _______
   Ministers Compensation Package _______ $80K _______

9. MANSE:
   (a) Does the church have a manse? ___ Yes _______ X _______ No _______
      (b) If “yes,” is the pastor expected to live in the manse? ___ Yes _______ No _______

10. SCHOOL:
    Does the church own or operate a school? ___ Yes _______ X _______ No _______

11. PROGRAMS AND OUTREACH
    ___ Home Group Ministry _______
    ___ Children’s Ministry _______
    ___ DNA small groups _______
    ___ _______
    ___ _______

PART II -- PASTOR CRITERIA DESIRED
(Check all that apply)

A. YEARS OF MINISTRY EXPERIENCE REQUIRED (may include ordained or nonordained experience):
   None needed _______
   1-5 _______ X _______
   5-10 _______ X _______
   10-20 _______
   Over 20 _______
   No preference _______

B. Marital Status:
   Single _______
   Married _______ X _______
   No preference _______
PART II -- CONGREGATIONAL PRIORITIES

THE CONGREGATION PLACES PRIORITIES FOR THIS MINISTER ON THE FOLLOWING:
Check no more than six (6) of the following twenty activities to indicate the highest priorities for this ministerial position.

CHECK NO MORE THAN SIX (6)

1. ____ WORSHIP LEADERSHIP: Pastor and Session work to develop a rich worship life, educating the congregation for meaningful participation.

2.  _X_ PROCLAMATION OF THE WORD: The word of God is preached with urgency and conviction, bringing it to bear on the changing needs of individuals, the community, and the world. High priority of pastor’s time placed on sermon preparation.

3.  _X_ SPIRITUAL DEVELOPMENT OF MEMBERS: Pastor shares members’ struggles regarding the Christian faith, with opportunity provided for individuals and groups to reflect on beliefs, concerns, doubts regarding Christian understanding of the spiritual dimensions of life.

4.   ____ CONGREGATIONAL VISITATION: Church officers and pastor develop and carry out a systematic plan for visitation of the entire congregation with special attention to prospective members and those with special needs.

5.  ____ HOSPITAL OR EMERGENCY VISITATION: Those in hospitals or emergency situations are regularly visited; network developed to keep pastor and others informed of crisis situations; needs of ill or bereaved are met.

6.   _X_ CONGREGATIONAL FELLOWSHIP: Emphasis placed in developing fellowship, helping members to know one another; groups encouraged which give members the opportunity to love and support one another.

7.   ____ COUNSELING SERVICE: A counseling program initiated for assisting those in and outside the Church; appropriate referrals made when needed.

8.  ____ EVANGELISM: Pastor and congregation share faith in Christ as personal Savior in total lifestyle; seek to lead others within and outside the Church to accept Jesus Christ; congregation is informed, trained, helped to establish effective evangelism programs for the church.

9.   ____ DISCIPLESHIP TRAINING

10.  _X_ ENCOURAGING THE MINISTRY OF THE LAITY: Creative ideas and directions developed together with the Session; many persons with appropriate skills stimulated to become involved in services.

11.  ____ MISSION BEYYOND THE LOCAL COMMUNITY: Awareness of the Church’s worldwide mission and opportunities for corporate and individual involvement; specific projects identified: persons challenged to support, study and/or visit mission programs on six continents.

12.  ____ DEVELOPMENT AND SUPPORT OF EDUCATION AND TRAINING PROGRAM: Session and pastor identify the educational needs of persons of all ages and backgrounds, developing programs to meet needs; church education supported; educational goals are congruent with the total mission of the Church.

13.  _X_ TEACHING RESPONSIBILITY: Pastor accepts an active teaching role, interpreting and teaching the Scriptures, theological concepts, history of the Church and current events; provides instruction for Church Officers; educational leaders, and confirms new members.

14.  ____ INVOLVEMENT IN LOCAL COMMUNITY PROBLEMS AND ACTIVITIES: Concern for identifying social problems in the community; work done with groups seeking solutions. Time and skills committed to community groups. Information and encouragement provided which enable members to become informed and involved.
15. **CONGREGATIONAL COMMUNICATION**: Two-way communication encouraged, information gathered and shared that will assist problem solving and decision making; varying opinions elicited and all encouraged to listen to opposing points of view.

16. **ADMINISTRATIVE LEADERSHIP**: Pastor accepts appropriate administrative responsibilities, in climate of delegated tasks and shared leadership; volunteers and professional staff encouraged to use their ideas and skills. Work done on developing accountability.

17. **STEWARDSHIP AND COMMITMENT PROGRAMS**: Session and pastor develop a planned stewardship education program to communicate the financial needs of the local church and mission beyond the local church; congregation challenged to commitment to Church’s work.

18. **EVALUATION OF PROGRAM AND STAFF**: Systematic procedures used to evaluate programs and staff performance in accord with goals and objectives. Others trained to use these skills. Regular assessment and evaluation.

19. **CONGREGATIONAL AND DENOMINATIONAL RESPONSIBILITY**: Value placed on balance between local church and Assembly responsibilities. Congregation and Session know and are involved in the work of the denomination.

20. **DIACONAL MINISTRIES**: Ministering to the needs of those inside and outside of the Church.

**PART IV -- PASTORAL MINISTRY STRENGTHS OR EXPERIENCE DESIRED**

Please check **NO MORE THAN SIX (6)** primary pastoral ministry strengths or experience expected for this position.

- X Preaching
- X Teaching
- __ Evangelism
- X Discipleship
- X Worship Leadership
- __ Team Work
- __ Counseling
- __ Youth Work
- X Leadership Training
- __ Church Administration
- __ Christian Education
- __ Singles Ministry
- __ Stewardship
- __ Diaconal Ministry
- __ Ministry to Seniors
- __ Pastoral Visitation
- __ Community Service
- __ College & Career Ministry