

This sample profile is heavily redacted and adapted from an actual clergy candidate profile from 2016. The reference pages have been removed.

This is designed only to give those considering entering search and call a rough idea of how to complete the profile.

Contact your regional minister to get access to start your ministerial profile. Other helpful information is available at the Office of Christian Vocations at discipleshomemissions.org

Handling Ministerial Profiles, Disclosure and Release forms, References, and the Criminal Background Check document is an important part of the Search and Call process. The General Commission on Ministry encourages the Search Committee to respect the spiritual discernment of all candidates, and to honor the confidentiality of all forms and conversations regarding the process. Please handle the Search and Call documents responsibly. In your use of these documents, protect them during your deliberations and discernment. **Shred** all confidential documents when the process is completed.

Christian Church (Disciples of Christ) – Search and Call Process
Ministerial Profile
(Revised by G.C.O.M. February 2013)

Personal Data

Name: Chris Sample Home Phone: 300-555-1234
Preferred Name: Chris Cell Phone: 300-5551234
Address: 505 Sunshine Court Email Address: sample(AT)gmail.com
Bloomington, IL 00000

I am proficient in these languages:
French/English

Professional Data

Education - Institution & Location	Dates Attended	Degree
A Disciples Theological Seminary	1/2013-5/2016	MDiv
Alma Mater College	8/2008-12/2012	\ B.S.W.

Order of Ministry: Ordained Date: Mar 8 2019
Region: Illinois/Wisconsin

Were you ordained in a different denomination/church body? : NO Which:

The Region in which your ordination was recognized: Date:

Specialized Training:

Clinical Pastoral Education (CPE):

Dates	Units	Training by Agency or Region
1/2014-4/2014	1	Mercy Medical Center 0000Harbor Court Anytown, IL 00000 Supervisor: Rev. Dr. Teacher, Vice President of Mission and Spiritual Care CPE helped me to decide what kind of minister I wanted to be. I realized, through CPE, that being present is often the very best thing we can do in the church and in the world. As a minister, I understand the power of being present, being a voice in the face of injustice and helping other people to find their own voice.

Intentional Interim Training:

Dates	Training by Agency or Region	
<i>Pro-Reconciliation/Anti-Racism Training:</i>	9/23	Region
<i>Boundaries Training:</i>	6/23	Region
<i>Legal/Ethical:</i>	NO	
<i>Sexual Misconduct Prevention:</i>	NO	
<i>Ministerial Code of Ethics Workshop:</i>	3/22	Region

Other Significant Training:

Name	Dates	Training by Agency or Region
Poverty Simulation -Family Svcs.	Spring 2016	This training helped me understand the day to day experiences of people who expend much of their time and energy just trying to survive..
Mental Health First Aid	Summer 2014	As a result of this training, I am able to advocate for people who need access to mental health treatment. I also better understand where to refer members of my congregation who need mental health care.

Spiritual Discernment & Leadership Gifts

Please use the space below to give information which will help a search committee know you and your understanding of church and ministry.

1. *Describe your faith journey and call to ministry.*

Other than occasionally going to church with my grandparents, my exposure to religion and the church, as a child, was limited. And then . . .

2. *Reflect on your current practices of spiritual discipline in light of the Qualifications for Ministry listed in Theological Foundations and Policies and Criteria for the Ordering of Ministry of the Christian Church (Disciples of Christ).*

I listen. Each day, I find time to stop and reflect, to make sense of what I am experiencing and learning. I cannot lead if I don't do this work inside myself. I work to be transparent so the people I am ministering to and with can truly know me and allow themselves to be authentic as well. Part of being a minister is managing my own life ethically and representing that to others., also . . .

3. *Describe your sense of God's covenantal call to be a part of the Christian Church (Disciples of Christ) and broader ecumenical/interfaith ministries.*

The relationships that exist between local congregations and the regional and general church are covenantal relationships based on shared belief and experiences of God. Because God has kept God's promises to us, we are called to be faithful to God and one another, . . .

4. *Why are you engaging in the Search and Call discernment process?*

While the ministries I am involved in at the church I am currently serving are thriving, I feel God's call to go. I have learned so much from this experience and have had the luxury of serving with a kind, smart, permission giving senior minister. . .

5. *Describe your gifts for ministry including skills, special interests and abilities as you discern your next call.*

I am a present leader, listening and entering into the lives of the people I serve. I believe in the idea of prophetic courage as it relates to a preacher's voice. I am strongly oriented toward social justice, working alongside the LGBTQ community, interfaith groups, and anti-racism voices. . .

I

6. *Describe your leadership strengths and methods, AND your growing edges.*

I am the type of leader who would never ask someone to do something that I wouldn't do myself. The most important thing a leader can do is love the people she is leading. . . .

One growing edge I have is choosing to delegate. I sometimes over function instead of asking for help. I know it is important for every person in the church to engage and be part of the ministry of the church. . .

7. *Describe how and where you sense God is leading you into future ministry.*

"The place God calls you is the place where your deep gladness and the world's deep hunger are met." Frederick Buechner
Because I am passionate about social justice, my next call must include a need for social justice leadership. . .

8. *How does the mission of the church impact the greatest challenges facing the world today?*

The mission of the church is to love, include, and welcome. The church can impact war by being the voice of peace. The church can impact poverty by modeling abundance in the face of anxiety over scarcity. In a world where people feel disconnected, we can connect and welcome. . . .

Areas of Ministerial Practice

This list is based on the requirements found in Theological Foundations and Policies and Criteria for the Ordering of Ministry of the Christian Church (Disciples of Christ). **In each of these Areas of Ministerial Practice, consider your gifts, skills and abilities and indicate whether each one is "an area of strength" or "an area for growth".** Select the number on each continuum below

Biblical Knowledge: Rooted and grounded in scripture and able to interpret and apply the scriptures in ways that are appropriate to original and contemporary contexts.

An Area For Growth	1.	2.	3.	4.	5.	An Area of Strength	I don't know
	_____X_____						

Church Administration and Planning: Able to practice the principles of good administration, planning and implementing short- and long-range goals to enhance Congregational life in collaboration with teams and committees.

An Area For Growth	1.	2.	3.	4.	5.	An Area of Strength	I don't know
	_____X_____						

Communication: Be an effective communicator and able to facilitate effective communication within and on behalf of the church.

An Area For Growth	1.	2.	3.	4.	5.	An Area of Strength	I don't know
	_____X_____						

Cross Cultural and Anti-Racism Experience: Sensitive to the different manifestations of racism and prejudice in the culture and committed to confronting and overcoming them.

An Area For Growth	1.	2.	3.	4.	5.	An Area of Strength	I don't know
	_____X_____						

Ecumenism: Exhibit a commitment to working with other Christians and denominations, and with other faiths, in programs of common witness and service – articulating the vision of the ecumenical and global church as a starting place for mission.

An Area For Growth	1.	2.	3.	4.	5.	An Area of Strength	I don't know
	_____X_____						

Education and Leader Development: Knows the foundations of Christian education and principles of leader development, and can demonstrate competency in teaching children, youth, and adults, including lay leaders and staff.

An Area For Growth	1.	2.	3.	4.	5.	An Area of Strength	I don't know
	_____X_____						

Ethics: Able to help parishioners think critically about the relationship of their faith to issues of justice, ethics and morality.

An Area For Growth	1.	2.	3.	4.	5.	An Area of Strength	I don't know
	_____X_____						

Evangelism: Able to motivate congregational members to share their faith through word and action.

An Area For Growth	1.	2.	3.	4.	5.	An Area of Strength	I don't know
	_____X_____						

Mission of the Church in the World: Understand and articulate the centrality of the call to mission given by Jesus Christ and the prophets, and can empower congregations to engage in mission from our doorsteps to the ends of the earth.

An Area For Growth	_____ X _____	An Area of Strength	I don't know
	1. 2. 3. 4. 5.		

Pastoral Care: Able to engage other persons with empathy and assess situations and relationships with the compassion of Christ, with sensitivity to culture and context, and to convey the healing power of God to those who suffer.

An Area For Growth	_____ X _____	An Area of Strength	I don't know
	1. 2. 3. 4. 5.		

Proclamation of the Word: Know the practice and theory of Christian preaching, and can proclaim the Word of God, share the Good News of Jesus Christ, and help congregational members apply their faith to daily life.

An Area For Growth	_____ X _____	An Area of Strength	I don't know
	1. 2. 3. 4. 5.		

Spiritual Development: Establish and maintain spiritual disciplines that lead to personal growth and help others develop a rich spiritual life.

An Area For Growth	_____ X _____	An Area of Strength	I don't know
	1. 2. 3. 4. 5.		

Stewardship: Able to develop and encourage healthy stewards who recognize and share generously God's abundant gifts for all creation.

An Area For Growth	_____ X _____	An Area of Strength	I don't know
	1. 2. 3. 4. 5.		

Theology: Able to articulate a coherent view of God's nature and activity in relation to the Christian tradition, critically engage human situations from a perspective of faith, and help persons recognize theological issues in their daily lives.

An Area For Growth	_____ X _____	An Area of Strength	I don't know
	1. 2. 3. 4. 5.		

Understanding of Heritage: Know and appreciate the history and thought of Christianity and the history, structure, practices, and ethos of the Christian Church (Disciples of Christ).

An Area For Growth	_____ X _____	An Area of Strength	I don't know
	1. 2. 3. 4. 5.		

Worship: Know the purpose and elements of Christian worship, and can plan and lead meaningful worship by working with the worship team, musicians, and congregational members.

An Area For Growth	_____ X _____	An Area of Strength	I don't know
	1. 2. 3. 4. 5.		

Ministerial & Vocational Service

In the space below, please list ALL your vocational history beginning with your current or most recent compensated employment.

<i>Cong/Org Served, Location & Accomplishments</i>	<i>Position Held</i>	<i>Date Began</i>	<i>Date Ended</i>
<p>Christ Community Christian Church Anytown, IL</p> <p>I have helped the congregation to better understand and engage in social justice ministry specifically chronic homelessness, immigration, and systemic racism. I finished seminary and was ordained while at First Christian.</p>	Associate Minister	09/2019	
<p>First Presbyterian Church Anytown, IL</p> <p>I transformed the youth group into an effective ministry tool, growing the program substantially.</p> <p>I also began seminary while at First Pres.</p>	Director of Youth and Children's Ministries	04/2013	08/2019
<p>First Century Christian Church Anytown, IL</p> <p>I administrated an intergenerational mid week program that engaged nearly all of the church.</p>	Youth Director	06/2010	09/2013

District/Area/Regional/General/Ecumenical/Interfaith Service with dates:

DOC Regional Youth Committee IL/WI-(2010-2013)

Regional Youth Ministries Committee 2014-2016

I have served many times as a spiritual director for Walk to Emmaus and regional retreats.

Community/Church/Organization Volunteer Service, with dates:

2016 YWCA Women of Distinction Nominee

Habitat for Humanity 2010-2013

Boys and Girls Club 2010-2013

Ministry Preferences

In light of God's leading, these are the ministry settings to which I sense a call:

- 1) Congregation with Multiple Staff
- 2) New Church Development
- 3) Congregation with one Pastor

In what type of ministry are you most interested?

- 1) Senior Pastor
- 2) Ecumenical/Interfaith Ministry
- 3) General/Regional Ministry

What is your vision of the kind of community to which God may be calling you?

I sense God calling me to a community that has a strong need for social justice work, values education, and has opportunities to collaborate with a diverse group of people.

- I am willing to move to a new residence and/or geographical location.
 I am NOT willing to move to a new residence and/or geographical location.

What type of community would you consider serving

- 1) Urban (over 250,000)
- 2) City (50,000-250,000)
- 3) Suburb in an Urban Area

What is the average worship attendance of the congregation for which you are searching?

- 1) 151-350
- 2) 351+
- 3) 51-150

Financial Needs

I will need a cash salary & housing allowance in the range of:
(but not including benefits or professional expenses)

\$70,000 to \$80,000

I am open to a negotiable salary + housing, taking into account the regional costs of living.

Add any information regarding your financial needs or situation you would like to share with a search committee.

Benefits

Pension Fund (14% of salary and housing): I am a pension member
 I desire to be a member
I do not wish to participate in the Pension Fund

Health Care: Other health plan
Supplemental Health Plan in Canada

Sabbatical: 3 months after every 5 years

Vacation: 4 weeks per year Including 4 Sundays per year

Continuing Education and Spiritual Retreat: 5 days per year

Parental Leave (If Needed)

Reimbursable Professional Expenses

Auto Expense Continuing Education Assembly/Meeting Allowance
 Books Miscellaneous Ministerial Expenses
 I understand I will be reimbursed at the current rate(s) for the mandatory Criminal Background Check(s).

Moving Expenses

It is the expectation that the congregation will pay for the expenses of moving the pastor to the new location. Best practices suggest that the pastor obtain three estimates. The congregation and the pastor determine together which best fits the needs of the pastor and congregation.

You can find information about "Preferred Providers" moving companies at
https://www.discipleshomemissions.org/wp-content/uploads/2012/10/MovingCompanies12_2013.pdf

References

List your Regional/Area Minister in the Region in which you have Standing. List three other persons, all of whom have had opportunity to observe your ministry within the last five years, including at least two persons from your current or most recent setting.

(Please note: These materials will not be circulated without a Regional reference from the Region where you hold Standing.)

* = Has this person observed your ministry within the last five years?

*	Name	Mailing Address and Email	Occupation	Phone
	I.M. Oneofthose (Regional Ministerial Staff Person)	12345 Carpenter Drive. Anytown, MM 00000 (at)MMdisciples.org	Regional Minister	300-555-1234
YES	Charles Smith	0000 Ridgeview Dr. Anytown, TX 00000 cs(at)gmail.com	Mentor	300-555-1234
YES	Mandy Smith	000 W. Knox St. Bloomington, IL 00000 ms(at)ccc.org	Sr. Minister, Cloverleaf Christian Church of Bloomington	300-555-1234
YES	Sheila Smith	5 South Pole Circle Bloomington, IL 00000 ss(at)CIF.com	Lay person-Ass't Vice President, Corporate Insurance Firm	300-555-1234

Is there other information which a search committee should know that would be helpful when considering you as a candidate?

I believe the number one job for the church is to love...love people, love everything God has created. If we can do that well, there is no limit to what we can do together.

I really enjoy ministry and am grateful for the opportunity to serve God through ordained ministry. I take following Jesus very seriously. Jesus' ministry calls us to stand up in the face of injustice, remembering that God created all people to be loved.

When will you be available to relocate?

A minimum of 60 days from the day I am called to a new congregation.

**CHRISTIAN CHURCH (DISCIPLES OF CHRIST)
DISCLOSURE AND RELEASE FORM**

Name: Chris Smith
505 Sunshine Court
Bloomington, IL 00000
Home Phone: 300-555-1234

Ministers completing a Christian Church (Disciples of Christ) Ministerial Profile must make a conscientious assertion about their ethical performance and are given space for relevant commentary.

- 1) In your response to the "Vocational History" question in the profile, did you omit any ecclesiastical employment?
NO
- 2) Have you ever been the subject of an official disciplinary review for ministerial misconduct conducted by a Regional Commission on Ministry or the General Commission on Ministry in the Christian Church (Disciples of Christ) that resulted in any of the following?
Censure: NO
Suspension of Standing: NO
Termination of Standing: NO
- 3) Are there any official disciplinary proceeding pending against you at this time by any setting or entity of or affiliated with the Christian Church (Disciples of Christ)?
NO
- 4) Have you ever been the subject of an official disciplinary proceeding by another denomination, professional association, credentialing body, guild or employer that resulted in disciplinary action?
NO
- 5) Are there any official disciplinary proceedings pending against you at this time by another denomination, professional association, credentialing body, guild or employer?
NO
- 6) Have you ever been the subject of a civil law suit alleging that you attempted or actually engaged in sexual discrimination, harassment, exploitation, or misconduct; physical abuse; child abuse; or financial misconduct; which has ever resulted in a judgment being entered against you, settled out of court, or dismissed because the statute of limitations had expired?
NO
- 7) Have you had your driving license suspended or revoked within the last 5 years?
NO
- 8) Have you ever been found guilty of, pled guilty to, or pled no contest to criminal charges? (Exclude convictions that have been sealed, expunged or legally eradicated; any misdemeanor conviction for which probation was successfully completed; offenses about which inquiry is not permissible in the state in which you are seeking a position; acts of civil disobedience. With respect to driving record, only include matters of reckless driving, driving while intoxicated and/or driving under the influence of a controlled substance.)?
NO
- 9) Has your employment, a volunteer position, or professional credentials, ever been terminated or revoked, or have you been asked not to return to employment or a volunteer position in the future because you attempted or actually engaged in?
Sexual discrimination, harassment, exploitation or misconduct NO
Physical abuse: NO
Child Abuse: NO
Financial misconduct: NO
Violation of Ministerial Code of Ethics NO

10) Have you ever terminated your employment, a volunteer position, or professional credentials in order to avoid facing or to avoid being terminated because of charges of actual or attempted?

Sexual discrimination, harassment, exploitation or misconduct NO
Physical abuse: NO
Child Abuse: NO
Financial misconduct: NO
Violation of Ministerial Code of Ethics NO

11) Are there any facts or circumstances involving you or your background that should be disclosed and/or further reviewed before you are entrusted with the responsibilities of ministry on behalf of a calling body of the Christian Church (Disciples of Christ)?

NO

If you answered yes to any of the above questions, please provide detailed explanation for all such affirmative answers in space below. In addition to providing other relevant material, be sure to include dates and information for related official decisions, actions, reviews, etc. (by you and/or other parties) that affected your employment and/or ministerial standing and/or professional credentials:

By checking the box below that I accept these terms, and then also clicking the "Submit" button, I certify that the above is true and accurate and that in my judgment there are no other facts or circumstances involving me or any background related to my being entrusted with the responsibilities of ministry in the Christian Church (Disciples of Christ).

I further acknowledge that the information contained in this Disclosure and Release Form is true and complete and that any misrepresentation and/or omission may be grounds for rejection of consideration for a ministry position or for termination of a ministry position or of my standing as a minister in the Christian Church (Disciples of Christ). I authorize those persons who receive my Search and Call Forms and this Search and Call Disclosure and Release Form, and their agents, to make any inquiries to any person or entity regarding me and all statements contained in these forms; this authorization includes, but is not limited to, permission for such persons/agents to review any and all social media/Internet sites and sources of information (e.g., Facebook, Blogs, Twitter and other internet postings, etc.) regarding me and my background/experience.

I also authorize all persons, entities, former employers, courts, law enforcement and other public agencies to respond to inquiries concerning me, to supply verification of the information provided in this form, and to comment and state opinions regarding my background and character. I authorize all persons who receive my Search and Call Forms, including this Search and Call Disclosure and Release Form and my Criminal Background Check, and their agents, to circulate, distribute, and otherwise share information collected in connection with these forms with others as they in their sole discretion see fit. I hereby release all entities and individuals to whom I have provided these authorizations (including but not limited to the Christian Church (Disciples of Christ)) from any and all liability arising from their actions that I have authorized in this document and from any omissions, including liability arising from their own negligence in connection with any action authorized herein.

Date Completed: May 12 2024
Digital Signature Provided By Chris Smith

**CHRISTIAN CHURCH (DISCIPLES OF CHRIST)
Permission to Circulate Forms to Regions**

Name: Chris Smith *Address:*

505 Sunshine Courtt
Bloomington, IL 00000

Home Phone: 300-555-1234

Date Completed: May 18 2020 8:58 PM

Digital Signature Provided

Limited Circulation

The Search and Call Office may forward my biographical information and references to **Only the Regions/Areas below.**

General Circulation

The Search and Call Office may forward my biographical information and references to **All Regions/Areas.**

**General Circulation
with Strong Preferences**

The Search and Call Office may forward my biographical information and references to all regions but prefer strong consideration by the **Regions/
Areas indicated below.**

Other
