

**THE EVANGELICAL CONGREGATIONAL CHURCH**  
**AS YOU SEEK A NEW PASTOR, PRAY!**  
**Creating a Prayer Base for Your Pastoral Assignment**

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The most important activity we can engage in as we seek a new pastor is earnest prayer. The appointment of a new pastor is *His ministry entrusted to us*.

No matter what the current situation, we all need to come to God as sheep who are totally dependent on Him. We need to come without our own agendas and in full knowledge of our own shortcomings. This is why 2 Chronicles 7:14 is such a good beginning for all prayer.

*If my people, who are called by my name, will humble themselves and pray and seek my face and turn from their wicked ways, then will I hear from heaven and forgive their sins and heal their land.*

As you seek God's direction in stationing, it will be advantageous to pray together. To this end, the following suggestions are worthy of your consideration.

1. **PRAY FOR YOUR CHURCH FAMILY**

Following the **A.C.T.S.** formula of **A**doration, **C**onfession, **T**hanksgiving, and **S**upplication. In this process, seek to identify any corporate sin and confess it to the Lord.

2. **PRAY FOR VISION AND DIRECTION**

If this is to be a time when God can refocus your ministry, then begin at the beginning. Go to Him to ask where He would lead your Church in the future.

3. **PRAY FOR GOD'S SENDING OF A NEW PASTOR**

Pray for Him to lead you to a man and a man to you.

Pray for the Stationing Committee, and especially your Stationing Elder as they meet to serve God and you.

4. **PRAY FOR THE MINISTRY THAT YOUR NEW PASTOR WILL BE LEAVING**

5. **PRAY WITH AND FOR THE PASTOR WHO WILL BE LEAVING YOU**

6. **PRAY AS:**

INDIVIDUALS

FAMILIES

A CHURCH FAMILY

7. **PRAY BOTH PRIVATELY AND PUBLICALLY**

Places for public prayer could include prayer meetings, Sunday worship experiences, and special events set up just to pray for God's will at this moment in time. Formats that have been used are concerts of prayer and prayer summits, both of which are described in publications that are readily available. **Consider creating a prayer list or a bulletin insert that would guide the people of the church to pray for a new shepherd.** Above all, be humble as you approach the throne of God to seek His will in the assignment of a pastor.

# National Conference Stationing Rules

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## 900. Stationing of Ministers

**901. Defining Stationing.** Pastors are assigned by a Stationing Committee through a cooperative process (Stationing Committee, pastor and local church) rather than called to pulpit ministries by a local congregation. Pastors agree to willingly go where they are assigned and churches agree to accept the pastor assigned. The final decision regarding a pastoral assignment rests solely with the Stationing Committee.

The National Conference demonstrates active concern for the well being of both pastor and people through a support structure involving the Stationing Committee, the Local Conference and the Pastoral Relations Committee.

The National Conference exercises control over the stationability of a pastor. This control is exercised through the Stationing Committee, the pastor's CRC team and through adherence to the **Discipline** of the Evangelical Congregational Church.

In each case where a move is necessitated, the Stationing Committee shall give careful consideration to seniority, past performances, and the gifts and graces of the men involved (not necessarily in that order) as well as the needs of the local churches to be stationed.

**902. The Stationing Committee and Stationing Elders.** This committee is chaired by the Bishop, and includes the Conference Ministers plus two Stationing Elders elected from each group of districts assigned to a Conference Minister. The Stationing Elder must be an active or retired Itinerant Elder. The term of office for a Stationing Elder is five years with no term limit. The responsibilities of a Stationing Elder are:

1. To assist in the stationing process by preparing pastors and pastoral relations committees for interviews
2. To confirm pastoral salary packages at duly called Local Conference meetings
3. To assist the pastors in coordinating the schedule and payment of the expenses related to moving

## 903. Initiating a Pastoral Change

**903.1. The Pastor.** A pastor may request a new assignment in writing to his Conference Minister.

**903.2. The Pastoral Relations Committee (PRC).** The PRC may make the request for a pastoral change when there are valid reasons for such a request. A careful yet confidential assessment of the attitudes and concerns of the congregation and its other leaders should be considered. The counsel of the Conference Minister should be sought. A request for a new pastor must be made in writing to the Conference Minister.

**903.3. The Stationing Committee.** The Stationing Committee may ask a pastor to consider a change when his gifts and graces are needed elsewhere. They may also initiate a change when the present assignment is not resulting in healthy ministry.

**903.4 Irregular Withdrawal.** When a pastor withdraws irregularly (that is, before the end of the assignment year) from our denomination, the appropriate CRC team shall be authorized

but is not required to request the return of his credentials. This request shall be made by the CRC team Secretary unless the pastor has negotiated an early release with the Stationing Committee.

**903.5 Exit Interview.** The Conference Minister and/or the bishop shall conduct an exit interview with pastors who withdraw from ministry.

#### **904. Stationing Procedures.**

**904.1. Deadlines.** January 15 is the deadline for both churches and pastors to submit written requests for a change to the Conference Minister. Lay delegates and pastors shall be notified of pending changes at least one month prior to the opening date of the National Conference, if possible.

**904.2. Profile Forms.** Church Information Profiles (CHIPs) and Pastor Information Profiles (PIPs) will be provided by the Stationing Committee as needed. Transitional or interim pastors are assigned to a congregation when the congregation faces a significant transition in ministry and focus resulting from but not limited to one of the following circumstances: (1) the end of a long-term pastorate; (2) the confession of pastoral misconduct; (3) occurrence of significant congregational conflict; (4) the need to radically refocus ministry as in the transitions faced by aging urban congregations in ethnically diverse neighborhoods.” A transitional or interim pastoral appointment shall be recommended to a congregation by the Conference Minister in consultation with the Supervisory Committee. The Conference Minister shall serve as the stationing elder to process the appointment. He shall give periodic updates to the Stationing Committee as a matter of information. In all matters relating to transitional or interim appointments, the Supervisory Committee shall have the final authority.

**904.2.1. CHIP.** The local church’s PRC and Official Board/Ministry Council will complete a CHIP to assist the church and the Stationing Committee in identifying the pastor of God’s choosing. The CHIP serves as a written introduction to the church for potential candidates.

**904.2.2. PIP.** The PIP is a helpful tool for the Stationing Committee as they seek to match pastors and churches. It is useful to a church that is preparing to interview the pastor.

#### **904.3 Interviews.**

**904.3.1. PRC Expansion.** The Official Board/Ministry Council may expand the membership of the PRC for the purpose of interviewing candidates. The lay delegate shall be the liaison with the Stationing Committee unless the official board/ministry council appoints the PRC chairperson to serve as the liaison.

**904.3.2. Interview Process.** The Stationing Committee will provide to one pastor the copy of the CHIP of one church for prayerful consideration. Upon that pastor’s agreement to interview at that church, the Stationing Committee will provide to that church’s PRC a copy of his PIP for their prayerful consideration. When agreement has been reached to proceed, the interview process will be carried through until completion. In the event that the initial interview does not result in an appointment, efforts will be made to provide additional interview opportunities.

The PRC may attend the prospective pastor’s worship/Bible study to assist in evaluations only with the approval of Stationing Elder. The pastor may not initiate personal contacts with the prospective church, nor the church with the prospective pastor without the approval of the Stationing Elder.

The number of interviews allowed is limited only by the number of available and qualified pastors and the number of available and suitable churches. However, only one pastor will interview with one church until a mutual decision is reached.”

**904.3.3. Special Requests.** A church desiring to contact a specific pastor will do so only through the Stationing Committee. The Stationing Committee will contact the pastor and secure his desires. A pastor desiring consideration for a specific church may inform the Stationing Committee but should not contact the church.

**904.3.4. Interview Decision.** When a decision is made by the PRC or the pastor, the decision must be conveyed to the Stationing Elder as soon as possible. If the decision reached is that the pastor and the church are not a suitable match, the process is closed between them and will not be reopened.

**904.4. Final Decision and Announcement.** In all matters regarding a decision of assignment of a pastor to a local church, the Stationing Committee will have the final authority. Official announcement of stationing assignments will be made by the Bishop on behalf of the Stationing Committee following their announcement in the churches affected by the assignments.

## **905. Transitional Ministry Assignments.**

**905.1 Definition.** Transitional ministry is that time in the life of a congregation wherein the congregation recognizes a need and a desire to make changes in greater ways and at a faster pace than they normally would. Such opportunities may arise at the end of a long-term pastorate; where there has been pastoral misconduct; where there is unusual stress of other sorts within the congregation or as such other situations of pastoral vacancy as determined by the Supervisory Committee. At such a time, a transitional pastor is assigned to help in that process of transition.

### **905.2 Assignment Guidelines.**

**905.2.1** The transitional pastor shall meet the “Standards for the Practice of Transitional Ministry in the Evangelical Congregational Church,” which may be secured from the Supervisory Committee.

**905.2.2.** The transitional pastor may be full-time or part-time and may serve individually or as a part of a pastoral team.

**905.2.3.** The transitional pastor shall serve under the “Evangelical Congregational Church Transitional Ministry Covenant and Compensation Covenant,” which is provided by the Supervisory Committee.

**905.2.4.** A document entitled “Roles during the Interim” shall be completed by the Conference Minister in consultation with a local church’s Pastoral Relations Committee.

**905.2.5.** The Bishop shall suggest all transitional ministry assignments.

**905.2.6.** The Conference Minister, or the Stationing Elder at the invitation of the Conference Minister, shall negotiate the “Evangelical Congregational Transitional Ministry Covenant” and the “Compensation Covenant” with the transitional pastor, other team members, and the congregation. The Conference Minister shall oversee the work.

## **906. Stationing Classifications**

**906.1 Full-time Pastors.** A full time pastor is a pastor who has been assigned to a church or charge, receives the full time cash salary adopted by National Conference plus the base compensation benefits defined in the NC rule 1002, and has no other employment unless agreed to by the Conference Minister in consultation with the church or charge.

**906.2. Part-Time Pastors (PT).** A part time pastor is a pastor who has been assigned to a church or charge and receives less than the minimum annual salary package as established by the National Conference and has permission to seek outside employment. To assure adequate compensation for the level of part time work expected by a congregation and to assist the Board of Benefits in assigning certain benefits, part time pastors shall be classified in one of three categories: Quarter time- 10-15 hours per week; Half time- 20-25 hours per week; Three-quarters time- 30-35 hours a week

**906.3. Associate Pastors (A).** An associate pastor is employed full-time on a pastoral staff.

**906.4. Assistant Pastors (At).** An assistant pastor is employed part-time on a pastoral staff.

**906.5. Interim Pastors (I).** Pastors serving transitional ministry assignments are called interims.

**907. First Appointments.** Within two years after being stationed, a pastor in his first appointment shall attend the scheduled orientation session, sponsored by the Conference Ministers, expenses for same to be paid by the National Conference.

# THE EVANGELICAL CONGREGATIONAL CHURCH CHURCH INFORMATION PROFILE (CHIP)

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You are asked to complete this PROFILE of your church and ministries as part of your preparation to receive a new pastor. This profile will include several steps. Your Official Board/Ministry Council and Pastoral Relations Committee must be actively involved in completing the profile. If you are completing this form on a computer, please use a different font for your responses.

Several reports and surveys are requested in order to complete this total church evaluation. The reports are obtainable from your local church records. Copies of these reports should be reproduced and attached to the final report. Committees of two or three may be assigned to prepare each of the surveys requested.

Your final report should also include:

1. The mission statement of your church.
2. A detailed statement outlining the core values, vision, and/or goals your church has established. Include a progress report with the goals.
3. A policy handbook, if you have one. If you do not have a handbook, please include individual policies, e.g. wedding.
4. The pastor's job description.
5. The pastor's salary statement for the current year.
6. A list of Official Board/Ministry Council members including their office and years of service.
7. The last three annual reports of your church (This refers to the annual report(s) prepared for your annual congregational meeting.)
8. The last three annual reports of your treasurer (copies)
9. The last three annual budgets (copies)
10. A map of a five-mile radius area surrounding your church

This document will be used by prospective pastors to evaluate your current church status and potential ministry possibilities. It is vital that the report is as accurate as you can make it.

May the Lord bless you as you study your church and prepare for your future.

**Contact Information**

Church name \_\_\_\_\_

Church mailing address \_\_\_\_\_

Church location address (if different from mailing address) \_\_\_\_\_

\_\_\_\_\_

Phone number \_\_\_\_\_

E-mail address \_\_\_\_\_

Web site address \_\_\_\_\_

**I. Congregational Analysis**

1. Congregation's founding:

a. Date of establishment: \_\_\_\_\_

b. Date of incorporation: \_\_\_\_\_

2. Congregational statistics for the last conference year are:

a. Church membership \_\_\_\_\_

b. Average attendance:

Sunday School \_\_\_\_\_

Sunday evening \_\_\_\_\_

Morning Worship \_\_\_\_\_

Mid-week \_\_\_\_\_

3. Organizations for Christian education include: (Check all that apply)

\_\_\_\_\_ Board of Christian Education

\_\_\_\_\_ Sunday School

\_\_\_\_\_ E.C. Youth Ministry

\_\_\_\_\_ Others

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

4. List below, in proper age group, the programs or opportunities other than Sunday School (Such as Boy Scouts, Girl Scouts, Christian Endeavor Societies, Quiz Groups, Senior Citizen Groups, Choirs, VBS, etc.) as well as the number of persons in each age group.

Preschool \_\_\_\_\_

\_\_\_\_\_

# of children \_\_\_\_\_

Grades 1-6 \_\_\_\_\_

\_\_\_\_\_

# of children \_\_\_\_\_

Grades 7-12 \_\_\_\_\_  
\_\_\_\_\_

# of children \_\_\_\_\_

Ages 18-30 \_\_\_\_\_  
\_\_\_\_\_

# of adults \_\_\_\_\_

Ages 31-60 \_\_\_\_\_  
\_\_\_\_\_

# of adults \_\_\_\_\_

Ages 60 - over \_\_\_\_\_  
\_\_\_\_\_

# of adults \_\_\_\_\_

5. Personnel

a. How many persons are involved in leadership (including committee work)?

\_\_\_\_\_

- b. To carry out our responsibilities we involve the following personnel: (Put number before those that apply and check appropriate blank after)

| <b>Number</b> | <b>Personnel</b>                 | <b>full-time</b> | <b>part-time</b> | <b>volunteers</b> |
|---------------|----------------------------------|------------------|------------------|-------------------|
| _____         | Pastor(s)                        | _____            | _____            | _____             |
| _____         | Secretary                        | _____            | _____            | _____             |
| _____         | Director(s) of Chr. Ed.          | _____            | _____            | _____             |
| _____         | Minister(s) of Music             | _____            | _____            | _____             |
| _____         | Organist(s)                      | _____            | _____            | _____             |
| _____         | Director(s) of Youth             | _____            | _____            | _____             |
| _____         | Superintendents                  | _____            | _____            | _____             |
| _____         | Janitor(s)                       | _____            | _____            | _____             |
| _____         | Teachers<br>(Include Assistants) | _____            | _____            | _____             |
| _____         | Board and Committee<br>Members   | _____            | _____            | _____             |
| _____         | _____                            | _____            | _____            | _____             |
| _____         | _____                            | _____            | _____            | _____             |

6. List the ways by which your congregation carries out evangelism.

7. How many new persons make professions of faith in Christ through your congregation's witness within the last three years? \_\_\_\_\_

8. Describe the multi-generational family programs your church offers.

9. This church has the following ministries in the community:

|                       |                           |                        |
|-----------------------|---------------------------|------------------------|
| _____ Day nursery     | _____ Coffeehouse project | _____ Migrant ministry |
| _____ Day Care center | _____ Shut-in Ministry    | _____ Others           |
| _____ Scouting        | _____ Food Bank           | _____ Clothing Bank    |
| _____ Sports programs |                           |                        |
| _____                 | _____                     | _____                  |

10. What are some of the ways that the “community” identifies you as a congregation? Explain your answers.

11. Culture

a. Does any ethnic group predominate in your congregation? \_\_\_\_\_  
Which? \_\_\_\_\_

b. What is the occupational composition of the adult in your church?  
(Indicate percentages)

\_\_\_\_\_ Craftsmen, equipment operators, farmers, service workers, etc.

\_\_\_\_\_ Professionals, officials, clerical, self-employed, sales, etc.

\_\_\_\_\_ A general mixture

\_\_\_\_\_ Other (write in)

\_\_\_\_\_

c. What percentage of the congregation is retired? \_\_\_\_\_

12. Have there been major conflicts in the past and how were they resolved?

Yes \_\_\_\_\_ No \_\_\_\_\_

Are there unresolved conflicts at present? If so, how are they being resolved?

13. Describe several significant events in the life of your congregation.

14. Do you have a mission statement for the congregation? If so, what is it?

15. Your morale, attitude and enthusiasm as a congregation could be described as:

16. Describe your style of worship:

17. Describe the state of Christian Education in your church:

18. Describe your church's customs in the following areas:

a. Baptism

b. Infant presentation

c. Weddings

d. Funerals

19. For the following, please circle (O) the number on the continuum that best shows your current position and check (√) the number on the continuum that represents your future vision. Explain the meaning of your choice on the back of this page if you desire. Please note that numbers do not represent value

|                           |                   |   |   |   |   |   |   |   |   |   |    |                |
|---------------------------|-------------------|---|---|---|---|---|---|---|---|---|----|----------------|
| Church Music              | Traditional       | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Contemporary   |
| Worship Style             | Formal            | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Informal       |
| Sermon Style              | Verse-by-Verse    | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Topical        |
| Pastoral Leadership Style | Do it yourself    | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Team Building  |
| Evangelism                | Program           | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Relational     |
| Ministerial Focus         | Christian Nurture | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Evangelistic   |
| Visitation                | As Needed         | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | "500 per year" |
| Community Involvement     | No involvement    | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Very involved  |
| Baptism Preference*       | Infant            | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Believer       |

20. What gift/interest would you want your pastor to possess? (Rank each using numbers 1-5, 1 being highest)

|  |                       |  |                        |  |                             |
|--|-----------------------|--|------------------------|--|-----------------------------|
|  | Administrative Leader |  | Preaching              |  | Ministry w/ children        |
|  | Ministry w/ youth     |  | Evangelism             |  | Ministry to Seniors/Elderly |
|  | Chaplaincy            |  | Pastoral Care          |  | Worship Leader              |
|  | Counseling            |  | Crisis Intervention    |  | Music                       |
|  | Teaching              |  | Leadership Development |  | Small Group Ministry        |
|  | Social Justice        |  | Stewardship            |  | Computers                   |
|  |                       |  |                        |  |                             |

21. Pastors emphasize different roles in their ministries. Based upon what you perceive to be the needs of your congregation, rate the importance of the following characteristics.

| <i>Key Pastoral Roles</i>   | <i>Very essential</i> |   | <i>Very unessential</i> |   |   |
|---|-----------------------|---|-------------------------|---|---|
|   | 1                     | 2 | 3                       | 4 | 5 |
| <b>a. Minister of the Word/Teacher of the Congregation:</b> Finds primary fulfillment in preaching and teaching. Is attracted to a congregation with a strong educational emphasis    | 1                     | 2 | 3                       | 4 | 5 |
| <b>b. Church Administrator:</b> Fulfillment comes in administering and managing a productive, varied and effective church program   | 1                     | 2 | 3                       | 4 | 5 |
| <b>c. Social Activities:</b> Ministry centers on relating the Gospel to the social context. Enjoys being on the cutting edge of social concerns and involvement in community affairs. | 1                     | 2 | 3                       | 4 | 5 |

|   |   |   |   |   |   |
|---|---|---|---|---|---|
| d. <b>Enabler/Facilitator:</b> Centers ministry around work with small groups of people, helping them relate to particular needs and interests.                 | 1 | 2 | 3 | 4 | 5 |
| e. <b>Celebrant/Liturgist:</b> Most at home leading the congregation in worship. Appreciates ritual and ceremony in both formal and informal settings.          | 1 | 2 | 3 | 4 | 5 |
| f. <b>Spiritual Guide:</b> Encourages development of the spiritual life by all in the congregation. Own spiritual life is exemplary.                            | 1 | 2 | 3 | 4 | 5 |
| g. <b>Witness/Evangelist:</b> Focus of ministry is sharing the Gospel with those in and outside the church.   | 1 | 2 | 3 | 4 | 5 |
| h. <b>Counselor/Healer:</b> Spends major part of each week in pastoral counseling and visiting in homes and/or hospitals. Enjoys helping people through crises. | 1 | 2 | 3 | 4 | 5 |
| i. <b>Community Chaplain:</b> Finds fulfillment in civic roles and leadership. Often serves on community committees and task groups.                            | 1 | 2 | 3 | 4 | 5 |

22. How does your congregation view the role of your pastor's wife in the ministry of the church?

**II. Community Analysis**

*Section A. Statistical Analysis*

(These questions may be answered by assigning one or more persons to research your community.)

1. The area within a five mile radius of your church building could be described as: (Check one or more below as it applies)

\_\_\_\_\_ Rural            \_\_\_\_\_ Older community            \_\_\_\_\_ Other  
\_\_\_\_\_ City            \_\_\_\_\_ New development            \_\_\_\_\_  
\_\_\_\_\_ Suburban            \_\_\_\_\_ Many apartments            \_\_\_\_\_

2. The approximate population of this five mile radius is \_\_\_\_\_.

3. From your local Chamber of Commerce, determine population trends and projections for the following years:

1980 \_\_\_\_\_ 1990 \_\_\_\_\_ 1995 \_\_\_\_\_ 2000 \_\_\_\_\_ 2005 \_\_\_\_\_ 2010 \_\_\_\_\_

4. What is the proportionate age spread of this population?

\_\_\_\_\_ Under 30            \_\_\_\_\_ 30-50            \_\_\_\_\_ Over 50

5. What is the ethnic composition of the community around the church?

6. The average family income of your community is \$ \_\_\_\_\_  
(Check with your local tax office or Chamber of Commerce)

7. Trends in land use:

- a. Church neighborhood is mostly (Check one):

\_\_\_\_\_ residential            \_\_\_\_\_ commercial            \_\_\_\_\_ industrial

- b. Number of new homes in the past twelve months \_\_\_\_\_







#### **IV. Financial Analysis**

##### *Section A. Statistical Analysis*

##### 1. Financial comparisons:

|                           | Budget   | Actual Giving |
|---------------------------|----------|---------------|
| Local Church              | \$ _____ | \$ _____      |
| Missionary contributions  | \$ _____ | \$ _____      |
| Total Sent to Help Others | \$ _____ | \$ _____      |
| TOTALS                    | \$ _____ | \$ _____      |

2. Is there any church indebtedness? Yes \_\_\_\_\_ No \_\_\_\_\_

Amount of indebtedness: \$ \_\_\_\_\_

##### 3. Income

a. The "cash salary" of your pastor: \$ \_\_\_\_\_

b. Fringe Benefits include:

\_\_\_\_\_ mileage reimbursement \_\_\_\_\_ hospitalization

\_\_\_\_\_ utilities \_\_\_\_\_ other

c. The rental value of the parsonage: \$ \_\_\_\_\_

Do you provide a housing equity benefit? \_\_\_\_\_ yes \_\_\_\_\_ no

d. The housing allowance provided: \$ \_\_\_\_\_

e. The average income of wage earners in your church: \$ \_\_\_\_\_

- f. The number of wage earners in your church: \_\_\_\_\_
- g. The anticipated income for the church might be: \$ \_\_\_\_\_  
 (Use the following formula for figuring this amount: number of wage earners  
 times average income of wage earners times 10 percent):  
 {Example: 15 X \$7,200 X .10 = \$10,800}

*Section B. Opinion Analysis*

1. The financial report of our church by its membership could be noted as: (Check one)  
 \_\_\_\_\_ Excellent \_\_\_\_\_ Average \_\_\_\_\_ Good \_\_\_\_\_ Poor
  
2. The distribution of your funds between local, ministry funds, and missions has been:  
 (check one)  
 \_\_\_\_\_ Excellent \_\_\_\_\_ Average \_\_\_\_\_ Good \_\_\_\_\_ Poor
  
3. The credit standing of our church in the community has been: (check one)  
 \_\_\_\_\_ Excellent \_\_\_\_\_ Fair \_\_\_\_\_ Poor \_\_\_\_\_ Not determinable
  
4. The pastor's financial support by the local church has been: (check one)  
 \_\_\_\_\_ Excellent \_\_\_\_\_ Good \_\_\_\_\_ Fair \_\_\_\_\_ Poor
  
5. The church carries out a plan of stewardship education/teaching which is viewed by this  
 committee as: (check one)  
 \_\_\_\_\_ Excellent \_\_\_\_\_ Average \_\_\_\_\_ Good \_\_\_\_\_ Poor \_\_\_\_\_ Nonexistent

**The salary package will be negotiated before a pastoral appointment is confirmed.**