

VOCATION HUB
Position Profile Template

Financial Overview *(2500 character limit)*

If applicable, provide key financial details that may help candidates understand your community or organization's context. This could include information about endowments, annual operating budgets, special funding initiatives, or other unique financial considerations. This field is optional and intended for communities where financial context is an important part of discerning leadership needs.

Community Vision Question *(2500 character limit)*

What are your community's hopes for this position, and what qualities in applicants will help you live into them? *Share your vision for the next chapter of your ministry and describe the gifts, skills, and leadership style that would best support your organization in reaching its goals.*

Leadership Skills *(select a maximum of 5)*

1. Adaptive Leadership
2. Administration
3. Appreciative Inquiry
4. Buildings & Grounds
5. Change Management
6. Church Governance
7. Collaborative Leadership
8. Conflict Management
9. Congregational Development
10. Finance & Accounting
11. Fundraising
12. Fundraising and/or Capital Campaigns
13. Leadership Development
14. Organizational Development
15. Personnel/Staff Development
16. Servant Leadership
17. Strategic Planning
18. Other

Ministry Skills *(select a maximum of 10)*

1. AAPI Ministry
2. Academic/Theology
3. Adult Formation
4. Advocacy Ministry
5. African Descent Ministry
6. Asset Based Community Development
7. Campus Ministry
8. Chaplaincy
9. Children & Family Formation
10. Church Growth
11. Church Planting
12. Community Building
13. Creation Care
14. Cultural Competency
15. Digital Ministry
16. Discipleship
17. Diversity, Equity, Inclusion
18. Ecumenical Cooperation
19. Evangelism
20. Federal Ministries/Military
21. Fine Arts & Music
22. Formation
23. Grief & Loss
24. Hospice Care
25. Hospital Chaplaincy
26. Indigenous Ministry
27. Innovative Ministry
28. Interfaith Cooperation
29. Intergenerational Formation
30. Interim Ministry
31. Latino Ministry
32. LGBTQIA+ Ministries
33. Mission
34. Multicultural Ministry
35. Outreach
36. Parish Day School
37. Pastoral Care
38. Prayer & Spirituality
39. Preaching
40. Racial Reconciliation
41. Recovery/Addiction Ministries
42. Scripture Study
43. Spiritual Direction
44. Stewardship
45. Teaching
46. Worship & Liturgy
47. Youth & Young Adult Formation
48. Other

Narratives *(2500 character limit each)*

1. What is your organization's mission and focus?

2. How would you describe your ministry context?

3. How would you describe your congregational/diocesan leadership culture?

4. How would you describe your congregational/diocesan liturgical styles and practice?

5. How does your congregation/diocese approach cultural identity and inclusion?

6. Other information

Optional Narratives *(select at least 5 - 2500 character limit each)*

1. Describe your congregation's/diocese's theology or spiritual identity.

2. Describe a recent ministry experiment or innovation in your congregation/diocese.

3. What is a ministry risk your congregation/diocese has taken, and what came of it?

4. How does your congregation/diocese discern and adapt to the changing needs of your community?

5. How does your congregation/diocese sustain its spiritual, emotional, and physical well-being?

6. In what ways is your congregation/diocese engaged in the wider Church or local community?

7. How does your congregation/diocese approach pastoral care?

8. How is your congregation/diocese preparing for the Church of the future?

9. What does stewardship mean to your congregation/diocese, and how do you practice it?

10. How has your congregation/diocese experienced and addressed conflict?

11. What has been your congregation's/diocese's experience leading or navigating change?

12. What are your current strategic priorities or plans for the future?

13. How does your congregation/diocese incorporate accessibility and inclusion in your shared life?

14. Has your congregation/diocese participated in or hosted multilingual or cross-cultural worship?

15. How does your congregation/diocese use technology in ministry?

16. In what ways has your congregation/diocese grown in cultural competency?

17. What theological convictions shape your congregational/diocesan ministry?