



The Rostered Minister Profile (RMP) is intended for use by Ministers of Word and Sacrament and Ministers of Word and Service of the Evangelical Lutheran Church in America, as well as by First Call candidates for rostered ministry. It provides basis introductory information in the anticipation of the candidates' interviews with call committees. Once complete, this form is submitted electronically to your synodical bishop for review and distribution to the selected synods, congregations and organizations of the church.

Date Completed: \_\_\_\_\_

**Part I: PERSONAL INFORMATION**

**1. Identification**

LAST NAME	FIRST NAME	MIDDLE NAME
PREFERRED TITLE	SUFFIX	LAST NAME AT BIRTH
FULL NAME		

**Preferred Contact Information**

ADDRESS LINE1	ADDRESS LINE2	
CITY	STATE	ZIP
COUNTRY		
PREFERRED PHONE	CELL PHONE	E-MAIL ADDRESS
DATE OF ORDINATION		
ELCA ROSTER	ROSTER STATUS	SYNOD OF ROSTER OR CANDIDACY

**Language Proficiencies**

PRIMARY LANGUAGE	SECOND LANGUAGE	THIRD LANGUAGE
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**2. Educational and Vocational Work History**

**Formal Education-:**

DEGREE	FIELD OF STUDY	YEAR
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SCHOOL	CITY, STATE, COUNTRY	
DEGREE	FIELD OF STUDY	YEAR
SCHOOL	CITY, STATE, COUNTRY	
DEGREE	FIELD OF STUDY	YEAR
SCHOOL	CITY, STATE, COUNTRY	
DEGREE	FIELD OF STUDY	YEAR
SCHOOL	CITY, STATE, COUNTRY	

**Life Long Learning Experiences :**

YEAR	TOPIC OR TITLE OF CLASS	CONTACT HOURS
YEAR	TOPIC OR TITLE OF CLASS	CONTACT HOURS
YEAR	TOPIC OR TITLE OF CLASS	CONTACT HOURS
YEAR	TOPIC OR TITLE OF CLASS	CONTACT HOURS
YEAR	TOPIC OR TITLE OF CLASS	CONTACT HOURS

**Work History**

In chronological order and beginning with the most recent, list up to five significant work experiences.

**1.**

ORGANIZATION	RECENT POSITION/TITLE	YEAR (FROM/ TO)
CITY, STATE		

**2.**



ORGANIZATION	RECENT POSITION/TITLE	YEAR (FROM/ TO)
CITY, STATE		
<b>3.</b>	ORGANIZATION	RECENT POSITION/TITLE
YEAR (FROM/ TO)		
CITY, STATE		
<b>4.</b>	ORGANIZATION	RECENT POSITION/TITLE
YEAR (FROM/ TO)		
CITY, STATE		

**Current Ministry:** FIRST CALL CANDIDATES should use this section to describe their internship site.

ORGANIZATION	RECENT POSITION/TITLE	FULLTIME/ PARTTIME
CITY, STATE		

**Community Setting:**

Size	Type
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CURRENT MINISTRY

ELCA CONGREGATION ID	AVG WEEKLY WORSHIP ATTENDANCE	TOTAL CURRENT BUDGET	MISSION SUPPORT TO THE LARGER CHURCH
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Describe the organization or agency as to its purpose, size and relationship to the large church.

**Part II: COMPETENCIES OR SPECIALIZATIONS**

Areas Of Expertise

1.	2.	3.
4.	5.	



Areas Of Strength

1.

2.

3.

4.

5.

**Samples of Competencies**

*Innovation / Creativity*

*Participant in the Larger Church*

*Pastoral Care and Visitation*

*Inter-personal Climate*



**Social Ministry**

**References**

**Synodical Bishop**

ORGANIZATION

SYNOD

DAY PHONE NUMBER

EVENING PHONE NUMBER

E-MAIL

**An ELCA Clergy Person**

ORGANIZATION

SYNOD

DAY PHONE NUMBER

EVENING PHONE NUMBER

E-MAIL

**Lay Person (Current)**

NAME

ORGANIZATION AND TITLE

DAY PHONE NUMBER

EVENING PHONE NUMBER

E-MAIL

**Lay Person (Non-Current)**

NAME

ORGANIZATION AND TITLE

DAY PHONE NUMBER

EVENING PHONE NUMBER

E-MAIL

**Supervisor/Colleague**

NAME

ORGANIZATION AND TITLE

DAY PHONE NUMBER

EVENING PHONE NUMBER

E-MAIL



**7. Reference's Recommendation**

FIRST CALL CANDIDATES: A Reference Recommendation does not need to be identified.

NAME ORGANIZATION AND TITLE

DAY PHONE NUMBER E-MAIL

**Part III: REFLECTIONS ON MINISTRY:**

Respond to each of the six questions below. Your responses are limited to approximately 150 words for each question.

**Calling:** You are called as a Child of God and into rostered service in this church. Reflect theologically on your sense of call and the way it shapes your life and work.

[Empty text box for Calling response]

**Convictions:** Identify the three most prominent themes that others would say are strongly evident in your speaking, teaching, leading and living.

[Empty text box for Convictions response]

**Context:** Describe the ministry setting(s) that would energize you and make the best use of your gifts, skills and passions.

[Empty text box for Context response]

**Accomplishments:** How has your current ministry setting developed in the last three years, and in what ways have you contributed to this growth or development?



**Denominational Relationship:**

What are your hopes for the ELCA? Describe how you help others understand their relationship to the synod and the Evangelical Lutheran Church in America.

**Public Ministry:**

In your public role as a leader within the congregation or organization, how would you describe your preferred approach, style and manner?

**9. PERSONAL MINISTRY STATEMENT**

In fifty words or less, describe your vision of your calling in ministry and your passion for ministry.



## **Part IV: CANDIDATE COMMENTARY**

The candidate Commentary is an optional component that allows you to expand your Rostered Leader Profile with information that reveals your passions for ministry, your expertise, your experience or your visions for ministry. You are invited to be creative as you add any commentary that you feel will support this RLP.





**If requested, are you able to supply the following items?**

- \* Video recording of a worship, preaching, teaching or speaking occasion?
- \* Audio recording of a worship, preaching, teaching or speaking occasion?
- \* Most recent Congregation/ Organization Annual Report?
- \* Samples of writing or communication pieces from your ministry?
- \* Letters of Reference?
- \* Resume or curriculum vitae?

**Selected Answer**

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**10. Comments or Explanations (For use in reference to any response made on this form.)**

**11. Disclosure**

Out of care for the church, the following questions are asked of all rostered leaders and First Call candidates who are making themselves available for conversation with call committees.

**Selected Answer**

Have you ever engaged in, been accused of, charged with, or convicted of illegal conduct or a crime, including conduct resulting in suspension or revocation of your driver's license?

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Do you have any addictive behavior, including a history of drug, alcohol, or pornographic addictions that might interfere with your ability to serve or continue serving as a rostered leader?

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Have you ever engaged in, been accused of, investigated for, sued, or charged with sexual misconduct, sexual harassment, substance abuse, child or spousal neglect or abuse, or financial improprieties?

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While in candidacy or on the roster, have you ever engaged in, been accused of, investigated for charged with, or disciplined for any conduct prescribed in Definitions and Guidelines for Discipline?

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Are you living in accord with Vision and Expectations and Definitions and Guidelines for Discipline for rostered persons in the ELCA and do you intend to continue to live in compliance?

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Have you ever engaged in any behavior or been involved in any situations that, if they became known to the church, might seriously damage your ability to begin or continue in ministry?

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**Comments or explanations to Disclosure questions from the previous page:**




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**12. Certification**

\_\_\_\_\_  
CERTIFY BY

\_\_\_\_\_  
CERTIFY DATE

\_\_\_\_\_  
AGREE/DISAGREE

**13. Reviewed**

APPLICANT NAME	APPLICANT TITLE	SYNOD NAME	DATE
REVIEWED BY BISHOP	REVIEWED DATE		
SIGNATURE			

**Authorization and Release**

\_\_\_\_\_  
AUTHORIZED BY

\_\_\_\_\_  
DATE:

\_\_\_\_\_  
SIGNATURE

**Part V: ADDITIONAL INFORMATION**

This information requested below is for use by Synod Bishops and members of the synod staff as they seek to identify suitable candidates for call to congregations.

**15. Personal Information**

	DATE OF BIRTH	GENDER	ETHNICITY		
Present Relationship	RELATIONSHIP STATUS	SPOUSE NAME	PROFESSION	ELCA ROSTERED ?	ELCA CANDIDACY?



SAME GENDER PARTNER NAME: \_\_\_\_\_ PROFESSION: \_\_\_\_\_ ELCA ROSTERED? \_\_\_\_\_ ELCA CANDIDACY? \_\_\_\_\_

Prev. Spouse(s):

NAME \_\_\_\_\_ DATE OF BEGINNING \_\_\_\_\_ DATE OF ENDING \_\_\_\_\_ MARRIAGE ENDED BY: \_\_\_\_\_

NAME \_\_\_\_\_ DATE OF BEGINNING \_\_\_\_\_ DATE OF ENDING \_\_\_\_\_ MARRIAGE ENDED BY: \_\_\_\_\_

Prev. Partner(s):

NAME \_\_\_\_\_ DATE OF BEGINNING \_\_\_\_\_ DATE OF ENDING \_\_\_\_\_ MARRIAGE ENDED BY: \_\_\_\_\_

NAME \_\_\_\_\_ DATE OF BEGINNING \_\_\_\_\_ DATE OF ENDING \_\_\_\_\_ MARRIAGE ENDED BY: \_\_\_\_\_

If you have more than two previous spouses or previous partners mark here and give details in a letter to your synodical bishop.

In establishing and nurturing a relationship of trust between a rostered leader and his or her synodical bishop and congregation or other ministry, honesty and forthrightness are vital. To assist the synod staff in its discernment with you, please write briefly about any plans or additional factors that may bear on your present or future response to these questions about relationships. (For examples, a marital relationship or same-gender partnership experiencing difficulties, the possibility of entering a marriage, the possibility of entering a same-gender relationship)

**List the name and ages of any children who live with you in your household.**

NAME \_\_\_\_\_ AGE \_\_\_\_\_ NAME \_\_\_\_\_ AGE \_\_\_\_\_

NAME \_\_\_\_\_ AGE \_\_\_\_\_ NAME \_\_\_\_\_ AGE \_\_\_\_\_

NAME \_\_\_\_\_ AGE \_\_\_\_\_ NAME \_\_\_\_\_ AGE \_\_\_\_\_

HEALTH REOURMENT/SPECIAL NEEDS/IN HOUSEHOLD? EXPLAIN \_\_\_\_\_

OPENNESS TO CALL \_\_\_\_\_

DATE AVAILABLE \_\_\_\_\_

Special Considerations (check all that apply) :

Certified by Evangelical Outreach and Congregational Mission for Mission Development

In conversation with ELCA Global Mission

Interested in pursuing graduate or other studies

Skilled/experienced in multi-cultural ministry

Interested in pursuing graduate or other studies




**16. Geographic Preference**

OPEN TO GLOBAL SERVICE

REGION 1	REGION 2	REGION 3
REGION 4	REGION 5	REGION 6
REGION 7	REGION 8	REGION 9

**17. Ministry Preferences**

**Ministry site**

Congregations

- Organized   
  New mission start   
  Redevelopment   
  Bilingual/Multicultural

Preferred size of congregation

- 1-50   
  51-150   
  151-250   
  251-400   
  401-700   
  Over 700

Preferred parish types

- Single site   
  Two-point parish   
  3 or- more point parish   
  Ecumenical

**Church-Related Organizations**

- Camp or Conference Center   
  Military   
  Hospice   
  Seminary  
 Social Ministry Organization   
  Prison   
  Hospital   
  School  
 Ecumenical Organization   
  College or University   
  Residential Care

**Synodical and Churchwide Ministries**

- Synod Staff   
  Churchwide Staff   
  Global Service Setting

**Ministry position**

- Solo Pastor   
  Senior Pastor/ Head of Staff   
  Associate/Assistant Pastor   
  Program Staff  
 Campus Ministry   
  Chaplain   
  Administrator   
  Intentional Interim  
 Professor /Teacher/Educator   
  Youth and Family Ministry   
  Music Ministry   
  Camping Ministry  
 Pastor Developer/ Redeveloper   
  Other Specialized Ministry



**Community Size**

- Rural
- Medium city (50,000-249,999)
- Suburb within 10 miles of a large city
- Small town( under 10,000)
- Suburb near a medium City
- Suburb outside 10 miles of a large city
- Small city (10,000-49,999)
- Large city (250,000 or more)

**Community Type**

- Bedroom community
- Industrial
- Ranching
- College or University
- Inner city
- Resort
- Farming
- Mining/logging
- Retirement

**18. Current Annual Compensation**

Indicate your current Defined Compensation. "Defined Compensation" is described by the ELCA Board of Pensions as the gross cash salary paid to the staff member. In the case of clergy, Defined Compensation includes any housing allowance (whether in cash or the annual cash value of a parsonage), Social Security Tax offset, and /or furnishings allowance if paid directly to the staff member.

\_\_\_\_\_  
Current Annual Compensation:

\_\_\_\_\_  
Minimum Compensation for next Call

**19. Discernment Process**

What factors indicate to you that this is an appropriate time to consider a change of call and what process of discernment have you used to reach this decision? (Approximately 150 words maximum).



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**20. Other Information**

What other information would assist the bishop in recommending you; would help to explain your answers above; or is information you believe the bishop should know? (Approximately 150 words maximum.)



**AUTHORIZATION AND RELEASE**

**ROSTERED LEADERS:** A **signed** copy of this page of the Rostered Leader Profile **MUST** be mailed, faxed or emailed as a PDF attachment to your synodical bishop and to the person filling out your reference form. Your profile is not complete without this page being on file in your synod's office.

**CALL or SEARCH COMMITTEES:** A signed copy of the Authorization and Release should be forwarded to those references and others who are being asked for a recommendation or comment.

**AUTHORIZATION AND RELEASE**

I, \_\_\_\_\_ authorize any references, supervisors, ELCA agencies, or any other person or organization to give the congregation, agency, institution or organization any information (including opinions) regarding my character and fitness for ministry. I also release any individual, employer, congregation, ELCA agency, institution, organization, or official, reference, or any other person or organization providing information, from any and all liability for damages of whatever kind or nature which may exist at any time on account of compliance or any attempts to comply with this authorization, excepting only the communication of knowingly false information.

**A facsimile, photocopy or electronic copy of this Authorization and Release shall be valid as the original.**

\_\_\_\_\_  
SIGNATURE

\_\_\_\_\_  
Date