

**VOCATION HUB**  
**Candidate Profile Template**

**Ministry Context Question**

What kind of congregation or ministry setting allows your spiritual gifts and skills to flourish?  
*Use this space to describe the environments, communities, or types of ministry that bring out your best work and deepest sense of vocation. This helps those in the search process better understand how you may be called to serve. (2500 character limit)*

**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



3. How do you approach cultural identity and inclusion in your ministry? *Share how you engage diverse communities, foster belonging, and respond to the cultural context of your congregation.*

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

1. How do you approach pastoral care in your ministry?

2. How are you preparing yourself for the Church of the future?

3. What does stewardship mean to you, and how do you practice it?

4. How have you experience and addressed conflict in ministry?

5. What has been your experience leading change in the Church?

6. How do you incorporate accessibility and inclusion in your ministry?

7. Have you led or participated in multilingual or cross-cultural worship?

8. How do you use technology in your ministry?

9. In what ways have you grown in cultural competency as a leader?

10. What theological convictions shape your ministry?

11. How has your theology evolved over time?

12. Describe a recent ministry experiment or innovation.

13. What is a ministry risk you've taken, and what came of it?

14. How do you discern and adapt to the changing needs of your community?

15. How do you take care of your well-being - spiritually, emotionally, and physically?

16. In what ways are you engaged in your wider Church or local community?