

MINISTERIAL LEADERSHIP INFORMATION

Name:

Church affiliation:

Pastoral Expectations / Skills -

This worksheet is intended to be used by both congregations and prospective pastors. It is designed to identify the perceived needs and expectations of the congregation and the gifts, skills, and priorities of a pastor. The hope is that in the pastoral calling process the matching of needs and gifts might happen. It can also serve as a useful discussion guide in the exploration/negotiation process. The order of listing below is by random selection and does not reflect any indication of priority.

Instructions for both a congregation and a pastor:

Circle <i>only six (6)</i> high expectations/skills range Circle <i>only eleven (11)</i> medium expectations/skills range Circle <i>remaining six (6)</i> as low expectations/skills range	Please note: High priority is to be circled as "6 or 7"
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		Expectations / skills		
		Low	Medium	High
A	ADMINISTRATION Pastor accepts appropriate planning and administrative responsibilities in a climate of delegated tasks and shared leadership with others.	1 2	3 4 5	6 7
B	CHRISTIAN EDUCATION Pastor and congregation identify the educational needs of persons of all ages and backgrounds, developing programs to meet needs. Educational goals are in agreement with the total mission of the church.	1 2	3 4 5	6 7
C	COMMUNITY ACTIVITIES and SERVICE Pastor has concern for identifying problems and needs in the community, and for working with both church and community groups. Encourages members to become informed and involved. Works with local ecumenical and interfaith efforts.	1 2	3 4 5	6 7
D	INVOLVEMENT with NWYM Pastor is involved in leadership roles in denominational tasks, which the church can perceive as a valid and valued extension of its outreach and influence.	1 2	3 4 5	6 7
E	COUNSELING Pastor initiates counseling ministry for assisting those within and outside the church, and makes appropriate referrals when needed.	1 2	3 4 5	6 7
F	EVANGELISM/CHURCH GROWTH - Pastor and congregation work at goals intended to bring people to faith and to result in the growth of the local congregation. Church may also share in planting new congregations in the area.	1 2	3 4 5	6 7
G	DEDICATIONS, MARRIAGES, FUNERALS Pastor gives priority to important transition rituals in the lives of individuals and families; plans activities to make such times as meaningful as possible.	1 2	3 4 5	6 7
H	MUSIC Pastor supports and utilizes an active music ministry to focus and enhance the worship experience.	1 2	3 4 5	6 7
I	DRAMA Pastor supports and utilizes an active drama ministry to focus and enhance the worship experience.	1 2	3 4 5	6 7
J	MULTI-MEDIA Pastor supports an active multi-media ministry to focus and enhance the worship experience and to enhance teaching.	1 2	3 4 5	6 7
K	PREACHING/WORSHIP LEADERSHIP Pastor places high priority on sermon preparation. Pastor and congregation work to develop a creative and meaningful worship life, educating the members to active participation.	1 2	3 4 5	6 7
L	PEACE/SOCIAL CONCERNS Pastor emphasizes the application of the Christian gospel to issues of the contemporary world, planning with the congregation for appropriate strategies for witness and action.	1 2	3 4 5	6 7
M	STEWARDSHIP AND FINANCES Pastor and congregation work together to develop a planned stewardship program and a positive means of reporting church finances. Pastor assists in developing policies to support both congregational concerns and the world mission of the church and its related institutions.	1 2	3 4 5	6 7
N	TEACHING Pastor accepts an active teaching role beyond that involved in worship and preaching. Teaching of the Scriptures, theology, and the history of the church; providing instruction for church leaders, and for new members.	1 2	3 4 5	6 7

O	CONGREGATIONAL VISITATION Pastor gives priority to developing and carrying out a plan for visitation of the entire congregation. Special attention to visitation of prospective members.	1 2	3 4 5	6 7
P	CRISIS AND HIGH NEED VISITATION Pastor visits those in hospitals or emergency situations regularly, network is developed to keep pastor and others informed of crisis situations; needs of ill or bereaved are met.	1 2	3 4 5	6 7
Q	ENCOURAGE SMALL GROUPS Pastor places emphasis on developing fellowship, helping members to know one another, groups which give members the opportunity to love and support one another are encouraged.	1 2	3 4 5	6 7
R	SPIRITUALITY Pastor models and teaches disciplines of spirituality, sharing with members in the joys and struggles to develop an authentic spiritual life.	1 2	3 4 5	6 7
S	MISSIONS Pastor is aware of and promotes the church's worldwide mission, development and relief ministries. Encourages financial and prayer support and challenges members to hear and heed the call of God to participate in missionary and voluntary service opportunities.	1 2	3 4 5	6 7
T	PROBLEM SOLVING/CONFLICT RESOLUTION Pastor encourages two-way communication; gathers and shares information that will assist problem-solving and decision-making. Varying opinions are elicited and all are encouraged to listen to opposing points of view. Models biblical processes in conflict resolution.	1 2	3 4 5	6 7
U	CHILDREN/YOUTH Pastor gives priority to persons in this key time of development, with the goal of assisting persons to involvement in and commitment to the church and its faith. Helps such persons to claim personal ownership of their faith and life decisions.	1 2	3 4 5	6 7
V	YOUNG ADULTS Pastor gives priority to persons in this key life transition time, with the goal of assisting persons to involvement in and commitment to the church and its faith. Helps such persons to claim personal ownership of their faith and life decisions.	1 2	3 4 5	6 7
W	DEVELOPING THE MINISTRY OF THE LAITY Pastor perceives that effective leadership of a congregation is a shared leadership and therefore works actively to develop, support, and encourage effective lay leadership. Seeks to equip members to release their spiritual gifts in lay ministries within and beyond the congregation.	1 2	3 4 5	6 7