

# In Preparation for the Pre-Call Meeting

To be held at the ..... Church  
at ..... pm on .....

Calling a new pastor to a parish is an important task. The process needs to be bathed in prayer, as we seek God's guidance and wisdom. Feel free to think bold thoughts and dream dreams. These questions are for prayerful reflection, either by individuals or small groups. Please write down your comments and bring this sheet to the pre-call meeting where we will collate the responses and seek to draw up a profile of the pastor we need. Every person should fill-in their own sheet.

\* **Please do not collect these sheets – members retain them even after the meeting!** \*

## Part One

**Where are we at as a congregation?** [List up to 3 items in each category]

**A** In the last 1-2 years, which of the events that happened in your congregation (not of any individual) that you consider to be

**Successes**

*Response: [celebrate / build on]*

**Failures**

*[learn from / make changes]*

**B** When you consider the resources (assets/liabilities) your congregation has at its disposal (including people and their skills, buildings and facilities, and resources) where are your

**Strengths**

*[build with / new uses for]*

**Weaknesses**

*[strengthen / ignore]*

**C** As you look to the future, what opportunities does your congregation have for growth, and what threatens to hinder your development?

**Opportunities**

*[take advantage of / new mission initiative]*

**Threats**

*[transform / avoid]*

**D** Write a brief sentence to describe your congregation's ministry in the following areas:

**Worship**

**Witness**

**Christian Education**

**Service to those in Need**

**Fellowship**

## Part Two

### **Where do we believe that God is leading us?**

What hopes and dreams do you have for your congregation?  
[Not things like 'have a full church']

What aspects of ministry and mission should be your congregation's priority for the next 1-2 years?

If you knew that you would not fail, what would you like your congregation to do in the next 1-2 years?

## Part Three

### **What gifts does our new pastor need in order to help lead us in this direction?**

There are no perfect *Super-pastors*. No pastor has the gifts to fulfil all areas of ministry equally well. It is a question of priorities. Hands-on leadership in most areas will continue to be provided by lay people. We take for granted that we need a pastor who meets the requirements laid down by the Church.

The question is: What are the specific key gifts that we need in our next pastor so that he will:

- complement the gifting already in the congregation,
- provide leadership that will grow forward our key ministry and mission areas, and
- enable us to fulfil the next part of God's plan for us as a congregation.

Be careful that you focus on your strengths and not just your weaknesses. If you are weak in youth ministry, then the solution is probably not to call a pastor who specialises in working with young people. If you do so you may well end up leaving youth work to him, rather than developing these ministry gifts in the congregation. It is better to focus on your strengths and call a pastor who will build on them, rather than trying to fill gaps in lay ministry with a pastor.

### **I believe that our next pastor needs to be especially gifted in:**

- teaching
- flexibility in regard to worship styles
- planning and leading traditional worship
- planning and leading contemporary worship
- coaching and mentoring others
- helping others identify their spiritual gifts
- building Christian community
- relating to a wide variety of people
- building bridges to the community
- promoting justice and social issues
- outreach to non-Christians
- counselling and pastoral care
- developing our vision
- motivating people
- ministering to the bereaved
- strategic thinking and planning
- practical helping ministries
- preaching
- building cohesion and consensus
- bringing change
- working with other churches and ministries
- dealing constructively with conflict
- building a team
- prayer and teaching others to pray
- equipping other leaders
- having an adaptable leadership style
- developing small group ministry
- [please add any other items]

[After adding any extra items please pick the five that you think are most important.]

***Please bring this completed sheet with you to the Pre-Call Meeting***