

PASTORAL EXPECTATIONS

PROCEDURE: Listed are qualities and expectations for a typical pastor. a) Each board member will fill out a form. Forms are then totaled together. b) Pastor will fill out form. c) Determine your priority rating of these activities, d) Collect lists from all board members and total each activity. Example: Activity A has "1" circled five times and "4" circled seven times. Total is 33. Place "33" in margin beside that activity. Place the five activities or expectations on which you place the highest priority (totals) on the following page on the blank lines in order of priority.

Expectations of the Pastor's Role—How important is each pastoral function to you? Circle #5 if you think it is extremely important. Circle #1 if it is not important at all to you.

	Low				High
1. Teaches and works directly with adults in adult religious education classes and/or special seminar series.	1	2	3	4	5
2. Participates in community projects and organizations (such as school boards, community involvement).	1	2	3	4	5
3. Ministers to the sick, dying and bereaved.	1	2	3	4	5
4. Plans and leads public worship services.	1	2	3	4	5
5. Works with congregational boards and committees.	1	2	3	4	5
6. Maintains a disciplined program of prayer and personal devotions.	1	2	3	4	5
7. Accepts speaking engagements before community and civic groups for special community occasions or for radio and television.	1	2	3	4	5
8. Oversees church office activities, church bulletins, correspondence, records, etc.	1	2	3	4	5
9. Tries to maintain harmony and resolve conflict among church members over church programs, finances, elections, etc.	1	2	3	4	5
10. Prepares and preaches sermons.	1	2	3	4	5

11.	Visits new residents and recruits new members	1	2	3	4	5
12.	Counsels with people about their personal problems.	1	2	3	4	5
13.	Follows a disciplined program of continuing education.	1	2	3	4	5
14.	Teaches and works directly with children, visits Sunday School, preaches children's sermons, etc.	1	2	3	4	5
15.	Assists victims of social neglect, injustice and prejudice; cooperates with social service and charitable programs.	1	2	3	4	5
16.	Personally leads people to Christ	1	2	3	4	5
17.	Spends time with his/her spouse and family a part from church activities	1	2	3	4	5

PRIORITY AND TIME EXPECTATIONS OF SENIOR PASTOR

Place here the qualities and expectations as you have now prioritized then from the preceding page. These will now serve both the board and pastor in keeping on track. The combined project list of the board should be set alongside the list of the pastor. Negotiations are in order and adjustments should be made according to pastor's gifts and abilities, strengths, and weaknesses and the needs of the church. Add up the board #'s compare with pastor. Talk through and come to agreement. List the top 6 after discussing.

You will refer to this list at the time of self-study and review.

Please list the six qualities and expectations according to the priority established by the pastor and board. Then, indicate how much time you feel the senior pastor should give to each category by indicating the percentage for each. Negotiations are in order accounting for pastor's gifts and total time available (does he work outside the church?)

Quality/Expectation

Percentage Of Time

_____	_____
_____	_____
_____	_____
_____	_____
Other* _____	_____
Work outside of church _____	_____
Total	100%

*Teaching, community involvement, personal and spiritual growth, denomination

