

Background for Question 2.5 of the Pastors Information Pro Forma

Through the “Fitting the Pieces Together” process, churches go through a process of discerning which two main skill areas in a pastor are most needed in their church. They then have a further opportunity to be more specific about what particular sub-skills in a skill area would be most helpful.

Therefore, this part of the Pastor Information document gives you an opportunity to communicate specific skills you have in a way that will match the terminology that the church will be using.

The following are the ten (A-J) categories of pastoral skills that have been listed in the “Fitting the Pieces Together” document. It would be worth viewing the initial list and then reading over what sub-skills are listed under each category.

To answer question 2.5 you can simply select the two most appropriate skills from the ten categories, or you can select the main categories as well as up to three additional sub-skills for each category.

Skills

- A. A pastor who can help a church to change.
- B. A pastor who can nurture a church’s spirituality and help a church to connect more deeply with God.
- C. A pastor who can help a church to become a community in which people feel valued and cared for.
- D. A pastor who can help a church organisation to function smoothly with good levels of communication and efficient processes.
- E. A pastor who can communicate God’s message in a way that draws a response.
- F. A pastor with an ability to help a church to embrace within its life a diversity of cultures (e.g. nationalities, ages, theological preferences).
- G. A pastor who can help a church to develop its ministry to a particular target group (e.g. youth, children, seniors, people on the fringes of the church).
- H. A pastor who can cultivate an environment in which people of different life experience can grow in their faith.
- I. A pastor who can lead a church into missional engagement with its community.
- J. A pastor with an ability to identify, develop and support leadership - both current and potential.

Skills and Sub-skills

A. A PASTOR WHO CAN HELP A CHURCH TO CHANGE

- 1. A pastor who is gifted in strategic planning.
- 2. An experienced pastor who has had a diverse range of previous pastorates and can help a church explore new options.
- 3. A pastor who can raise a congregation’s awareness of its need to change, while still caring for people in their anxiety about change.
- 4. A pastor who is gifted in utilising worship, in a sensitive and genuine way, to help a congregation see the need(s) for change.

5. A pastor who knows how to access and assess the demographics and needs of a local community and fashion a church response.
6. A pastor who is able to facilitate interactive congregational discussion, demonstrating an ability to hear, and help be heard, all points of view.
7. A pastor who understands how to develop and how to change the culture and vision of a church.
8. A pastor who can develop the church's programs in such a way that the church grows numerically.

B. A PASTOR WHO CAN NURTURE A CHURCH'S SPIRITUALITY AND HELP A CHURCH TO CONNECT MORE DEEPLY WITH GOD

1. A pastor who is passionate about discipleship; grounded in and nourished by God's Word.
2. A pastor who models, teaches and thoroughly engages with disciplined prayer (personal and corporate).
3. A pastor who is less "program orientated" and more concerned with providing space and opportunities for the church and its people to seek God and reflect Jesus Christ.
4. A pastor who prioritises his/her own framework for spiritual growth (i.e.: has a spiritual director or other means of being accountable for his/her own continuing spiritual formation).
5. A pastor who can lead a congregation into vibrant experiences of encounter with God.
6. A pastor who can help a church to "hear what the Spirit is saying to the church".
7. A pastor who is gifted in leading creative, reflective worship.

C. A PASTOR WHO CAN HELP A CHURCH TO BECOME A COMMUNITY IN WHICH PEOPLE FEEL VALUED AND CARED FOR

1. A pastor who is a frequent and gifted visitor.
2. A pastor who is a gifted counsellor.
3. A pastor who is able to develop a culture and system of mutual care within the congregation.
4. A pastor who is able to help the church become an accepting and welcoming congregation.
5. A pastor who is able to nurture people through life transitions.
6. A pastor who has a very pastoral approach to preaching.
7. A pastor who can help a church to resolve differences of opinion and conflict.
8. A pastor who can facilitate and support a strong small group network within the church.

D. A PASTOR WHO CAN HELP A CHURCH ORGANISATION TO FUNCTION SMOOTHLY WITH GOOD LEVELS OF COMMUNICATION AND EFFICIENT PROCESSES

1. A pastor who is able to balance giving strong leadership with appropriate delegation.
2. A pastor who knows how to set church goals and evaluate and achieve them.
3. A pastor who has skills in the processes that help everyone in a church to know what is happening and participate.

4. A pastor who is able to discern leadership and organisational skills in others and channel those gifts to their best use.
5. A pastor who prioritises pastoral care for those with leadership / organisational responsibilities within the church.
6. A pastor who is gifted in conflict resolution.
7. A pastor who is gifted in leading creative, transparent processes for church meetings and other forums for decision making.
8. A pastor with skills in organisational development, including budgets, finance, property management, stewardship and fundraising.

**E. A PASTOR WHO CAN COMMUNICATE GOD’S MESSAGE IN A WAY THAT
DRAWS A RESPONSE**

1. A pastor who is a modern day evangelist.
2. A pastor who relates to a broad spectrum of people socially.
3. A pastor who can creatively and simply present the gospel in ways appropriate to different generations and different stages of life.
4. A pastor who is in tune with current cultural and global issues, without compromising faith.
5. A pastor who can communicate God’s Word in such a way that people hear and respond.
6. A pastor who can offer the church a prophetic voice to community and social issues.
7. A pastor who is gifted in empowering congregational involvement in the church’s communication of the good news of Jesus Christ.
8. A pastor who is adept in using non-verbal media, eg: music, art, and drama, to communicate the Gospel.

**F. A PASTOR WITH AN ABILITY TO HELP A CHURCH TO EMBRACE WITHIN
ITS LIFE A DIVERSITY OF CULTURES (EG NATIONALITY, AGES,
THEOLOGICAL PREFERENCES)**

1. A pastor who is passionate about unity in diversity.
2. A pastor who has cross cultural ministry experience.
3. A pastor who is gifted in using creative worship to reflect a variety of theological emphases.
4. A pastor who can include children within the worship and activities of the church.
5. A pastor who is able to help people see beyond surface distinctives (what someone wears, eats, talks like, etc) to find what is held in common spiritually.
6. A pastor who can help to create a climate where people of all generations feel that they belong together.
7. A pastor who is able to relate pastorally and socially to all ages.

**G. A PASTOR WHO CAN HELP A CHURCH TO DEVELOP ITS MINISTRY TO A
PARTICULAR TARGET GROUP (EG YOUTH, CHILDREN, SENIORS, PEOPLE
ON THE FRINGES)**

1. A pastor who is a specialist, rather than a “GP”.
2. A pastor with a special gift for developing youth ministry.
3. A pastor who can incisively grasp the needs and understanding of a particular target group.

4. A pastor who is able to enthuse the church about praying for and constructively interacting with a particular target group.
5. A pastor who can undergird the development of a particular ministry with focussed teaching and clear, strategic, processes.
6. A pastor whose major contribution will be making contacts outside the church and helping them to discover and celebrate the life of God.
7. A pastor with a special gift for ministry to the senior generation.
8. A pastor with a special gift for ministry to children and families.

H. A PASTOR WHO CAN CULTIVATE AN ENVIRONMENT IN WHICH PEOPLE OF DIFFERENT LIFE EXPERIENCE CAN GROW IN THEIR FAITH

1. A pastor with experience in facilitating alpha-style groups for the whole congregation to rediscover / discover the essence of personal faith.
2. A pastor who can facilitate a number of different approaches to discipleship (eg: small groups that don't all have the same format/culture).
3. A pastor who emphasises the basics (scripture, prayer and worship) in a way that is accessible to those without a church background.
4. A pastor who connects the welcome and hospitality of a congregation with its ability to nurture faith.
5. A pastor who incorporates a wide range of life experience into his/her up front ministry.
6. A pastor with a gift of teaching, who can communicate a comprehensive understanding of the Bible and Christian theology in terms that are relevant to people's lives.
7. A pastor who is up to date with models of mentoring/discipleship.
8. A pastor with special gifts in nurturing faith in children and youth.

I. A PASTOR WHO CAN LEAD A CHURCH INTO MISSIONAL ENGAGEMENT WITH ITS COMMUNITY

1. A pastor who is outward focused.
2. A pastor with a track record for community based programs.
3. A pastor who is able to move beyond the "talk" and get the "doing" happening.
4. A pastor who knows how to access and assess the demographics and needs of a local community.
5. A pastor who is skilled at using creative processes to help a congregation understand and formulate strategies for its local missional context.
6. A pastor who can help a church to appreciate the needs, issues and philosophies that are shaping the lives of people in their community.
7. A pastor who can help community based programs to become contexts where the Gospel is lived and communicated.
8. A pastor who can develop playgroups and children's ministries as a way of building contacts with families outside the church.

J. A PASTOR WITH AN ABILITY TO IDENTIFY, DEVELOP AND SUPPORT LEADERSHIP – BOTH CURRENT AND POTENTIAL

1. A pastor who believes in and practices succession planning.
2. A pastor with experience in leadership training.
3. A pastor who prioritises pastoral care for those with leadership/ organisational responsibilities within the church.

4. A pastor whose teaching and behaviour emphasises the priesthood of all believers and the importance of discernment of each person's gifts.
5. A pastor who values an environment of fellowship and nurture of one another's growth for current leaders – not just getting organisational stuff happening.
6. A pastor who has gifts in supporting, supervising and resourcing other leaders.

“Activity 4: Time use in ministry”

1. Percentage-wise, indicate how much time you think is best for you to spend on:
 - a) Administration (including deacons and other meetings)
 - b) Pastoral Care
 - c) Preaching / Teaching
 - d) Evangelism
 - e) Community involvement & Social justice issues
 - f) Vision/goals/direction setting
 - g) Equipping people for ministry
 - h) Worship preparation and involvement
 - i) Skill 1 you identified earlier
 - j) Skill 2 you identified earlier
 - k) Other?