

### CATEGORIES AND PHRASES SUPPLEMENT

The following are some categories and descriptive phrases that may be of use in pastoral assessment. You do not need to use them. But, you may find them helpful for stimulating your search for language that describes the strengths of your pastor and areas for improvement or need. These categories, skills and styles listed are only a sampling of language and should not be considered exhaustive.

#### Availability

- Our pastor is easy to reach in an emergency
- Our pastor holds regular office hours that are well publicized
- Our pastor does not hold regular office hours, but is available and our members know how to reach him/her when desired
- Our pastor does not hold regular office hours, but the community beyond the church knows how to reach him/her when desired.

#### Relational Skills

- Our pastor is a good listener, often giving feedback on what has been said a way that indicates that he/she has heard and understands.
- Our pastor is welcoming.
- Our pastor models accountability and forgiveness.
- Our pastor is a good mediator of conflict.
- Our pastor is reserved but approachable.
- Our pastor is outgoing and approachable.
- Our pastor has body language that communicates availability.
- Our pastor uses an appropriate tone of voice when speaking informally and formally.
- Our pastor has a sense of humor and uses it appropriately.
- Our pastor has a sense of humor, but does not use good judgment in when to use it.
- Our pastor dresses appropriately and to the occasion.
- Our pastor stirs up conflict unnecessarily.
- Our pastor takes a pessimistic approach in communicating.
- Our pastor takes an optimistic approach in communicating.
- Our pastor talks too much.
- Our pastor is too quiet.
- Our pastor seems tense or angry much of the time.
- Our pastor seems too relaxed, even appearing lazy, much of the time.
- Our pastor avoids conflict, even when the conflict is important to the wellbeing of the church.

### Administrative Leadership Style

- Our pastor expresses leadership primarily by “casting a vision for ministry.”
- Our pastor primarily leads by example.
- Our pastor is appropriately involved in decision making.
- Our pastor is overly involved in decision making that should be done or shared with laity.
- Our pastor is not involved enough in decision making with the laity.
- Our pastor is good at delegating responsibility (and trusting those responsible with the outcomes).
- Our pastor worries a lot about the church and shares that anxiety with others.
- Our pastor exhibits confidence in our congregation and celebrates it often.
- Our pastor is too authoritarian.
- Our pastor is too *liaise faire*.

### Ministry Interpretation

- Our pastor regularly communicates about our church’s vision, mission and ministry.
- Our pastor regularly encourages individuals to claim their God given gifts to help others.
- Our pastor teaches/leads us in our understanding of scripture, history, theology, sacraments and other resources of the Christian faith.
- Our pastor regularly communicates and interprets our participation in:
  - Denominational relationships/programs/missions/concerns
  - Local community relationships/programs/concerns
  - Ecumenical relationships/programs/missions/concerns
  - Inter-religious relationships/programs/concerns
- Our pastor interprets the value of racial and ethnic inclusiveness in the church and in society.
- Our pastor interprets church finances through the lens of Christian stewardship, faithful discipleship and the needs of the world.
- Our pastor lifts up the call to ordained ministry, with special encouragement of young men and women to consider the ordained ministry.
- Our pastor readily involves children and youth in the life of the church and in personal relationship as a sign of God’s care for children and young people.
- Our pastor regularly teaches a short course on United Methodist approaches to Christianity and church life for new and prospective members.

## **Spiritual Leadership Style**

- Our pastor easily shares his/her own spiritual journey
- Our pastor encourages the practices of spiritual discipline (i.e., prayer, meditation, scripture reading, spiritual singing/music, almsgiving/tithing, etc.)
- Our pastor brings a spiritual feeling or offers spiritual insight into most settings in which he or she is in ministry (i.e., visitation, administration, worship, Christian education, daily interactions.)
- Our pastor expresses spiritual leadership through the commitments he/she makes and in disciplined follow through of actions.
- Our pastor expresses spiritual leadership in handling crisis situations.
- Our pastor expresses spiritual leadership by “casting vision” for the church’s mission and ministry, and surrounding that with opportunities for prayer or service.
- Our pastor encourages opportunities for religious experience.
- Our pastor encourages opportunities for theological exploration.
- Our pastor encourages opportunities for adventuresome discipleship.

## **Invitation**

- Our pastor invites and encourages us to invite friends, family, and acquaintances to church events.
- Our pastor encourages children, youth, young adults and adults to make professions of faith appropriate to their age and experience (through but not limited to instruction, baptism, confirmation, membership and leadership roles.)
- Our pastor encourages our congregation to think about and develop skills of evangelism in light of personal, familial, cultural and theological contexts.
- Our pastor interprets the need for church growth and the planting of new congregations and missions in ways that help offer opportunities for members’ personal and communal involvement.
- Our pastor invites the church to think about and to offer opportunities for developing “practices of fruitful congregations”(Bishop Robert Schnase):
  - Radical hospitality
  - Passionate worship
  - Intentional faith development
  - Risk taking mission and service
  - Extravagant generosity