

Ministry Development Services
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Name: _____

Date: _____

Program: _____

PREFERENCES IN THE PASTOR'S ROLE

How important is each pastoral function to you? Circle 5 if it is extremely important to you, 1 if you think it is unimportant, 2, 3 or 4 if your estimate is in between.

	1	2	3	4	5	YOUR ABILITY
1. Teaches and works directly with adults in religious education classes or seminars						_____
2. Participates in community projects and organizations (such as school boards, community involvement)						_____
3. Ministers to the sick, dying, and bereaved, including hospital visitation.						_____
4. Leads public worship, performing sacred rites and rituals.						_____
5. Works with congregational Boards and Committees.						_____
6. Maintains a disciplined program of prayer and personal devotion.						_____
7. Accepts speaking engagements before community and civic groups, for special community occasions or for radio and television.						_____
8. Oversees church office activities, church bulletins, correspondence, records, etc.						_____
9. Tries to maintain harmony and resolve conflict among church members over church programs, finances, elections, etc.						_____
10. Preaches sermons, allowing time for preparation.						_____
11. Visits new residents and recruits new members.						_____
12. Counsels with people about their personal problems, providing intermediate and long-term counseling.						_____
13. Follows a disciplined program of continuing education.						_____
14. Teaches and works directly with children, visits Sunday School, preaches children's sermons, does programs and outings.						_____
15. Assists victims of social injustice, neglect, and						_____

How important is each pastoral function to you? Circle 5 if it is extremely important to you, 1 if you think it is unimportant, 2, 3 or 4 if your estimate is in between.

prejudice; cooperates with social service and charitable programs.

16. Maintains ongoing private study and interests	1	2	3	4	5	_____
17. Teaches and works directly with young people (Jr. High and High School age) in classes, fellowship groups, retreats.	1	2	3	4	5	_____
18. Administers baptisms and communion, conducts weddings and funerals.	1	2	3	4	5	_____
19. Cultivates a home and personal life, with some friends and interests outside church activities.	1	2	3	4	5	_____
20. Leads financial drives and building programs.	1	2	3	4	5	_____
21. Talks with individuals about their spiritual development, religious life and beliefs, encourages retreats, reading, instruction, spiritual practices.	1	2	3	4	5	_____
22. Participates in denominational activities and conferences.	1	2	3	4	5	_____
23. Presents denominational programs to congregation.	1	2	3	4	5	_____
24. Helps plan church budget and manage church finances.	1	2	3	4	5	_____
25. Fosters fellowship at church gatherings.	1	2	3	4	5	_____
26. Serves as an example of high moral and ethical character.	1	2	3	4	5	_____
27. Maps out objectives and plans overall church strategy and program.	1	2	3	4	5	_____
28. Interests capable people in church activities; recruits, trains, assists lay leaders.	1	2	3	4	5	_____
29. Visits regularly in the homes of the congregation.	1	2	3	4	5	_____
30. Counsels people facing major decisions of life, such as marriage, care of aged parents, health decisions.	1	2	3	4	5	_____
31. Supplies new ideas for activities and projects.	1	2	3	4	5	_____
32. Promotes enthusiasm for church activities.	1	2	3	4	5	_____
33. Participates in ecumenical contexts.	1	2	3	4	5	_____
34. Church administration: planning, promotion, and executing church-related programs	1	2	3	4	5	_____
35. Engages in scholarly research, writing or teaching at the seminary or college level.	1	2	3	4	5	_____
36. Has an interest in or competency with technology, such as web pages, audio and video equipment, email, desktop publishing, etc.						
37. Provides spiritual direction to those seeking it.	1	2	3	4	5	_____
38. Speaks out against social evils and injustice; participates in programs of community betterment.	1	2	3	4	5	_____

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39. Conducts the music program at church.	1	2	3	4	5	_____
40. Participates in evangelistic activities.	1	2	3	4	5	_____
41. Youth work: programming, coordination, and leadership.	1	2	3	4	5	_____
42. Works with multi-cultural, multi-ethnic congregations and multicultural or interracial issues.	1	2	3	4	5	_____
43. Special ethnic group ministry.	1	2	3	4	5	_____
44. Bi-lingual pastorate.	1	2	3	4	5	_____
45. International/Missions interests and support.	1	2	3	4	5	_____
46. Bi-vocational emphasis in my ministry	1	2	3	4	5	_____
47. Exercises visionary leadership in congregational life.	1	2	3	4	5	_____
48. Rural, suburban, urban ministry setting (circle one).	1	2	3	4	5	_____
49. New church planting ministry/church growth (circle one)	1	2	3	4	5	_____
50. Restarts churches and revitalizes existing parishes.	1	2	3	4	5	_____
51. Other: _____	1	2	3	4	5	_____
52. Other: _____	1	2	3	4	5	_____

Particular ministries which use my refined competencies are as follows: _____

Now that you have completed this questionnaire, go back and put a big star in margin to the left of each of the 8 statements you consider most important to you, and then put a zero next to the 8 statements least important to you. Then, using the 1 to 5 scale (1 = weak and 5 = strong), under the **ABILITY** column, rate your effectiveness for each of the items.

Of the ministerial activities listed in which you are least effective, what resources are available to you for help in these areas? _____

What other resources do you need or desire? _____
