

Pastoral Gifts & Tasks

Date _____

Congregation Name and City _____

Think about the many gifts that your next pastor will bring to your congregation. Which five pastoral gifts do you think are essential in your congregation; and which five gifts would also be very helpful? Please mark five "Top Priority" and five "Very Helpful" items in the columns.

TOP PRIORITY		VERY HELPFUL
	Help people develop their spiritual life.	
	Help people understand and act upon issues of social justice.	
	Provide care and nurture.	
	Be active in visitation of members and non-members.	
	Be effective in working with children.	
	Build a sense of community among the people with whom he/she works.	
	Help others develop their leadership abilities and skills for ministry.	
	Be an effective administrator.	
	Be an effective communicator.	
	Be an effective teacher.	
	Encourage support of the Church's wider mission.	
	Work regularly in the development of stewardship growth.	
	Be active in ecumenical relationships.	
	Be effective in working with youth.	
	Organize people for community action.	
	Be skilled in planning and leading programs.	
	Have a strong commitment and loyalty to the Lutheran Church.	
	Understand and interpret the mission of the Church from a global perspective.	
	Deal effectively with conflict.	
	Bring joy and good humor to relationships.	
	Be able to share leadership and work in a team.	
	Be creative and innovative about his or her tasks.	
	Be able to use technology and media.	
	Appreciate cultural diversity in language and customs.	
	Have talents in the areas of music, arts and writing.	

(OVER)

**As you consider the ministry of your congregation,
please identify the five most crucial tasks to be taken up by your next pastor? (Choose only five.)**

- Administration** - effectively oversee the affairs of the congregation
- Building a Sense of Community** – inspire a sense of community through communication, interaction and trust
- Campus/Young Adult Ministry** – teach, work and relate well with high school and college-aged persons
- Children’s Ministry** – teach and relate to preschool and grade school-aged children
- Christian Education** – teach and lead in learning situations
- Communications/Media** – represent mission and life of congregation to community through media
- Community Organizing** – motivate persons to cooperate in community efforts to meet local needs
- Conflict Management** – analyze and handle conflict situations
- Counseling/Social Work** – assist person facing problems or decisions through counseling sessions
- Early Childhood Administration** – oversee a childcare or preschool ministry of the congregation
- Ecumenical Work** – stimulate cooperation in local inter-faith planning and programs
- Evangelism/Mission** – relate Christian faith to persons both inside and outside the congregation; motivate and train persons in witnessing to faith
- Financial Management** – knowledgeable in dealing with accounts and figures
- Innovation/Creativity** – envision and implement new approaches, activities and projects
- Interpret Theology** – reflect on and communicate a comprehensive understanding of the Bible and Christian theology
- Interpersonal Climate** – exhibit and inspire a spirit of commitment and caring
- Ministry in Crisis** – support persons in the midst of crisis, such as bereavements, sickness, trauma
- Ministry in Daily Life** – help others to see daily opportunities for service and witness
- Ministry with Seniors** – affirm, empower, and engage seniors in meaningful ministry and service
- Multicultural Ministry** – empower congregation to welcome all and to become culturally diverse
- Music/Worship/Arts** – enjoy, use, and foster cultural and spiritual expression through music and arts
- Participant in the Larger Church** – provide leadership to programs beyond the congregation
- Pastoral Care and Visitation** – support and nurture persons by visiting them in their home
- Preaching/Worship Leadership** – prepare and deliver sermons; plan and conduct worship
- Public Policy/Advocacy** – speak on behalf of and with others in need
- Recruit and Equip Leaders** – enlist, equip, and motivate leaders to carry out the work of the congregation
- Self-Care/Family Life** – cultivate home and personal life
- Small Group Ministry** – plan, cultivate, and support small group ministry
- Social Ministry** – enable persons to become aware of needs of the community and participate in action and advocacy
- Spiritual Formation/Direction** – encourage in others a disciplined life of prayer and personal devotion
- Stewardship** – inspire and motivate persons in developing and using individual and group resources in the service of the church
- Strategic Mission Planning** – map out objectives, plan overall organizational strategy and design
- Teaching** – creatively teach faith and inspire commitment
- Youth and Family Ministry** – equips congregations, households, and individuals to live a vibrant faith in Jesus Christ and share the Christian faith among all generations.
- Volunteer Coordination** – enlist, encourage, and organize volunteers