

MOVING FROM A TRANSITIONAL TO INSTALLED PASTOR

The Commission on Ministry shares your excitement about potentially moving your transitional pastor into an installed position. Such a decision reflects a growing sense that this relationship will enable the church's ministry to flourish as you move together into the future. Since the transitional period has been one of discernment about the most fruitful pastoral model and vision for ministry, we invite you into a focused evaluation of several aspects of your ministry. This will enable the COM to best support you and your continued discernment as you enter a new chapter in your congregation's story. Your answers to these questions will provide the basis for a substantive discussion among your congregation's leaders and a team from the COM.

Please answer in as much detail as you can, using additional pages as necessary.

1. What has been accomplished in the last year or since your transitional pastor arrived that has clarified for you the desire to move toward an installed pastorate?
2. What is your mission statement AND your vision for how it will come alive in your congregation?
3. What are some of the primary indicators that this vision has potential and can be sustained?
4. Has your congregation completed any outside assessments such as "Holy Cow?" If so, share some of what you learned.
5. What are the two largest challenges the church faces in the next five years?
6. When transitioning to an installed position it is important that the church has confidence it can sustain the compensation and benefits, including recommended COLA increases, for at least 3-5 years. Please complete the attached financial worksheet which, we hope, will give you additional insights about the church's financial position and help the COM in its discernment and ongoing support.
7. What else would you like the COM to know?

Thank you for responding to these questions. We hope it has been helpful for you. Please return the completed form to the Chair of COM or Chair of the Transitions Team so that a meeting with the church leadership can be scheduled.