



# Mennonite Church USA and Mennonite Church Canada

## CONGREGATIONAL and PASTORAL PRIORITIES

Name of Congregation:

Date:

**NOTE:** This worksheet is for use in combination with the 2020 Ministerial Leadership Information (MLI) form. If a pastoral candidate completed an MLI before January 2020, congregations should use the earlier Twenty Pastoral Area/Tasks form, also on the website at [mennoniteusa.org/resource/ministerial-transitions-committee-packet/](http://mennoniteusa.org/resource/ministerial-transitions-committee-packet/).

This worksheet is filled out by both pastors and congregations to be used in the search process. It is designed to identify the perceived needs/priorities of the congregation and the priorities and vision of pastoral candidates. It is an initial screen that helps identify general agreement between what the church is seeking and the priorities a pastor has for their ministry. It can also serve as a useful discussion guide between a pastoral candidate and a search committee/congregation. The questions are categorized using the six [core competencies](#) of Mennonite Church USA and Mennonite Church Canada.

- **Pastoral Candidates:** Focus on how you would prioritize your time and energy in pastoral ministry.
- **Congregations:** Focus on what your perceived needs and expectations are for the pastor you are seeking to hire and how they may use their time and energy.
- **Search Committees:** Page 4 includes more information for interpreting the results.

### Instructions for both a congregation and a pastor

Click (electronic) or check (hard copy) the box to indicate your answer for each priority. Make sure you select only one box for each priority.

1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input checked="" type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	7 <input type="checkbox"/>
----------------------------	----------------------------	---------------------------------------	----------------------------	----------------------------	----------------------------	----------------------------

Mark *only six (6)* in the high range

Mark *only twelve (12)* in the medium range

Mark *only six (6)* in the low range

Congregational and Pastoral Priorities		Low		Medium			High	
		1	2	3	4	5	6	7
<b>Biblical Story</b>								
1	Pastor prepares and delivers Bible-based sermons.	1 <input type="checkbox"/>	2 <input checked="" type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	7 <input type="checkbox"/>
2	Pastor is actively involved in teaching Scripture and theology for the purpose of equipping people to grow in their faith and practice.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input checked="" type="checkbox"/>	7 <input type="checkbox"/>
3	Pastor spends time studying the Bible for the purpose of ministry.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input checked="" type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	7 <input type="checkbox"/>
4	Pastor spends time reading contemporary books related to issues in biblical interpretation and application	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input checked="" type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	7 <input type="checkbox"/>
<b>Anabaptist/Mennonite Story, Theology, and Practice</b>								
5	Pastor embraces the priesthood of all believers—sharing leadership in the congregation by including, empowering, and equipping congregation members for leadership.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input checked="" type="checkbox"/>	7 <input type="checkbox"/>
6	Pastor is committed to gifts-based ministry, helping congregation members identify their spiritual gifts and empowering their use in ministry.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input checked="" type="checkbox"/>	6 <input type="checkbox"/>	7 <input type="checkbox"/>
7	Pastor supports the conference and denomination by what they do and say—helping the congregation connect to the wider church.	1 <input type="checkbox"/>	2 <input checked="" type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	7 <input type="checkbox"/>
8	Pastor has a good working knowledge of Anabaptist history and theology and is able to connect that history to contemporary questions and challenges.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input checked="" type="checkbox"/>	6 <input type="checkbox"/>	7 <input type="checkbox"/>

<b>Christian Spirituality/Discipleship</b>				
9	Pastor provides leadership in assessing the formation needs of the congregation and helps develop opportunities for growth and transformation.	1 <input type="checkbox"/> 2 <input type="checkbox"/>	3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	6 <input checked="" type="checkbox"/> 7 <input type="checkbox"/>
10	Pastor actively participates in planning, designing, and leading worship services.	1 <input type="checkbox"/> 2 <input type="checkbox"/>	3 <input type="checkbox"/> 4 <input checked="" type="checkbox"/> 5 <input type="checkbox"/>	6 <input type="checkbox"/> 7 <input type="checkbox"/>
11	Pastor models and teaches personal and communal spiritual practices.	1 <input type="checkbox"/> 2 <input type="checkbox"/>	3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input checked="" type="checkbox"/>	6 <input type="checkbox"/> 7 <input type="checkbox"/>
12	Pastor fosters a discipleship culture in which members follow Jesus in relationships of mutual accountability.	1 <input type="checkbox"/> 2 <input type="checkbox"/>	3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	6 <input type="checkbox"/> 7 <input checked="" type="checkbox"/>
<b>Self-awareness, Emotional Health, and Pastoral Care</b>				
13	Pastor engages in self-care, managing self in ministry in ways that ensure emotional health, maintain healthy boundaries, and make space for healthy accountability.	1 <input type="checkbox"/> 2 <input type="checkbox"/>	3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	6 <input checked="" type="checkbox"/> 7 <input type="checkbox"/>
14	Pastor initiates counseling and pastoral care for those within and outside the congregation and makes appropriate referrals.	1 <input type="checkbox"/> 2 <input type="checkbox"/>	3 <input checked="" type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	6 <input type="checkbox"/> 7 <input type="checkbox"/>
15	Pastor prioritizes important rituals of commitment, transition, and healing with individuals, family, and congregation (infant dedication, baptism, weddings, funerals, communion, footwashing, etc.).	1 <input type="checkbox"/> 2 <input type="checkbox"/>	3 <input type="checkbox"/> 4 <input checked="" type="checkbox"/> 5 <input type="checkbox"/>	6 <input type="checkbox"/> 7 <input type="checkbox"/>
16	Pastor visits those in hospitals, emergency situations, and long-term care facilities—informing the congregation of opportunities to provide mutual support and care.	1 <input type="checkbox"/> 2 <input type="checkbox"/>	3 <input checked="" type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	6 <input type="checkbox"/> 7 <input type="checkbox"/>
<b>Contextual Awareness/Missional Engagement</b>				
17	Pastor is personally engaged in the community, working with community groups, local ecumenical groups, and interfaith efforts.	1 <input type="checkbox"/> 2 <input type="checkbox"/>	3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input checked="" type="checkbox"/>	6 <input type="checkbox"/> 7 <input type="checkbox"/>
18	Pastor leads the church in proclaiming the good news in word and deed, leading to individual growth, congregational growth, and/or church planting.	1 <input checked="" type="checkbox"/> 2 <input type="checkbox"/>	3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	6 <input type="checkbox"/> 7 <input type="checkbox"/>
19	Pastor connects the call of Jesus to contemporary issues of justice and peace, developing strategies to engage in what God is doing to restore Shalom.	1 <input type="checkbox"/> 2 <input type="checkbox"/>	3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	6 <input type="checkbox"/> 7 <input checked="" type="checkbox"/>
20	Pastor helps connect the gifts and capacities of the congregation to the needs of persons outside the church—creating space for new persons to enter into and connect to the congregation.	1 <input type="checkbox"/> 2 <input checked="" type="checkbox"/>	3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	6 <input type="checkbox"/> 7 <input type="checkbox"/>
<b>Leadership</b>				
21	Pastor facilitates the development and implementation of vision, mission, and goals with the congregation, including appropriate administrative and supervisory responsibilities.	1 <input checked="" type="checkbox"/> 2 <input type="checkbox"/>	3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	6 <input type="checkbox"/> 7 <input type="checkbox"/>
22	Pastor works with the congregation to develop healthy stewardship practices, including a system of responsible budgeting, financial management, and financial decision making.	1 <input checked="" type="checkbox"/> 2 <input type="checkbox"/>	3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	6 <input type="checkbox"/> 7 <input type="checkbox"/>
23	Pastor leads in developing effective and transparent communication.	1 <input type="checkbox"/> 2 <input type="checkbox"/>	3 <input type="checkbox"/> 4 <input checked="" type="checkbox"/> 5 <input type="checkbox"/>	6 <input type="checkbox"/> 7 <input type="checkbox"/>
24	Pastor models healthy ways of living with congregational differences, working at conflict resolution, problem-solving, and communal decision-making processes.	1 <input type="checkbox"/> 2 <input type="checkbox"/>	3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	6 <input checked="" type="checkbox"/> 7 <input type="checkbox"/>

Additional Comments: [Click or tap here to enter text.](#)