1. **Leadership Expectations**

A list follows of 45 items which represent a range of qualities in the ministry of the church. Place an “**X**” beside the 12 items which your church feels are the most important aspects of ministry for your church at this time. All the qualities are important. However, please mark those 12 which you feel need first priority at this time. **Do not rank the items.** If the aspects you consider to be important are not included in the list, place them at the end in the blanks provided.

Mark only 12 of the following items. Do not rank the items.

**Our church needs a person who…**

1. is an effective preacher/speaker
2. continues to develop his/her theological and biblical skills
3. helps people develop their spiritual life
4. helps people work together in solving problems
5. is effective in planning and leading worship
6. has a sense of the direction of his/her ministry
7. regularly encourages people to participate in United Church of Christ activities and programs
8. helps people understand and act upon issues of social justice
9. is a helpful counselor
10. ministers effectively to people in crisis situations
11. makes pastoral calls on people in hospitals and nursing homes and those confined to their homes
12. makes pastoral calls on members not confined to their homes
13. is a good leader
14. is effective in working with children
15. builds a sense of fellowship among the people with whom he/she works
16. helps people develop their leadership abilities
17. is an effective administrator
18. is effective with committees and officers
19. is an effective teacher
20. has a strong commitment to the educational ministry of the church
21. is effective in working with adults
22. inspires a sense of confidence
23. works regularly at bringing new members into the church

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| **24.** |  | regularly encourages support of | | |  |
| **25.** |  | Our Church’s Wider Mission | | |  |
|  | reaches out to inactive members | | |  |
| **26.** |  | works regularly in the development | | |  |
| **27.** |  | of stewardship growth | | |  |
|  | is active in ecumenical relationships | | |  |
|  |  | and encourages the church to | | |  |
| **28.** |  | participate | | |  |
|  | is a person of faith | | |  |
| **29.** |  | writes clearly and well | | |  |
| **30.** |  | works well on a team | | |  |
| **31.** |  | is effective in working with youth | | |  |
| **32.** |  | organizes people for community action | | |  |
| **33.** |  |  | is skilled in planning and leading | |  |
| **34.** |  |  | programs | |  |
|  |  | plans and leads well-organized | |  |
| **35.** |  |  | meetings | |  |
|  |  | encourages people to relate their faith | |  |
| **36.** |  |  | to their daily lives | |  |
|  |  | is accepting of people with divergent | |  |
| **37.** |  |  | views | |  |
|  |  | encourages others to assume and | |  |
| **38.** |  |  | carry out leadership | |  |
|  |  | is mature and emotionally secure | |  |
| **39.** |  |  | has strong commitment and loyalty | |  |
| **40.** |  |  | maintains confidentially | |  |
| **41.** |  |  | understands and interprets the mission | |  |
| **42.** |  | of the church from a global perspective | | |  |
|  |  | is a compassionate and caring person | |  |
| **43.** |  |  | deals effectively with conflict | |  |
| **44.** |  |  |  |  |  |
| **45.** |  |  |  |  |  |

If there are other comments you wish to make about expectations, include one or more paragraphs here on an additional sheet

1. What do you think that God is calling our church to do/become over the next few years? (The following scripture references are included to help you reflect upon this question):

**I Peter 2: 9-10** But you are a chosen race, a royal priesthood, a holy nation, God’s own people, in order that you may proclaim the mighty acts of him who called you out of darkness into his marvelous light. Once you were not a people, but now you are God’s people; once you had not received mercy, but now you have received mercy.

**Luke 4:18-19** The Spirit of the Lord is upon me, because he has anointed me to bring good news to the poor. He has sent me to proclaim release to the captives and recovery of sight to the blind, to let the oppressed go free,to proclaim the year of the Lord’s favor.

**II Corinthians 4: 1, 7-16a**  Therefore, since it is by God’s mercy that we are engaged in this ministry, we do not lose heart. … But we have this treasure in clay jars, so that it may be made clear that this extraordinary power belongs to God and does not come from us. We are afflicted in every way, but not crushed; perplexed, but not driven to despair; persecuted, but not forsaken; struck down, but not destroyed; always carrying in the body the death of Jesus, so that the life of Jesus may also be made visible in our bodies. For while we live, we are always being given up to death for Jesus’ sake, so that the life of Jesus may be made visible in our mortal flesh. So death is at work in us, but life in you. But just as we have the same spirit of faith that is in accordance with scripture—“I believed, and so I spoke” —we also believe, and so we speak, because we know that the one who raised the Lord Jesus will raise us also with Jesus, and will bring us with you into his presence. Yes, everything is for your sake, so that grace, as it extends to more and more people, may increase thanksgiving, to the glory of God. So we do not lose heart. Even though our outer nature is wasting away, our inner nature is being renewed day by day.

**Isaiah 58: 6-11** Is not this the fast that I choose: to loose the bonds of injustice, to undo the thongs of the yoke, to let the oppressed go free, and to break every yoke? Is it not to share your bread with the hungry, and bring the homeless poor into your house; when you see the naked, to cover them, and not to hide yourself from your own kin?

Then your light shall break forth like the dawn, and your healing shall spring up quickly; your vindicator shall go before you, the glory of the Lord shall be your rear guard. Then you shall call, and the Lord will answer; you shall cry for help, and he will say, here I am. If you remove the yoke from among you, the pointing of the finger, the speaking of evil, if you offer your food to the hungry and satisfy the needs of the afflicted, then your light shall rise in the darkness and your gloom be like the noonday. The Lord will guide you continually, and satisfy your needs in parched places, and make your bones strong; and you shall be like a watered garden, like a spring of water, whose waters never fail.