

Identification of Potential Large Church Lead Pastors

- A. Clergy are to be “encouraged by their district superintendent” or “self-identify” based on discernment of call and gifts to prepare themselves for large church lead pastor ministry. In identifying potential large church lead pastors, attention needs to be given to women and persons of color. Giftedness does not always look the same in everyone.
- B. The following are basic expectations for clergy discerning and preparing for large church lead pastor ministry:
 - 1. DISC Inventory: This tool clarifies with how one is “wired” for ministry. It explores leadership styles for different ministry settings and is helpful in developing greater self-awareness.
 - 2. “360” Assessments: 360 feedback assessments are tools for helping individuals improve, grow, and develop their interpersonal skills and effectiveness in ministry. These assessments gather information from other people about an individual's performance as seen by the standards and expectations of his/her supervisor, self, peers, and congregation. These kinds of assessments are offered through a variety of sources, for example, the Shepherd’s Staff Ministry with the “Pastoral Intelligence Competence Mode”, Lewis Center for Church Leadership at Wesley Seminary, The Reynolds Leadership Program at Duke Divinity School, the VA Conference Survey of Clergy Effectiveness, etc.
 - 3. Key learning experiences: The Large Church Lead Pastor Committee would suggest key learning experiences that are recommended for clergy preparing for large church lead pastor ministry.
 - a. List these learning experiences on a web page on the Conference Web Site.
 - b. Include significant learning experiences in the Clergy Development Program.
 - 4. Fruits of ministry, including but not limited to increase in worship attendance, increase in membership, increase in adult professions of faith, increase in financial giving and stewardship, increase in small groups, increase in mission.
- C. Large Church Lead Pastor Profile: A profile on the Pastor Profile that is kept up to date by the clergyperson. This profile is available to the Cabinet during appointment making. Includes:
 - 1. Results of DISC Inventory
 - 2. Results of “360” Assessment(s)
 - 3. Learning experiences that have prepared this pastor to be a large church lead pastor
 - 4. Evidence of fruits of ministry