

Commission on Ministry Working with Churches In Transition

The Mission Review

In Consultation with the Session, COM decides whether or not a full mission study is necessary *in order to assist the congregation in making the best match possible.*

As soon as is practical after learning about the intended departure of a pastor, a COM team will conduct exit interviews with the pastor and with the Session.

After the pastor has departed the COM team will meet with the Session to begin discerning the leadership and mission review needs of the church during the time of pastoral transition.

Questions such as the following may guide COM's consultation with the Session:

(from *On Calling A Pastor*)

1. How long has it been since the last pastoral search? What was the reason for the departure of the pastor?
2. Have there been significant changes in the size or financial capabilities of the congregation since the last search?
3. Are there significant changes in the community the congregation serves? Are there new immigrants, has there been a gain or loss in population, has there been an economic boom or bust?
4. How would you describe the congregation's energy and engagement?
5. Before the next pastor is called, what issues challenges and/or opportunities need attention? i.e. has there been significant conflict? are there on-going complaints or patterns that create difficulty? has there been a significant event/crisis that's impacting the congregation today and may shape its future?
6. Which form of temporary pastoral leadership will most effectively serve the needs of the congregation during this transition: Interim Pastor, Temporary Pastor, Supply Pastor, or Commissioned Ruling Elder
7. What is the financial position of the church? (Review financial statements)

After consultation with the Session the COM team brings a recommendation back to the COM regarding the form of pastoral service needed during the transition (interim, temporary, supply) AND the expected course of action regarding Mission Review.

Option #1: Full Mission Review

Report is Approved by Session and COM before PNC is elected

If it is determined by the Session and COM, that the church's search for its next pastor will best be supported by a full Mission Review Process, the Mission Review Report will include:

- A description of what's going on in the church today (statistics and trends)
- A brief summary of how God has blessed the church in the past.
- A description of the current strengths/gifts/passion of the congregation.
- A naming of the three to five greatest needs of the congregation.
- Information about the trends that are taking place within the community served by the congregation. Insight about how these trends affect the church and how the congregation feels called to serve the needs of the community beyond its walls.
- A summary of the resources the congregation provides to support mission beyond the walls of the congregation? This should include both financial resources and hands-on involvement, locally and globally.
- Key words and phrases that describe who the congregation is and what God is calling the congregation to be and do. (A mission statement)
- If this congregation is to thrive (and not just survive), what are the most important issues facing it right now? (Vision for the future)
- Who will lead the into the future? (Explore pastoral leadership competencies and responsibilities that will serve the fulfillment of the church's mission and vision).
- A description of the process used for the Mission Review; the team who led it and the extent of congregational participation

Option #2: Modified Mission Review

If it is determined by COM and the Session that a full Mission Review is not necessary before a PNC is elected, responses to the following questions will be prepared by the Session, with input from the congregation, and discussed with COM

- What are the pastoral needs of the congregation?
- What are the current resources of the congregation - including people (age, size, culture) and financial resources (operating budget: sources of income and on-going expenses)? Does this represent a significant change since the last search?
- How does the congregation feel called to engage the spiritual formation of its members?
- How does the congregation feel called to engage in mission to the community and world? Are there any significant changes in the community the congregation serves? Who lives in the community around the congregation? Who does the congregation seek to serve/reach?
- If there is a manse, what is the condition of it? Has a manse inspection been completed? What, if anything, will need to be done before a new pastor moves in? Is housing allowance an option?

Resources

Video Resources for PNCs, found at Church Leadership Connection, here:

<http://oga.pcusa.org/section/mid-council-ministries/clc/revised-calling-pastor/#videos>

[On Calling a Pastor Video Introduction](#) (4 minutes)

[Presbyterian Polity and Call](#) (2 minutes)

[Call Process](#) (4 minutes)

[Mission Studies](#) (5 minutes)

[Call and Fit](#) (3 minutes)

[Calling First Call Pastors](#) (3 minutes)

[Appropriate Questions for Interviews](#) (3 minutes)

[Reference Checks](#) (3 minutes)

Links to Demographic Information about Presbyterian Churches and their Communities:

<https://church-trends.pcusa.org>

(Statistical reports of congregations for the past five years)

<http://maps.nazarene.org/DemographicsPresbyterian/>

(data about the community living at a particular zip code)