

# Results of Congregational Workshop to Identify the **Characteristics of a New Minister**

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16 October 2010

Recorded by Gordon Smith

Participants identified five major characteristics that they would like to see in a new Minister for St. James United Church. These five characteristics are identified by the bold headings below. The percentages indicate the amount of time (outside of preparation and leading of worship services) that the participants felt that a minister should engage in each activity.

The participants recognized that characteristics 1 and 2 (Leadership and Spiritual Fulfillment), enable characteristics 3 to 5 (Church Family, Community and Programs) and that characteristics 3 to 5 sustain characteristics 1 and 2.

Participants also felt that the congregation needs to discuss becoming an affirming congregation.

## **1. Leadership (45%)**

The Minister shall be an energetic and enthusiastic leader who has personal conviction to facilitate innovative programs embracing diversity.

enthusiastic  
self-motivated  
action oriented  
analytical planner / strategic thinker  
collaborative  
enabler / sustainer of change  
decision maker  
dynamic speaker  
motivator  
approachable  
ability to deal with risk/change

## **2. Spiritual Fulfillment (25%)**

The Minister will provide opportunities that will engage the congregation in spiritual development for all ages and be meaningful demonstrations of our faith.

Identify / develop talents and skills within the church community  
delegate  
mentor - use knowledge gained from scriptures to guide congregation  
worship leader  
enable change for positive response  
spiritual and faith development

## **3. Church Family (10%)**

The Minister must support the congregation's policy to develop the church family by being open to diversity, and engaging and supporting the wider community by offering sacraments to all.

Ability to tackle change  
risk engagement

navigate difficult change  
help create a church that is open to different opinions  
create a safe environment for discussion and various points of view  
someone who sees debate as a healthy process and leads towards an accepted change  
create an atmosphere where the congregation can explore options outside in the broader church  
community

#### **4. Community (10%)**

The Minister must strongly support and encourage programs that help our local community and support global outreach.

enable the church to interact with the extended community  
look at innovative approaches to engaging and reaching the wider community  
internal and external leadership is important  
ability to market the church and its “services”  
find out the needs of the immediate community

#### **5. Programs (10%)**

The Minister shall identify and motivate leaders within the church community and sustain their action.

identify gaps  
develop programs  
mentor/nurture the team