

## What is Excellence?

The following are points to consider as you reflect on pastoral ministry. No pastor excels at all points; yet, excellence is the goal toward which we strive.

An excellent pastor:

### (VISIONING AND LEADERSHIP PRACTICES)

- Communicates effectively (written and verbal).
- Shares leadership, decision making, responsibility and accountability with the laity and staff.
- Assists laity in discovering their spiritual gifts and passion for ministry.
- Promptly deals with issues with staff or other groups when they occur.
- Develops a shared vision with the congregation and helps them stay focused on the vision.
- Is effective in leading people through change.
- Helps the congregation assess current ministries and identify needs.
- Helps groups achieve goals.
- Clearly states expectations of each staff member and holds them accountable.
- Encourages staff members in their ministry and is available to them beyond regular meetings.

### (PROCLAMATION PRACTICES)

- Creates worship which focuses on God.
- Sermon makes Christian teaching relevant to people's daily lives.
- Creates a service where elements of the worship service (scripture, sermon, music, & prayers) fit together.
- Preaches sermons which reflect thorough preparation.
- Preaches sermons which help reach people for Jesus Christ.
- Demonstrates a commitment to the Christian education needs of all ages.
- Provides active leadership in the teaching ministry.
- Adapts teaching style to the subject matter and the needs of learners.

### (PASTORAL CARE PRACTICES)

- Is caring and compassionate.
- Inspires people to grow in their relationship with God.
- Helps people discern God's will for their lives.
- Is involved in community activities.

### (SELF-CARE PRACTICES)

- Has a consistent devotional life.
- Demonstrates integrity: beliefs drive action, and action reflects beliefs.
- Reflects openness to God's call and leading.
- Gives attention to personal health and takes time for personal renewal.
- Is involved in a peer group for reflection, mentoring and accountability.
- Maintains a balance between family and ministry demands.

### (RELATIONSHIP PRACTICES)

- Relates well on a one-to-one basis.
- Relates effectively in a group and helps handle conflict creatively.
- Is willing to listen to different points of view.
- Uses grace and good judgment in working with people.

### (COVENANTAL ACCOUNTABILITY)

- Maintains a collegial spirit with other clergy.
- Supports and participates in work/activities of District and Conference.
- Prepares well for annual charge conference and completes all reports on time.
- Appreciates and understands the doctrine and polity (rules and structure) of the United Methodist Church.
- Supports the paying of Mission & Ministry funds (apportionments).