

Congregation Name
Ministry Priorities and Skills

First Lutheran Church, New Richmond, WI

Please rate the following based upon priorities and the perceived necessary skills for the leader you seek: (5 is the highest)

Priority 1-5 (5 is high)	Skill 1-5 (5 is high)	Ministry Area	Description	Four areas of most essential need
		Worship Leadership	Place high value on carefully planned and well conducted worship services.	
		Social Ministry	Enable persons to become aware of community needs and participate in action and advocacy.	
		Children's Ministry	Teach and relate to preschool and elementary age children.	
		Ministry to Youth and Young Adults	Teach, work and relate well with high school youth and young adults.	
		Teaching Adults	Teach and lead adults in faith development.	
		Administration	Provide oversight of the organization and work of staff, committees, etc.	
		Community Work	Motivate persons to cooperate in community activities.	
		Ecumenical Work	Stimulate cooperation in local inter-church and inter-faith programs.	
		Stewardship	Inspire and motivate persons in developing and using individual and group resources in the service of the church.	
		Evangelism	Reach out with the Good News of Jesus the Christ.	
		Visitation	Support and nurture persons by visiting with them in settings other than church functions.	
		Preaching	Hear both law and gospel as it applies to the lives of people.	
		Ministering in Crisis	Support persons in the midst of crisis.	
		Counseling	Assist persons facing problems or decisions.	
		Participant in the Larger Church	Provide leadership to programs of the ELCA through the synod and church-wide organizations as well as other affiliated institutions.	

Congregation Name

First Lutheran Church, New Richmond, WI

Priority 1-5 (5 is high)	Skill 1-5 (5 is high)	Ministry Area	Description	Four areas of most essential need
		Financial Management	Work with accounts, figures and budgets.	
		Inter-personal Climate	Exhibit and inspire a spirit of community.	
		Recruit and Equip	Enlist, equip and motivate leaders to carry out the work of the organization.	
		Interpreter of Theology	Communicate a comprehensive understanding of the Bible and Christian theology from a Lutheran perspective.	
		Innovator	Envision and implement new approaches, activities and projects.	
		Utilizing Conflict	Analyze and utilize conflict situations to strengthen community life.	
		Planner	Engage in visioning, long-range planning, and goal setting.	
		Sharing Leadership	Work mutually with volunteers and colleagues in a staff situation.	
		Family Life/Self Care	Expect the pastor to, and allow time for, cultivating home and personal life.	
		Study Habits	Expect the pastor to, and allow for, following a regular schedule of reading and studying.	
		Spiritual Discipline	Expect the pastor to, and allow time for, maintaining a disciplined life of prayer and personal devotion.	
		Small Groups	Plan, cultivate and support small group ministry.	
		Teaching	Creatively relate to youth to teach the faith and inspire commitment.	
		Transformational/ Redevelopment	Understand and embrace the need to change and to reach out in a new community context.	
		Musical and Artistic	Enjoy and use music and the arts to invite and enhance worship.	