

**DRAFT Questions for Pastors  
(1-6 years experience)**

1. Take a moment to recall the expectations you had for your first years of ministry after receiving your first call. How did those expectations compare with the reality you experienced in those first years? For what were you best prepared? For what were you less prepared? What totally blindsided you?
2. To whom or what did you feel or know you could turn to for help with those things for which you were less prepared? (people, print and electronic resources, spiritual resources, other)
3. What help would you have liked to have had that was not available to you?
4. Did you develop a relationship with a mentor pastor that was helpful? . . . or not helpful? What characteristics and aspects of the mentoring relationship worked well for you? . . . did not work for you?
5. What, if any professional development workshops, seminars, or courses (online or in person) did you find that were helpful to you?
6. How did you attend to your own spiritual growth during your first years of ministry?
7. How were the social, emotional, and spiritual needs of your family addressed during your first years of ministry?
8. Which word best describes the primary focus of your first years of ministry?  

missional	maintenance	survival	another, better word <i>please specify</i>
-----------	-------------	----------	---
9. Please tell a story from your first years of ministry that best illustrates your greatest success.
10. Please tell a story from your first years of ministry that best illustrates your greatest learning experience.

## T2E Goals and Topics

**Pastors will be supported in establishing ministries grounded in the mission of the Church as defined by the Great Commission and Great Commandment.**

*Topics may include:*

- Developing a clear understanding of the Great Commission
- Growing missional mindsets
- Gospeling effectively
- Developing and sharing your church's vision, mission, and passion
- Keeping the main thing the main thing
- Engaging in spiritual conversations

**Pastors will be supported in growing in basic ministry skills such as preaching, teaching, effective communication, leadership, and relationship building with stakeholders in the congregation and community.**

*Topics may include:*

- Identifying strengths and weaknesses in yourself and others
- Learning to lead
- Developing leaders and leadership teams in the church
- Building relationships in the church and community
- Learning the culture and expectations of your church and community
- Evaluating the usefulness & effectiveness of state of the art communication tools, including social media
- ✓ Developing an effective routine for sermon and lesson preparation
- Accessing state of the art ministry tools & resources such as Logos, ACCS, journals, Bible Project etc.
- ✓ Honing your preaching and teaching skills
- Making meaningful visits
- Navigating Church governance
- Developing and implementing a multi-year ministry roadmap

**Pastors will be supported in laying a solid foundation for life long spiritual and professional growth.**

*Topics may include:*

- Participating in ongoing/lifetime professional development
- Creating a career long growth plan for personal faith development
- Being a person of prayer
- Identifying a Paul, Peter, and Timothy
- Attending to the social, emotional, and spiritual wellbeing of yourself and your family