

## **Guidelines for a Transitional Pastor's Quarterly Report**

The Developmental Tasks of the Church:

Please indicate in some detail your involvement and understanding of the process going on in the church for each of the Five Developmental Tasks: (Developmental tasks belong to the congregation, and the Transitional Pastor may only encourage and assist but cannot achieve.)

- A. Coming to terms with history – Understanding where it has been coming from and how it got to where it is in order to release itself from the inappropriate power of the past.
- B. Discovering a new identity – Establishing a clear sense of who it is in relationship to its many parts and its community. It knows what it dreams of becoming and doing.
- C. Shifts in power – Potential leaders feel the call; new centers of power coalesce; tenured leadership reexamines commitments and passions.
- D. Rethinking Denominational Linkages – Communicating the richness of heritage and the usefulness of resources; collaborating between church and denomination on mutual needs.
- E. Commitment to new leadership and to a new future – Covenanting between new leadership and the church systems to expect and have a dynamic future.

The Process Tasks of the Transitional Pastor (These process tasks are uniquely the work of the Transitional Pastor. They parallel the developmental tasks which belong to the congregation. These tasks focus on the work of effective leadership and constructive ministry.):

Please indicate with some detail your involvement and understanding of the process tasks going on which you are doing as the Transitional Pastor.

- A. Joining the system – Making the emotional connections with members of the system, while staying partially outside the system.
- B. Analyzing the organization as a system – Using one's own skills and other techniques of observation to determine the strengths and needs of the system.
- C. Connecting with the denomination or larger church – Getting the perspective of the support from the denominational connections.

- D. Focusing and assuming responsibility – Based on the first three, the Transitional Pastor chooses from the limited options for action, picking areas in the system which appear open to leadership. This also includes the self-care of the Transitional Pastor.
- E. Exiting and evaluating – Making a healthy farewell, which provides learning for both the system and the Transitional Pastor, is sometimes the best gift for the Transitional period.

Are there “problem areas” surfacing within the congregation you are serving? If so, what are they as you perceive them?

What exciting areas of growth, change, and development are occurring within the life of the congregation?

What basic observations do you perceive about the strengths and needs of the congregation?

Do you feel a need for support and/or resources from another governing body? If so please specify.

Please list any other information/concerns you deem important to communicate regarding the process and progress of the Transitional position you are serving.

Please attach a copy of the quarterly report shared with the Session.

\_\_\_\_\_ Signature of Transitional Pastor

Church

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Church Address

Reporting Period

*November 10, 2015  
Revised July 25, 2017*