

**6.1363** First Year Review Workshop Purpose. To name the expectations, affirm the experiences, and appreciate the hopes that the PNC, the pastor, the session, and COM have for the church as the pastor begins his/her ministry as pastor/head of staff, and as the church moves into God's future. Two different models are available for adaptation to the situation; Great Expectations and From Gratitude to Hope. Both are outlined below.

**Great Expectations:**

Part I Table groups (Interview Conversations) – every table has both PNC and session members. Directions:

1. Table Group –need a timekeeper, recorder, reporter.
2. Pair Interviews - Turn to person at your table -- Take 10 minutes each to interview each other by asking the other all 4 questions.
3. Switch – 10 minutes.
4. Note: when you return to the Table Group you will be asked to introduce each other to the table group sharing.
  - a. Name, current role, number years of service, and their hometown or Presbytery.
  - b. One highlight from the interview.

Question 1:

(Opening - we are in this together) Share what excited you or attracted you about your initial invitation (call) to serve.

- on the session
- on the PNC
- or come as pastor
- What keeps you here?

Question 2:

(High Point) – Looking back over the past 3 years, what has been a high point, a time when you felt most alive, most inspired. What was it about that experience that made it a high point? Who was involved? Tell a story.

Question 3:

(Core Factors) - As you think about what it takes to be a faithful, healthy, growing, vibrant, alive, and spiritually and emotionally mature congregation, what are some of the core factors (life-giving forces) that will allow that to emerge at your church?

Question 4:

(Futuring) – If you were given three wishes to improve the health and vitality of this pastor- people-session-congregation-presbytery partnership, what would they be? (Write down on 3x5 cards).

Part II Questions discussed in PNC and Session table groups.

- 1) What has surprised you since pastor began? What has gone well? Where have there been bumps in the road?
- 2) PNC/Session- What are your top three expectations of your pastor during their first year at the church? How is it going?  
Pastor - What were your top three expectations during your first year at the church? How is it going?

- 3) PNC/Session - When (not if) your pastor does something (or fails to do something) which bothers you or disappoints you, what will you do? (Most people say they will talk it over with the pastor. So, the follow up question is: If talking to the pastor about your concerns does not resolve the issue, what should you do next? What is not helpful from your perspective?)

Pastor - When (not if) a member of session does something (or fails to do something) which bothers you or disappoints you, what will you do? And when you do something that is of a concern to a member of the session, how do you hope they will handle that concern?

What is not helpful from your perspective?

- 4) PNC/Session - What are your three hopes for the church in the next year? What is the pastor's role in that?  
Pastor – What are your top hopes for church in the next year? What is your role in that?
- 5) What would you like to see the pastor do more of in the next year? What would you like to see the pastor do less of in the next year? What in your mind is essential for us to remember in the next year?

Pastor – What would you like the session and leadership of the church to do more of in the next year? What would you like to see less of in the next year? What in your mind is essential for us [pastor, session, congregational leadership] to remember in the next year?

- 6) Imagine it is 3 years from now and we have achieved everything we had set out to do during this time, what do you see? What has changed?

From Gratitude to Hope: A Guided Conversation: Introductions – The value of this kind of conversation

Gratitude – Looking back over the past year what has been a high point(s), a time when you felt inspired, hopeful. What was it about that experience that made it a high point? Who was involved? Tell a story.

Hope – on the threshold of 'something new' – What images, ideas, programs come to mind as you envision (church) doing ministry in the future?

Getting from here to there – Getting into one promise land is never a straight line (it took the children of Israel 40 years). Key is being aware – always seeking to grow up in Christ, etc.

- What roadblocks, internal and external, could keep us (as a congregation) and pastor from the preferred future?
  - o Attitudinal (e.g. how we make decisions, deal with conflict, exercise power, communicate, etc.)
  - o Externally (e.g. stewardship, resources, community realities, etc.)
- What do we – as a session – need in order to discern our new identity and mission and lead into it?
  - o need from ourselves as the session
  - o need from our pastor
  - o need from the congregation
  - o need from the Presbytery
- What is it our pastor needs from us? What have we learned over the past 10 years so that our pastor is able to:
  - o do well in this place as our pastor
  - o sustain him/herself
  - o serve with energy, intelligence, imagination and love