



Transitional Ministry Pre-assessment For Congregations in the FMCIC Preparing for Transition

This survey is designed to help you assess your current situation as you move into a time of pastoral transition. The collective results will be used to support a conversation about where you are currently and the kind of help you might require during your transition.

Answer the questions based on the knowledge you currently have. The goal of this assessment is to raise awareness, identify gaps, and help discern ministry during your transition.

Answer the survey questions based on the CURRENT SITUATION right now.

Church Name and Location: _____

Your Name and Email: _____

Your role in the church: _____

Congregational Readiness Assessment

Determine which areas of focus are a “Yes,” “Somewhat,” “No,” or “Unknown” for your church.

| # | Area of Focus | Description | Rating |
|----|--------------------------------|--|--------|
| 1 | Closure | Our church has a clear understanding of how to grieve the loss of a senior pastor. | |
| 2 | Closure | Our church has experienced healing and resolution from issues related to previous pastoral transitions. | |
| 3 | Preaching | Our current preaching resource pool can provide quality Bible based preaching. | |
| 4 | Communication | Our church provides clear and thorough communication that keeps everyone informed about what is happening. | |
| 5 | Congregational Care | Our church has an affective system for providing congregational care. | |
| 6 | Administration | Our church organizes current ministry programs effectively. | |
| 7 | Relationship Renewal (upward) | Our church is spiritually alive and has a strong passion for God. | |
| 8 | Relationship Renewal (inward) | Our church is engaged in meaningful, trusting community and has love for one another. | |
| 9 | Relationship Renewal (outward) | Our church has the respect of the surrounding community and reaches out effectively to those beyond our church body. | |
| 10 | Vision Clarity | Our church is currently living into a clear and compelling vision for the future. | |

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|----|------------------------------|--|--|
| 11 | Vision Clarity | Our church has a strategic ministry plan that guides our church. | |
| 12 | Organizational Health | Our infrastructure (ie. board, programs, systems) supports the vision and ministry direction of our church. | |
| 13 | Organizational Health | Our church leadership is in alignment with the policies and practices of the Free Methodist Church in Canada. | |
| 14 | Search Process | Our church has a clear pathway and process we will use to conduct an effective search for our next lead pastor. | |
| 15 | Facilitation | Our church leaders have a clear understanding and plan for how to facilitate and guide the transitional process. | |
| 16 | Participation | Our church has healthy congregational interaction and broad participation in conversations relevant to our future. | |

Congregational self-assessment summary

Based upon your self-assessment, what are the top five current needs of your church?

1. _____
2. _____
3. _____
4. _____
5. _____

What expertise will you need that you don't already have? _____

Profiling Your Church

Identify the transition type that best describes your church as you currently see it.

| Type | Description | Select one |
|------------------------|--|-------------------|
| Smooth | A long-term faithful senior pastor has resigned or retired with minimal damage to relationships or ministry activities. | |
| Rough | Our church is experiencing stress due to relationship breakdown, loss of vision and vitality, a pastoral exit due to burnout or sudden exit, and any other unhealthy dynamics within the congregation. | |
| Crisis | The previous pastor is leaving due to moral failure, high conflict, or some other spiritual or emotional chaos creating a crisis situation. | |
| Other: _____ | If the previous three types don't describe your church, find another word to describe your particular situation: | |