**A logo on a dark background

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**Phase 1: Pastor Vision Fair**

**Station Rotation Guide (45 minutes)**

**Overview**

* **6 stations** around the fellowship hall
* **Groups of 8-10** rotate through each station
* **7 minutes per station** + 1 minute transition
* **Different colored materials** for each group to track progression
* **Facilitator at each station** to guide activity and capture insights

**Station 1: Schedule - "A Week in the Life"**

**Purpose:** Understand pastoral time allocation priorities

**Materials:**

* Large weekly schedule grid on wall
* Colored sticky notes (7 different colors for 7 groups)
* Timer

**Activity:** Groups use colored sticky notes to show how they think the pastor should spend a typical week (sermon prep, visitation, meetings, community engagement, family time, etc.). Each group ADDS their input to previous groups' work.

**Result:** Visual heat map showing congregational priorities for pastoral time allocation.

**Station 2: Skills - "Pastor Gifts Priority Pie"**

**Purpose:** Identify most important pastoral qualities

**Materials:**

* Large circle (pie) divided into 7 equal slices on wall
* Each slice labeled with pastoral quality:
  1. Biblical Knowledge and Teaching
  2. Great Commission Leadership
  3. Great Commandment Leadership
  4. Leadership Development
  5. Pastoral Care
  6. Administrative Abilities
  7. Theological Soundness
* Colored dot stickers (7 different colors)

**Activity:** Each person gets **17 dots** to distribute across the 7 pastoral qualities. They can distribute however they want (all on one quality, spread evenly, or any combination).

**Result:** Visual pie showing which pastoral gifts matter most to the congregation.

**Station 3: Preaching - "Sermon Preferences Bar Graph"**

**Purpose:** Determine preaching and teaching preferences

**Materials:** 6 vertical bar graphs on wall, Colored dot stickers (7 different colors)

**Categories:**

1. **How Long Should Sermons Be?**
   * 20 minutes / 25 minutes / 30 minutes / 35+ minutes
2. **What Kind of Sermons?**
   * Go through Bible books / Focus on life topics / Mix of both
3. **How Deep Should Bible Study Be?**
   * Word-by-word deep dive / Major thoughts and points / Stories and examples
4. **How Should the Pastor Preach?**
   * Like a conversation / With energy and passion / Like a teacher
5. **What Should Sermons Help With?**
   * Personal growth / Community service / Understanding the Bible
6. **Where Else Should the Pastor Teach?**
   * Wednesday nights / Sunday School / Small groups / Other times

**Activity:** Each person gets **12 dots** to distribute across these 6 bar graph categories.

**Result:** Clear visual data on preaching preferences.

**Station 4: Leadership Style - "Leadership Preferences"**

**Purpose:** Identify preferred pastoral leadership approach

**Materials:** 4 simple voting boards, Colored dot stickers (7 different colors)

**Categories:**

1. **How Should the Pastor Handle Change?**
   * Make changes quickly / Make gradual changes / Get lots of input first
2. **How Should the Pastor Make Decisions?**
   * Decide and inform / Get committee input / Let congregation decide
3. **How Should the Pastor Handle Conflict?**
   * Address it directly / Work through others / Let people work it out
4. **How Should the Pastor Lead Vision?**
   * Cast big vision / Focus on next steps / Let vision emerge naturally

**Activity:** Each person gets **8 dots** to distribute across these 4 leadership preference boards.

**Result:** Clear visual data on preferred leadership style.

**Station 5: External Ministry - "Outreach Priorities"**

**Purpose:** Identify external ministry leadership priorities

**Materials:** Board with 7 ministry areas listed, Colored dot stickers (7 different colors)

**Ministry Areas:**

1. **Community Events**
2. **Community Service Projects** (Local Missions)
3. **School Involvement**
4. **Family Support Ministries** (food pantry, clothes closet, pregnancy center)
5. **Felt Needs Ministries** (addictions, grief, etc.)
6. **Senior Adult Support**
7. **Mission Trips** (state & global)

**Activity:** Each person gets **10 dots** to distribute across these 7 external ministry areas. (Forces prioritization - can't give equal weight to all areas.)

**Result:** Shows what external ministry leadership areas the congregation wants their pastor to prioritize.

**Station 6: Internal Ministry - "Church Ministry Priorities"**

**Purpose:** Identify internal ministry leadership priorities

**Materials:** Board with 7 ministry areas listed, Colored dot stickers (7 different colors)

**Ministry Areas:**

1. **Children's Ministry**
2. **Youth Ministry**
3. **Senior Adult Ministry**
4. **Discipleship/Bible Study**
5. **Evangelism Training**
6. **Worship Ministry**
7. **Pastoral Care/Visitation**

**Activity:** Each person gets **10 dots** to distribute across these 7 internal ministry areas. (Forces prioritization - can't give equal weight to all areas.)

**Result:** Shows what internal ministry leadership areas the congregation wants their pastor to prioritize.

**Data Collection for Transition Team**

**During Rotations:**

* **Take photos** of each station after every group rotation
* **Facilitator notes** on key discussion themes and insights
* **Track patterns** across groups using different colored materials
* **Note unexpected** discoveries or "aha moments"

**After All Rotations:**

* **Final photos** of cumulative results at each station
* **Facilitator debrief** on observations and themes
* **Analysis of consensus** vs. division areas
* **Preparation** for Phase 2 synthesis

**Key Questions for Analysis:**

* Which areas show strong consensus across all groups?
* Where do groups differ significantly?
* What surprises emerged about pastoral expectations?
* Which priorities create the most energy/discussion?
* What questions or concerns surfaced repeatedly?

**Setup Requirements**

**Room Layout:**

* 6 stations around perimeter of fellowship hall
* Clear paths for group rotation
* Central gathering area for instructions
* Materials table for facilitators

**Staffing:**

* 1 facilitator per station (6 total)
* 1 timekeeper/coordinator
* 1-2 people for photo documentation
* Materials manager for restocking supplies

**Phase 2: Assessment & Prioritization**

**Table Discussion Guide (30 minutes)**

**Overview**

* **Table groups** continue from Phase 1 (8-10 people per table)
* **Each table facilitated by a transition team member**
* **Large results board** at front for posting table decisions
* **Process Phase 1 discoveries** to make informed pastoral qualification decisions

**Setup Requirements**

**Room Arrangement:**

* Tables remain from Phase 1 configuration
* Large results board visible to all tables at front
* Materials station for facilitators

**Materials Needed:**

* **Weighted voting dots** (5 different colors, one per table)
* **Table markers/magnets** (5 different colors, one per table)
* **Large results board** with pre-drawn sections
* **Timer** for activity management
* **Facilitator guide sheets** for transition team members

**Part 1: Experience Priorities Discussion & Voting**

**Time: 15 minutes**

**Table Discussion (10 minutes)**

**Facilitator Prompt:** *"Based on what we learned at the stations about our church's priorities, let's discuss what ministry experience is most critical for our next pastor to have."*

**Five Experience Areas to Rank:**

1. **Discipleship programs**
2. **Missions** (local and global)
3. **Community outreach/service**
4. **Intergenerational ministry**
5. **Evangelism training for members**

**Discussion Questions:**

* Which experience areas connect to our highest station priorities?
* What did the external ministry station tell us about needed experience?
* What did the internal ministry station reveal about required background?
* Where do we need a pastor with proven track record vs. willingness to learn?

**Weighted Voting (5 minutes)**

**Voting Process:** Each table receives colored dots to place on the results board:

* **5 dots** for #1 priority experience area
* **4 dots** for #2 priority experience area
* **3 dots** for #3 priority experience area
* **2 dots** for #4 priority experience area
* **1 dot** for #5 priority experience area

**Facilitator Instructions:**

* Have one person from your table place all dots on the results board
* Use your table's assigned color
* Place dots in the column for each experience area
* Step back so other tables can vote

**Part 2: Minimum Requirements Voting**

**Time: 10 minutes**

**Education Level Discussion & Vote (5 minutes)**

**Facilitator Prompt:** *"What is the MINIMUM education level we expect our next pastor to have completed?"*

**Education Options:**

* High School
* College Degree
* Attending Seminary
* Finished Seminary with Master's degree
* Working on Doctorate
* Finished Doctoral Work

**Discussion Considerations:**

* What did the preaching station results suggest about teaching expectations?
* How does education connect to our theological soundness priorities?
* What level supports the pastoral gifts we ranked highest?

**Voting Process:** Each table chooses ONE minimum education requirement.

**Years of Experience Discussion & Vote (5 minutes)**

**Facilitator Prompt:** *"What is the MINIMUM years of pastoral experience we expect our next pastor to have?"*

**Experience Options:**

* 0-5 years
* 5-10 years
* 10+ years

**Discussion Considerations:**

* What did our leadership style preferences suggest about experience needs?
* Do our internal/external ministry priorities require seasoned experience?
* Are we willing to invest in developing a newer pastor's skills?

**Voting Process:** Each table chooses ONE minimum experience requirement. Table facilitator places ONE colored marker in the chosen category on results board.

**Part 3: Results Review & Synthesis**

**Time: 5 minutes**

**Facilitator Instructions:** *"Let's look at our collective results and note key discoveries."*

**Review Questions:**

* Where do we see strong consensus across tables?
* What surprises do you notice in the voting patterns?
* How do these results connect to our Phase 1 station discoveries?
* What does this tell us about the kind of pastor we need?

**Prepare for Phase 3**

**Table Task:** Each table should be ready to share:

* Their biggest discovery from the entire assessment process
* One key insight about pastoral qualifications
* Any concerns or questions that emerged

**Results Board Layout**

**Experience Priorities Section**

EXPERIENCE AREAS DOTS (Count totals)

Discipleship Programs [\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_]

Missions (Local/Global) [\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_]

Community Outreach [\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_]

Intergenerational Ministry [\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_]

Evangelism Training [\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_]

**Education Requirements Section**

MINIMUM EDUCATION TABLE MARKERS

High School [\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_]

College Degree [\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_]

Attending Seminary [\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_]

Seminary Master's [\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_]

Working on Doctorate [\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_]

Finished Doctorate [\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_]

**Experience Requirements Section**

MINIMUM EXPERIENCE TABLE MARKERS

0-5 years [\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_]

5-10 years [\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_]

10+ years [\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_]

**Facilitator Guidance for Transition Team**

**Key Facilitation Tips:**

* **Keep discussions focused** on Phase 1 insights, not personal preferences
* **Encourage consensus building** within tables before voting
* **Manage time strictly** - use timer and give warnings
* **Listen for themes** that will inform Phase 3 synthesis
* **Take notes** on key insights and concerns for later analysis

**Common Discussion Challenges:**

* **"We need everything"** - Remind them ranking forces realistic priorities
* **"Experience doesn't matter"** - Connect to complexity discovered in Phase 1
* **"Education isn't important"** - Link to preaching/teaching station results
* **Table disagreement** - Help find common ground or note the division

**Data Collection During Phase:**

* **Note table consensus** vs. divided opinions
* **Track reasoning** behind education/experience choices
* **Document surprises** or strong reactions
* **Prepare insights** for Phase 3 transition team debrief

**Transition to Phase 3**

**Announcements:**

* "Phase 2 has given us clear data on pastoral qualifications"
* "Phase 3 will help us build our complete pastor profile"
* "Table facilitators will help synthesize everything we've learned"
* "Get ready to create our final pastoral profile together"

**Phase 3: Debrief & Synthesis**

**Question Guide for Table Discussions & Reports (35 minutes)**

**Overview**

* **Table discussions** (20 minutes) - Process discoveries and insights
* **Table reports** (10 minutes) - Share key findings with whole group
* **Closing** (5 minutes) - Gratitude and next steps

**Part 1: Table Discussion Questions**

**Time: 20 minutes**

**Standard Questions for All Tables**

*All tables discuss these 4 core questions (5 minutes each):*

**1. What surprised you most?** (5 minutes)

**2. How do you see the pastor differently?** (5 minutes)

**3. What do we need?** (5 minutes)

**4. What should be the pastor’s first year priorities?** (5 minutes)

**Facilitator Instructions:**

* Use these 4 questions in order
* Give each question 5 minutes for deeper discussion
* Every table will discuss the same questions
* Focus on discoveries and insights, not personal preferences
* Take detailed notes on key themes to share in Part 2

**Part 2: Table Reports to Whole Group**

**Time: 10 minutes (1-2 minutes per table)**

**Report Structure**

*Each table facilitator shares briefly:*

**Quick Summary:** (1-2 minutes total per table)

* Share 1-2 key insights from your table's discussion
* Focus on discoveries, not just opinions
* Keep it brief so all tables can report

**Facilitator Instructions:**

* Have each table report on their biggest discoveries
* Keep reports to 1-2 minutes maximum
* Focus on insights that emerged from the 4 questions
* Thank each table and move quickly to the next

**Part 3: Closing**

**Time: 5 minutes**

**Wrap-Up Questions**

*Transition team leader addresses the whole group:*

**Acknowledgment:**

* "What we've heard from your tables shows..."
* "The themes we're seeing across all groups are..."
* "You've given us valuable insights about..."

**Next Steps:**

* "The transition team will take all this information and..."
* "Our next phase in the process will be..."
* "You can expect to hear from us about..."

**Gratitude:**

* "Thank you for your thoughtful participation..."
* "This input will directly help us..."
* "Your investment in this process shows..."

**Facilitator Guidelines**

**For Table Discussions (10 minutes):**

**Time Management:**

* Choose 2-3 questions that fit your table's energy level
* Keep discussions moving - don't let one person dominate
* Focus on insights, not just opinions
* Remind tables this is about discovery, not debate

**Key Listening Points:**

* Unexpected discoveries about pastoral ministry
* Areas where the table shows strong consensus
* Concerns about expectations or church needs
* Insights that could guide the search committee

**For Table Reports (15 minutes):**

**Report Guidelines:**

* Keep each table to 2-3 minutes maximum
* Ask for specific insights, not general observations
* Encourage one representative voice per table
* Take notes on themes across multiple tables

**Transition Team Notes:**

* Track common themes across table reports
* Note unique insights that only one table mentions
* Identify areas of strong consensus vs. division
* Capture specific advice for the search process

**Questions to Avoid:**

* Don't ask for specific pastor names or recommendations
* Avoid rehashing previous church conflicts or issues
* Don't focus on what they didn't like about previous pastors
* Avoid getting into detailed theological debates

**Questions to Emphasize:**

* Focus on discoveries and new insights
* Highlight what they learned about pastoral complexity
* Emphasize what this reveals about their church's identity
* Connect insights to practical search committee guidance

**Expected Outcomes**

**What the Transition Team Should Learn:**

**Process Effectiveness:**

* Did the stations help people understand pastoral ministry better?
* Which aspects of the assessment resonated most strongly?
* What gaps remain in their understanding?

**Congregational Priorities:**

* Where does the congregation show clear consensus?
* What areas have significant disagreement that need attention?
* Which pastoral qualities emerge as truly essential vs. preferred?

**Search Committee Guidance:**

* What specific advice emerges for the pastoral search?
* What concerns need to be addressed in the search process?
* What hopes and expectations should guide the committee?

**Church Identity Insights:**

* What does this process reveal about the church's values?
* How do pastoral priorities reflect the church's mission?
* What ministry directions seem most important to members?

**Documentation Needs:**

* Record key themes from each table report
* Note specific quotes that capture important insights
* Track consensus areas and points of division
* Prepare summary for search committee development