

Pastor-to Pastor Debrief Checklist

Pastoral

- ✓ Shut-in list
- ✓ Names of terminally ill
- ✓ Names of recently bereaved
- ✓ Patterns of pastoral care
- ✓ Unusual expectations of pastor
- ✓ Who is angry at the church?
- ✓ Who is angry at the pastor?
- ✓ Who are important allies?
- ✓ Who can't be trusted?
- ✓ Who has an agenda?
- ✓ Who will keep confidences?
- ✓ Who won't keep confidences?
- ✓ Who is sexually aggressive?
- ✓ Who is in danger of burnout?
- ✓ Who is underused?
- ✓ Who has recently retired?
- ✓ Who are the five most influential persons in the church?

Worship

- ✓ Particular traditions and styles
- ✓ Attendance trends
- ✓ Preaching style
- ✓ Recent controversies
- ✓ Time issues
- ✓ Important traditions
- ✓ Seasonal variations
- ✓ Special services

Program

- ✓ Master list of programs
- ✓ Fundraising approaches
- ✓ Giving patterns and records
- ✓ Adult education program
- ✓ Children's education program
- ✓ Youth program
- ✓ Important new programs
- ✓ Important older programs
- ✓ Seasonal traditions

Administrative

- ✓ Board role
- ✓ Committee structure
- ✓ Meeting styles
- ✓ Annual program calendar
- ✓ Financial trends
- ✓ Financial issues
- ✓ Report formats
- ✓ Facility and access issues
- ✓ Alarm system

Personnel

- ✓ Staff structure
- ✓ Job descriptions
- ✓ Evaluation process
- ✓ Staff meetings and agenda
- ✓ Staff issues
- ✓ Recent hires and terminations
- ✓ Training and coaching
- ✓ Confidentiality

Church Climate

- ✓ Relational warmth
- ✓ Church morale
- ✓ Openness to change
- ✓ Significant conflicts
- ✓ Spiritual passion
- ✓ Conservative or liberal?
- ✓ Theological, ethnic and demographic diversity
- ✓ Where are the landmines?
- ✓ Who are the saints?

Unique Mission Components

- ✓ Unique ministries?
- ✓ Unique community?
- ✓ Tenure-bridging financial issues?
- ✓ Tenure-bridging capital issues?
- ✓ Large staff?
- ✓ Management style