



MISSIONAL ATTRIBUTES TO CONSIDER DURING THE CALL PROCESS

What is a “missional congregation?”

The members of a “missional congregation” think, plan and act in alignment with God’s calling in the Great Commission. The budget, staffing, policies, and priorities are intentionally determined in light of that church’s role to share the Gospel of Jesus Christ to their community. This is as important as serving the needs of their own members.

Characteristics of a missional church

1. The leaders practice strong personal spiritual disciplines such as prayer, personal devotions, daily Bible study, and Biblical principles of stewardship.
2. The leaders authentically articulate what the Gospel means in their life.
3. Members have a clear understanding of the needs of the un-churched in their community.
4. Leaders set missional goals and have a method of accountability to them.
5. Leaders adhere to Biblical principles for resolving conflict.
6. Members do not expect Called staff to “do” the ministry but to equip them for the use of their spiritual gifts.
7. Leaders review, modify and augment existing practices within doctrinal parameters for the sake of those who do not yet know Christ.

Sample questions for leaders of a missional church

1. Why does this church exist?
2. How does practicing the Biblical principles of stewardship reflect a “missional” mindset?
3. What are the needs of the un-churched members of our community?
4. Do we expect our church workers to spend more time serving us and our needs or equipping us to the ministry we are to do in our community?
5. How are goals set in this congregation and how is there accountability to those goals?
6. What is the difference between doctrine and tradition?
7. What are two changes that have occurred in this church in the past year? How has the implementation of these changes been received?
8. How has this church resolved conflict in its past? Is it over? Was the process Biblical?
9. What are the “bad habits” of this church? What can be done to change them?

Characteristics of a missional pastor

1. Practices strong personal spiritual disciplines such as personal devotions, daily Bible study and prayer life.
2. Authentically articulates what the Gospel means in their life and conversation.
3. Actively learns and grows in theology and in practice.
4. Seeks to equip and multiply leaders.
5. Is willing to set goals and be held accountable to them.
6. Seeks to employ biblical principles for resolving conflict.

Sample questions to ask church workers about a missional church

1. How would you define a missional church?
2. How does your personal spiritual journey contribute to being a missional pastor?
3. What is the last book you read, in addition to the Bible, that helped you understand missional leadership? What did you learn?
4. What other events may be useful for missional learning for both staff and laity?
5. What role can laity play in “ministry activities?” How do you help equip and help them succeed in these activities?
6. How do you set goals? How has accountability to them been ensured in your past?
7. How does conflict hurt a church? How can it help? In what ways is a pastor able to influence how conflict is resolved?



The Lutheran Church – Missouri Synod