

Job Description: The Pastor's Discernment Team

What follows is a suggested job description for those who might be asked, by the pastor, to serve on a discernment team related to the pastor's final season in ministry and his/her transition into retirement. It may be adapted in whatever way suits the needs of the pastor and the wisdom of the team.

Team purpose: To provide the pastor with conversation partners as the pastor gives thought to his/her transition into retirement and tries to remain attentive to the voice of God, the voice of the congregation, and the voice of his/her own soul.

The team's primary accountability is to the pastor.

Term length: For as long a term as may be needed, likely beginning at the time of the pastor's gathering of the team and ending some months after the pastor's retirement date.

Membership: 3-4 members of the congregation who have shown themselves to be wise and attentive, plus a council person (to be decided upon by the pastor), and the pastor's spouse.

Specific Tasks:

1. Pray
 - a. Pray for the pastor and for the fruitfulness of the pastor's own discernment work.
 - b. Pray for God's wisdom for the discernment team and that God would bless the team with the ability to listen well and come alongside the pastor effectively.
2. Provide the pastor with wisdom and guidance as he/she approaches retirement, wisdom and guidance related to the transition into retirement as well as best ways to provide leadership to the congregation in the final ministry season.
3. Review the lists of questions provided in ["Reflections on Retirement Preparations, Part 1"](#), ["Vocation! Vocation! Vocations!"](#), and ["Don't Do This Alone!"](#) to see which questions might be useful in any given conversation.
4. Be attentive to other resources that might prove useful in the pastor's discernment work.