



Ten Practices for Nurturing the Next Generation of Pastoral Leaders

1. Adopt the practice of regularly and consistently inviting young people to consider pastoral ministry as a profession.
2. Take the initiative to speak directly to a young person about their gifts for ministry.
3. Use confirmation class as an opportunity to ask the question, “What will you do with your life in the light of your faith?”
4. Give young people the opportunity to know a pastor well, the opportunity to see the person within the persona.
5. Put them into opportunities for ministry . . . then say the opportune word.
6. Develop eyes for the unlikely candidate (the most biblical of these practices!).
7. Be the one to hear their story – the way that they interpret and make sense of their experiences.
8. Help young people to understand and negotiate the obstacles along the path to ordination.
9. Trust the movement of the Holy Spirit and trust that God will provide leaders for the Church.
10. Develop a sense for who is truly gifted for pastoral ministry and who simply needs a deeper experience of discipleship.

*Ideas drawn from an exercise in personal storytelling
with pastors in the Nebraska Synod (ELCA) – February 12, 2004.*