

**Study Questions for “On the Road to Pastoral Excellence: A Process of Becoming”**  
**By Frances Townsend**

1. Frances Townsend says that strong pastors ~~know~~ “themselves deeply,” have a “sense of self-assuredness,” and “cultivate ~~humility~~ and openness.” Insofar as all members of a congregation are ministers, how ~~does~~ congregation foster these characteristics in its members?

2. Part of self-understanding is knowing where ~~one's~~ boundaries are. For instance, at what point should the pastor stop getting involved ~~in~~ every program of the congregation and tap others to take learn