

## Pastoral Self-Assessment for 2014

Signature of Pastor: \_\_\_\_\_

Date: \_\_\_\_\_

*Self-reflection is a key ingredient to effectiveness and growth in ministry. Please take some time to assess how you are currently practicing ministry in the following areas. Return your completed form to SP Chair so your comments may be confidentially distributed to SP members to be used as a conversation guide for your evaluation meeting on \_\_\_\_\_.*

**1. Spiritual Formation and Self-Care:** Evidences a commitment to personal prayer, Bible study, and reading for spiritual growth. Observes a Sabbath for personal renewal apart from time with family. Is open to receiving spiritual direction from others. Honors and models healthy life-styles (spiritual, physical, and emotional) for strengthening individual and family health.

I rate myself as:     Very Effective     Effective     Not Fully Effective in this area.

Comments and examples to substantiate assessment:

My suggestions/goals for personal development and improvement in this area:

**2. Worship Leadership:** Is an effective preacher and worship leader. Organizes and plans worship services with skill and care. Creates an inspiring worship time and gives attention to issues such as the pace and energy of the service. Includes other persons by encouraging participation in liturgy, distribution of the Lord's Supper.

I rate myself as:     Very Effective     Effective     Not Fully Effective in this area.

Comments and examples to substantiate assessment:

My suggestions/goals for personal development and improvement in this area:

**3. Administration:** Makes a positive impression on others. Works well within committees and other small group teams. Completes required paperwork in a timely manner. Knowledgeable in policies and procedures. Demonstrates intentional day-to-day involvement in the financial and facilities operation of the church. Works as a productive and supportive team member.

I rate myself as:     Very Effective     Effective     Not Fully Effective in this area.

Comments and examples to substantiate assessment:

My suggestions/goals for personal development and improvement in this area:

**4. Discipleship:** Uses time well and appropriately prioritizes duties. Is an engaging teacher and Bible study leader. Encourages those in the church to grow in their faith. Challenges people to tithe. Demonstrates competence in basic theology and biblical studies. Demonstrates a comprehensive spiritual knowledge needed to perform the primary tasks of ministry.

**I rate myself as:**     Very Effective     Effective     Not Fully Effective in this area.

**Comments and examples to substantiate assessment:**

**My suggestions/goals for personal development and improvement in this area:**

**5. Mission Issues:** Lives out the mission, vision, and values of the United Methodist Church and communicates the mission of the church in word and deed. Engaged in mission by leading the church to help those in need, participating in local and/or foreign missions and mission trips, challenging the church to take seriously the needs of homeless, hungry, and lower-income persons, and those in poverty and prison. Leads the congregation in the fulfillment of its mission through full and faithful payment of all apportioned ministerial support, administrative and benevolent funds.

**I rate myself as:**     Very Effective     Effective     Not Fully Effective in this area.

**Comments and examples to substantiate assessment:**

**My suggestions/goals for personal development and improvement in this area:**

**6. Evangelism:** Spends time with people who are not yet participating in the life of the church. Leads people in discipleship and evangelistic outreach that they might come to know Christ and follow him. Trains and equips people in the church to share their faith with others.

**I rate myself as:**     Very Effective     Effective     Not Fully Effective in this area.

**Comments and examples to substantiate assessment:**

**My suggestions/goals for personal development and improvement in this area:**

**7. Pastoral Care:** Is attentive to the ministries of hospital and home visitation, counseling, caring ministry, funerals, contacting shut-ins, etc. The pastor enables and partners with the laity in the caring ministry of the church.

**I rate myself as:**     Very Effective     Effective     Not Fully Effective in this area.

**Comments and examples to substantiate assessment:**

**My suggestions/goals for personal development and improvement in this area:**

**8. Leadership:** Leads the church into God's vision for it by identifying, equipping, and developing emerging lay leadership. Provides a strong sense of direction for the ministries of the church. Demonstrates organizational skills; delegates appropriately; understands his/her role and its function within the church. Honors confidentiality. Relates well to staff. Understands and manages conflict in a positive manner. Punctual and prepared for assignments.

**I rate myself as:**     Very Effective     Effective     Not Fully Effective in this area.

**Comments and examples to substantiate assessment:**

**My suggestions/goals for personal development and improvement in this area:**

**9. Denominational and Ecumenical Involvement:** Serves on district and/or conference committees; Mentors candidates for ministry; Attends district and conference meetings; Participates in community, ecumenical and inter-religious concerns.

**I rate myself as:**     Very Effective     Effective     Not Fully Effective in this area.

**Comments and examples to substantiate assessment:**

**My suggestions/goals for personal development and improvement in this area:**

**10. Team Building and Equipping:** Effectively builds teams to multiply ministry; is an effective recruiter; coaches and equips laity to be in ministry; shares credit for successes with the team; actively seeks out new people to be in ministry; invests in emerging leaders. Demonstrates consistent and effective leadership; casts vision for positive change; open to new ideas; seeks to be surrounded by highly competent people; able to build consensus for a new idea and implement it; believes the best days of the church are in the future.

**I rate myself as:**     Very Effective     Effective     Not Fully Effective in this area.

**Comments and examples to substantiate assessment:**

**My suggestions/goals for personal development and improvement in this area:**

**Share some general insights with us:**

**How have you grown in your relationship with God this past year?**

**What three things went really well at church?**

**Which of the five practices of fruitful congregations (radical hospitality, passionate worship, intentional faith development, risk taking missions and extravagant hospitality) does your church do best?**

**Which one needs the most attention?**

**How do you plan to strengthen in this area?**

**Name the three greatest strengths you bring to lead?**

**List three of your goals for the coming year:**

**What will you attempt this year that is big enough or new enough that you will need help from others to accomplish it?**

*Thank you for your thoughtful responses to this instrument.*