

# TRANSFORM

## Personal & Ministry Effectiveness Assessment

Pastoral effectiveness cannot occur in isolation. It is a joint effort where you agree with yourself, your congregation and those who supervise and support you to move in a direction that will leave a lasting impact.

Here is an executive summary of what this process is designed to accomplish for you:

**1. Setting the Stage** - Before good planning comes honest reflection. The “*Personal & Ministry Effectiveness Assessment*” accomplishes this, focusing you on questions such as:

**“Where have I been?”; “Where do I want to go?”; and “How can I get there?”.**

You will also be asked about how your ministry goals align with the goals of your church. Any plan for pastoral effectiveness must be aligned with the objectives of the church. The congregation’s growth is the context for your ministry development plan.

**2. Defining the Targets** – Once you have done some reflection, it’s time to lay down some tracks for the future. The District website has templates for this if you do not have your own pattern. Remember that we are whole beings and therefore as much care needs to be given to personal development as to ministry. Personal health & effectiveness is the foundation for ministry effectiveness.

The templates are for a one year plan and provide for planning, accountability, performance review and next-step learning for developing your plan for the next year.

**3. Ensuring Success** – Accountability is the most critical element of any personal or ministry effectiveness plan. Built into the planning templates are suggestions for developing 2 contexts for accountability:

- To the person to whom you are formally accountable \*
- Within a strategic peer network (SPN).

First – be clear on who you are reporting to (lead pastor, elders, other staff person). Second, ask yourself “who can help me to achieve my goals? While the person you are reporting to will have a significant role in that, you also need to look at your peers for the answer to this question.

**“Plans fail for lack of counsel, but with many advisors they succeed.” Prov 15:22**

\*For those who are responsible for conducting a ministry review, helpful guidelines for conducting a review (Personal & Ministry Effectiveness Assessment) can be found on the District website under the Resources tab [www.cmawdo.org](http://www.cmawdo.org)

## Pre-Planning Assessment

In order to prepare for what's next in your life & ministry, take some time to pray & reflect on the past 6-12 months. Copy & paste this section or use a separate sheet of paper.

- 1) What three changes in me would be most pleasing to God?
- 2) What can I do to make the most significant difference for God in the next 5 years?  
(PURPOSE)
- 3) What currently consumes my energy that doesn't align with God's purposes for me?
- 4) What were my key responsibilities and tasks during the previous 6-12 months?

Personal:

Ministry:

- 5) During the past 6-12 months, what have I done best and with the greatest satisfaction or fulfillment?
- 6) What have I done least well or with the least satisfaction?
  - a) What obstacles or changes in circumstances hindered me from achieving my objectives?
  - b) Are those obstacles//circumstances likely to recur and if so, how could they be eliminated?
- 7) To increase my effectiveness in the next year, what additional things might be done by:
  - a) The person(s) who supervise me:
  - b) Myself
  - c) Others (a peer network, mentors, District coaches etc)

- 8) What are my dreams for the next 3-5 years? What will I need to do now, personally & professionally, to head in that direction?
- a) My personal dream and what I need to do about it...
  - b) My church's dream and what I can do to contribute toward it...
- 9) What will 'success' in my personal & ministry life look like in 3 years?
- 10) You may want to review the "*Healthy Pastor Profile*" (available on the District's website) and reflect on your own life. This profile is merely a grid, a jumping-off point for evaluating your life against basic competencies and practices of transforming Christian leadership. Where are your strengths? What areas need to be strengthened?
- 11) For now, just brainstorm what you think your key objectives should be for the next 6-12 months. Later you will prioritize them

Personal:

Ministry:

**Please note !** When you transfer this to your plan, focus yourself on no more than 3 key personal and 3 key ministry goals. Too many goals can induce a lack of focus and eventual frustration in trying to achieve too much. To narrow things down, ask yourself: ***"If I could only do 3 measurable things in the next year (in my personal and ministry life respectively), that would make the greatest difference, what would they be?"***

- 12) How do your ministry goals relate to where your church is heading? Is there any measure of alignment? (The suggested development plan template is specifically designed to ensure this alignment)

The 5 P's For A Productive Life	
<b>Purpose</b>	<b>What is your purpose in life?</b>
<b>Priorities</b>	<b>In light of your purpose, what are your life priorities?</b>
<b>Plan</b>	<b>What plans do you have that align with your priorities?</b>
<b>Piece X Piece</b>	<b>What small steps will you take to bring your plan to completion?</b>
<b>Pace</b>	<b>Work at a pace that allows you to last for the long haul</b>