

## **ASSESSMENT OF STAFF AND CONGREGATIONAL MINISTRY**

Pastors and other staff members bring a variety of gifts to the life of congregations. These gifts can be enhanced by effective communication between the staff and the congregational members, and by a concern for the mutual support of the ministry which they share. The purpose of this instrument is to provide help for congregations as they evaluate the overall effectiveness of their ministry. Such an examination is intended to help create a dialogue between the staff and the lay people in the congregation, so that their energy can be directed into the mission of the congregation, rather than dispersed into conflict.

Because we understand the ministry of a congregation to be the shared responsibility of both the staff and the congregation, this instrument has been designed to assess both the staff and the congregation. It can be used to determine strengths and weaknesses both within the various segments of congregational life and within the functioning of the staff so that specific plans can be made to help make the ministry more effective.

Since this instrument is not primarily intended to inform discussion about staff salaries, it would best be used at some time during the year other than when staff salaries are being established. The early months of the year might be the most appropriate time for looking at the concerns which this instrument will raise. The results of the dialogue which it will create can then be used to make plans for continuing education, or to develop other strategies to strengthen ministry.

While the primary function of this instrument is not to provide a basis for merit increases in salary, the results may provide one of the factors which could be used in salary discussions. It should be kept in mind, however, that its primary purpose is to help us work together as the people of God so that we can carry out the mission to which we are called in Christ,

This form should be seen for what it is: one possible tool for building a sense of partnership about ministry. Whatever means is used, we heartily encourage a dialogue between pastors and lay people about the effectiveness of their ministry. This dialogue can include the questions of how congregational members can assist the pastor(s) in all task areas; it can also include the questions of how the pastor can improve his/her own skills and relationships. This instrument is designed to look primarily at the pastor's role in the congregation, but congregations may also want to use it with modifications for other staff members, such as Associates in Ministry or other professionals.

This form has been prepared by the Board for Ministry of the Western Iowa Synod of the ELCA and is commended for use for all congregations throughout the Synod.

### **PASTORAL ASSESSMENT**

After each statement are numbers 1 through 4, with 1 indicating a strength in a particular area, 3 indicating a weakness, and 2 being a neutral position. The number 4 will be a column for expressing no opinion. After each section there are some empty lines labeled "S & W" and "Actions." "S & W" should be used to give specific examples of strengths and weaknesses, and "Actions" should be used to give specific examples of actions to be deleted, continued, improved, or newly undertaken. At the end of the form is space to be used for developing strategies for making changes that will improve ministry. It is suggested that both

pastors and members of the committee fill out the complete assessment and compare them with one another.