

PART TWO – ASSESSMENT OF CONGREGATIONAL NEEDS:

Instructions: Clergy effectiveness is contextual; that is, it is intricately linked to the settings to which we are appointed. Different congregational issues and/or needs demand different approaches to leadership. Also, it is important to note that congregations have varying abilities to be effective in their disciple-making mission. The effectiveness of the congregation are separate and distinct from the effectiveness of the appointed clergy. The clergyperson's role is to be as effective in his/her spiritual leadership as possible in a particular context given all the abilities/issues/needs of that context. In this section, you are invited to consider the congregation(s) (or other ministry setting) to which you are appointed and assess the effectiveness of your spiritual leadership in that particular context.

1. Prayerfully study and reflect on the current state of ministry within your congregation(s). Review your pastor's report from the 2008 Charge Conference, as well as your congregation's 2008 Statistical Report and compare the figures to previous years. Utilize the attached "Measureable Congregational Characteristics Worksheet" and submit a copy with this self-assessment form.

2. How is the congregation you are serving sharing the love of Christ in your community? In what ways is your congregation intentional in introducing persons to Jesus Christ? What have been the congregation's significant accomplishments in ministry over the course of the past year?

3. The mission of the church is to make disciples of Jesus Christ for the transformation of the world. What is their plan for making disciples (i.e., how do they invite, welcome, and assimilate persons into the church and then send them to make disciples)?

4. As spiritual leader, list several ways that you have intentionally worked to increase the effectiveness of the congregation in their disciple-making and evangelistic mission. In what ways have the "Three Simple Rules" been taught and emphasized in the congregation? How have the "Five Practices of Fruitful Congregations" been emphasized and implemented? What have been the fruits of your efforts?

5. What are the 1 or 2 most crucial constraints and/or obstacles that impede the effectiveness of the congregation(s) in accomplishing this mission and need to be addressed in the coming year?

6. In what ways do you need to hone your effectiveness as a spiritual leader in order to lead the congregation to address these constraints/obstacles? What training and/or support do you need? (List needed training, coaching, resources from district and/or conference, outside expertise, etc.)

Measurable Congregational Characteristics Worksheet*

Church: _____ Date: _____

Evangelism: Number of adult professions of faith for each of the last five years; number of youth professions of faith for each of the last three years.

Year	# of Adult Professions of Faith	# of Youth Professions of Faith
2006		
2007		
2008		

Worship: Average worship attendance at principal worship services for each of the last three years; average worship attendance as percentage of membership for each of the last three years.

Year	Average Worship Attendance	Average Worship Attendance as a % of Membership
2006		
2007		
2008		

Faith Development: Number of persons and percentage of average worship attendance participating in small groups, including Sunday School, for each of the last three years.

Year	# of Persons in Small Groups	% of Total Worship Attendance in Small Groups
2006		
2007		
2008		

Stewardship: Annual Income from all Sources; percentage increase or decrease in the annual giving for the past three years; percentage paid of total apportionments during each of the last three years.

Year	Annual Income from all Sources	% Change in Annual Giving in Comparison to Prior Year	% of Apportionments Paid
2006			
2007			
2008			

Ministry with the Poor: Percentage of annual operational giving supporting ministry with the poor for each of the last three years; percentage of average worship attendance engaged in hands-on ministry with the poor.

Year	% of Giving that Supports Ministry with the Poor	% of Average Worship Attendance Engaged in Hands-on Ministry with the Poor
2006		
2007		
2008		