

# 2026 Ministry Review - SPRC

## PART 1 - MINISTRY REVIEW

**Below are the 12 Dimensions of Ministry that can be found in Effective Ministry 360 (General Board of Higher Education & Ministry).** Each pastor brings particular strengths and growth opportunities in these areas. Please keep in mind that the way you engage in each dimension of ministry can take many forms. You may be directly involved, develop teams to administer the tasks/ministries, resource others in the area, or develop community connections.

**Rate your effectiveness (1 low- 5 high), and give concrete examples for each Dimension of Ministry** described on the form below.

### **\*1. Administration and Organization**

Performs activities that support the efficient functioning of the organization, such as:

- Supervising the keeping of accurate and thoughtful records for accounting, bookkeeping, and budgeting purposes and actively managing risk, such as investments and insurance;
- Working with responsible financial planning for emergencies or unforeseen needs;
- Maintaining and improving existing facilities and, when needed, leading the development of new facilities.

#### **Rate the pastor's effectiveness:**

1 - Highly ineffective 2 – Ineffective 3 - Neither effective nor ineffective  
4 – Effective 5 - Highly effective

**\*Please write a brief comment to explain your answer.**

### **\*2. Caregiving (Pastoral Care)**

Performs activities that serve the spiritual, mental, and/or physical needs of congregants or community members, such as:

- Working with and helping to develop groups or systems to support persons dealing with grief, addiction, depression and other health issues;
- Performing hospital or home visitations;
- Proactively identifying and aiding those victimized by injustice or neglect;
- Effectively and calmly handling crises or emergencies.

#### **Rate the pastor's effectiveness:**

1 - Highly ineffective 2 – Ineffective 3 - Neither effective nor ineffective  
4 – Effective 5 - Highly effective

**\*Please write a brief comment to explain your answer.**

### **\*3. Connectional Service**

Performs activities that contribute to the goals of The United Methodist Church that extend beyond the scope of the local church, such as:

- Joining and contributing the District, Conference, Jurisdiction or General Church committees;
- Participating in expert panels, focus groups, and surveys;
- Participating in planning teams;
- Attending annual conference meetings;
- Holy conferencing with other United Methodists and clergy;
- Articulating and translating the Annual Conference Strategic Goals into the context of the local church.

#### **Rate the pastor's effectiveness:**

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4 – Effective 5 - Highly effective

**\*Please write a brief comment to explain your answer.**

### **\*4. Evangelism and Outreach**

Translates the language of faith into relevant cultural contexts that bring new individuals into a personal relationship with Christ, such as:

- Developing and implementing new methods for increasing congregational size and making disciples;
- Forming and leading small groups and Bible studies for congregants and people new to Christianity;
- Supporting mission work;
- Incorporating techniques to better connect with young individuals (ie: social media, websites, video, contemporary music, interactivity);
- Modeling and setting up opportunities for persons to share their faith with others;
- Frequently taking the lead in reaching out to the wider community.

#### **Rate the pastor's effectiveness:**

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4 – Effective 5 - Highly effective

**\*Please write a brief comment to explain your answer.**

### **\*5. Agile Leadership**

Performs leadership activities that smoothly and quickly respond to changing situations and different contexts, and creates a climate where others are able to apply innovative thinking to solve problems, such as:

- Actively seeking feedback that help align current strategies with the changing contexts;
- Continuously exploring new ways to think about problems and obstacles;
- Finding creative ways forward;
- Learning from experiences and past errors;
- Appropriately balancing the need to change with the need to remain focused on achieving current goals;
- Tolerating false starts;
- Acting decisively despite incomplete information.

#### **Rate the pastor's effectiveness:**

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4 – Effective 5 - Highly effective

**\*Please write a brief comment to explain your answer.**

### **\*6. Developing and Maintaining Relationships**

Performs activities that create, maintain, and strengthen personal and professional relationships with congregants, community members, United Methodist Church members, and members of other denominations, such as:

- Fostering fellowship at church gatherings;
- Promoting and seeking to improve children, youth and adult programming and ministries;
- Arranging events and activities to bring people together;
- Leading prayer at community events;
- Actively and frequently getting involved with the community;
- Hosting or participating in dinners with congregants;
- Organizing several interfaith, community, civic, educational, or recreational activities.

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4 – Effective 5 - Highly effective

**\*Please write a brief comment to explain your answer.**

### **\*7. Mission, Service, and Social Justice**

Performs activities that facilitate congregational service in mission settings, such as:

- Supporting or resourcing local outreach centers (soup kitchens or food pantries, homeless shelters, ministries with underserved people or those on the margins of society);
- Participating in peace with justice ministries locally, nationally, or internationally;
- Challenging church members to respond to critical community needs;
- Helping church members understand systemic issues of racism, sexism, poverty, etc.;
- Helping the church and community live out the conviction that racism is incompatible with Christian teaching.

#### **Rate the pastor's effectiveness:**

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4 – Effective 5 - Highly effective

**\*Please write a brief comment to explain your answer.**

### **\*8. Preaching and Worship Leadership**

Performs activities to support and lead public worship services and convey spiritual and moral messages through public speaking, such as:

- Carefully preparing and delivering sermons;
- Studying and listening to excellent sermons regularly in order to improve sermon writing;
- Carefully developing and sharing religious lessons in each sermon;
- Developing worship and preaching to reflect grace-based Wesleyan theology;
- Incorporating current events into messages often;
- Leading prayer;
- Proactively developing alternative worship approaches, such as through new technologies or other budding worship practices.

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4 – Effective 5 - Highly effective

**\*Please write a brief comment to explain your answer.**

### **\*9. Self-Development**

Engages in activities to improve spiritual, mental, and physical development that contributes to the delivery of more effective ministry by:

- Honoring the Sabbath;
- Devoting time often to developing one's own learning;
- Studying religious documents;
- Maintaining a healthy balance between self, family, and church commitments;
- Frequently updating skills and knowledge;
- Cultivating a personal life;
- Taking responsibility for a holistic approach to health and self-care.

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4 – Effective 5 - Highly effective

**\*Please write a brief comment to explain your answer.**

### **\*10. Strategic Planning and Implementation**

Performs activities that facilitate change toward desired future outcomes, including:

- Setting priorities;
- Focusing energy and resources;
- Strengthening operations;
- Ensuring that team members and stakeholders are working toward common goals, establishing agreement around intended outcomes/results, assessing and adjusting the direction of the organization in response to a changing environment, and tracking progress to ensure the developed plans are being effectively executed.

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4 – Effective 5 - Highly effective

**\*Please write a brief comment to explain your answer.**

### **\*11. Team Leadership**

Performs activities that mobilize and coordinate staff and congregants to achieve organizational goals, such as:

- Carefully negotiating and managing conflict while avoiding politics or taking sides;
- Making a strong effort to identify and develop lay leaders and staff in the congregation;
- Carefully developing action plans for accomplishing goals;
- Creating, developing and managing teams;
- Positively communicating long-term church goals;
- Acting as a conscientious team member by getting all members on track and motivating the group.

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4 – Effective 5 - Highly effective

**\*Please write a brief comment to explain your answer.**

### **\*12. Training and Development of Ministry Partners**

Performs activities to teach, train, or mentor individuals and groups to improve their knowledge and skills, such as:

- Inviting individuals to discern their spiritual gifts so that they can participate in building up the body of Christ;
- Involving oneself in teaching through a variety of means, such as leading Bible study classes, training senior staff, or leading and being present in community groups and organizations;
- Positively mentoring less-experienced lay leaders, staff, and clergy;
- Helping youth identify their aspirations and talents;
- Frequently empowering others to make decisions;
- Leading by example as much as possible.

#### **Rate the pastor's effectiveness:**

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4 – Effective 5 - Highly effective

**\*Please write a brief comment to explain your answer.**