

MINISTRY ASSESSMENT INSTRUMENT

Introduction to the Assessment Process for Respondents

Paul urges the church to speak *“the truth in love”* so we may *“grow up in every way into Him who is the head, into Christ”* (Ephesians 4:15). The *“Ministry Assessment Instrument”* is designed to help a church speak the truth and grow in the process of church and pastoral assessment. This assessment instrument is built on the following principles.

1. Assessment should be prayerful, loving and supportive rather than accusing, blaming, polarizing, or destroying.
2. Assessments should be based, as much as possible, on observable behavior rather than inferred attitudes and personality traits.
3. Assessment should be carried out responsibly and openly, rather than shrouded in anonymity and secrecy.
4. Assessment should be as comprehensive as possible rather than focusing solely on the pastor or single aspect of the pastor’s ministry.
5. Assessment should promote growth in the ministry of the church rather than serving as a vehicle for bringing about pastoral change.

You are asked to prayerfully consider each item in this instrument before responding. You are encouraged to offer your own responses rather than conferring with other individuals before you respond. Please submit your completed instrument no later than next Sunday.

When all responses have been received, a committee will summarize the responses. The summary will be shared with both the church and the pastor. The pastor will not receive your response form. However, you are asked to sign your response. Why? Because assessment demands integrity, accountability, and follow-up. In some cases, the assessment summary committee may feel a need to engage in further dialogue with individuals regarding their responses.

Finally, you are asked to pray for your church, your pastor(s) and other church leaders, and the assessment summary committee during the assessment process now taking place in our church. As part of this process, your pastor(s) and other church leaders will be involved in a program of self-assessment. May God grant to each of us wisdom and grace as we participate in this process.