

Clergy Self Evaluation Using Appreciative Inquiry

Serving a church as its minister is a challenging and rewarding experience. We recognize that the issues that confront most ministers are different than those experienced by other professionals. We ask that you take time to reflect on your ministry and to answer the following questions. At the same time, we on the Personnel Committee will answer the same questions on behalf of the congregation. Let us try to keep our answers to one page for each area of questions. We will then share our responses with each other one week before we meet together to talk about our shared ministry.

Ministry is better understood when we consider questions of Call, Self-Knowledge, and the Prophetic Role. It is these questions that we will consider together.

Questions of Call

Ministry's calling is born of the tradition of priest and prophet; of one chosen to speak for God, to protect and administer the moral code of personal and corporate conduct, to define the believer's relationship to the Holy and to articulate revealed truth as a way to advance human community.

1. How would you describe your sense of call?
2. How have you honored your calling during this past year?
3. What have been the constraints to your living out your sense of call?
4. If you were to live out your call more faithfully, what would be added to your ministry, what would be deleted?
5. Describe a time when you experienced a high level of congruence between your vision of your call and your role in ministry?

Questions of Self-Knowledge

We can only know the "Other" deeply when we know ourselves. Spiritual leadership requires tending to one's own inner life. Understanding how our inner life shapes our public role, possessing the self-awareness to understand the inner forces that motivate and constrain us, is a vital leadership capacity.

1. What are the unspoken hopes and constraining fears and what does this tell you about your leadership role?
2. Where do feedback and self-assessment converge to confirm your self-perception and where is there a disconnection?
3. What are the developmental edges for you, for the congregation?
4. In what ways do you avoid difficult issues and what is going on inside you when this happens?

Questions of Prophetic Role

*The task of prophetic ministry is to nurture, nourish and evoke a consciousness and perception alternative to the consciousness and perception of the dominant culture around us. (Walter Bruggemann, *The Prophetic Imagination*, p. 13)*

1. How do you understand your prophetic role and how does this role find expression in your work and the congregation's ministry?
2. What are the risks God may be inviting you to take now?
3. What is your vision for a new social order and how do you promote it?
4. How have you and the congregation given leadership in the larger community in the interests of the common good?

Evaluation of Congregational Ministry Using Appreciative Inquiry

Serving a church, in any role, is a challenging and rewarding experience. We recognize that the issues that confront most church members and leaders are different than those experienced in other parts of our lives. We ask that you take time to reflect on the ministry of you congregation and to answer the following questions. At the same time, our minister will answer the same questions for him or herself. Let us try to keep our answers to one page for each area of questions. We will then share our responses with each other one week before we meet together to talk about our shared ministry.

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1. How would you describe our congregation's sense of call?
2. How have we honored our calling during this past year?
3. What have been the constraints to our living out our sense of call?
4. If you were to live out our call more faithfully, what would be added to our ministry, what would be deleted?
5. Describe a time when we experienced a high level of congruence between our vision of our call and our role in ministry?

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