

MINISTRY REVIEW – Three months

It is recommended that every church engage in healthy, positive, ongoing review of its collective life and ministry. Such review will necessarily include the manner in which the pastor is exercising their ministry and leadership.

All ministry reviews must be handled professionally and pastorally. If they are handled poorly, they can be critically destructive to pastors and people. Reviews must be well structured, following clear guidelines. They are not times of open-ended criticism or times for adversaries to air their grievances.

The Basic Purpose of ministry reviews is **ministry development and enhancement**. The review process is intended to result in pastor and people being strengthened, encouraged, and better equipped to carry out the tasks the Lord has called them to. It must be an affirming process, where strengths are praised, and strategies put in place to address any evident weaknesses.

A good review process will result in:

1. **AFFIRMATION** of key gifts and of ministry done well.
2. **IDENTIFICATION** of areas of ministry that are weak or need to be developed, redirected, or discontinued. This will help identify areas of learning for the Registration Development Agreement (RDA) portion of Baptist Registration.
3. **DEVELOPMENT** of the pastor's gifts and ministries for the year, or years, ahead.
4. **COMMITMENT** on the part of the pastor to continue to minister with the results of the review in mind, and on the part of the church, to provide the support and resources necessary for the ministry of the pastor to be enhanced.

A Three-Month Review

This review concludes the call process and is designed to see that the beginning of a ministry has been done well.

Who should do the review?

A Review Team needs to be set up, in consultation with the pastor, of 2 - 3 people, one of whom would be part of the leadership of the church. Others to include are a Regional Leader, Search Team Chair, another elder or leader in the church, or pastor from a supportive church.

If the pastor has a spouse should they be involved in the review meetings? Our recommendation is "no" unless the spouse is employed by the church in some capacity. We realise arguments can be made for including the spouse, as a couple work together in ministry, but the spouse's involvement in aspects of ministry is at their choice, not because they are employed by the church.

Suggested Ministry Review Process

1. Review team and pastor communicate or meet briefly to clarify the process to be used.
2. Pastor and review team meet. It is anticipated this is a relaxed conversation to cover off the questions from each perspective. Items to be covered include:
 - Affirm and encourage the pastor
 - Work through performance questions (below)
 - Review content of position description and make appropriate changes



- Set goals and strategies
- Agree when the next review will take place

THREE MONTH MINISTRY REVIEW

Suggested questions:

General

1. What have the first three months been like for you?
2. Is what the Pastoral Search Team represented to you about this congregation pretty much what you have discovered so far?
3. Have there been any commitments or promises made by the Pastoral Search Team or church leadership which have not been fulfilled? Any areas of misunderstanding regarding the terms and conditions in your letter of call? Expectations not being met?

Ministry

1. What are some of the things that you are discovering about the uniqueness of this congregation? What surprises have you experienced?
2. Do you think the people are responding to your leadership? Are there areas where you sense there may be resistance?
3. What are your plans for the next three months? In what ways do your plans correspond with those of the congregation? What would you like to see happen because of your ministry?
4. What do you think are the areas where changes should take place in the church and possibly the community?
5. Are there areas in your ministry where you feel a need for more help?

Family

1. (If applicable) How is your spouse and family adjusting to the change?
2. Do they feel at home in the church and the community?

Personal

1. How would you describe your faith journey over the past 3 months?
2. Are you currently registered? If not, in what ways can we assist you to become registered?
3. Have you sorted your office space, communications, pay, benefits, and Is there anything you need?
4. How can the leadership assist/support/encourage you better in your role?
5. Is there anything else you would like to add?

