



Diocese of St Mark the Evangelist

**Clergy Self-Assessment**

*Please complete this assessment on your own. Then bring it with you to your interview with the Bishop, Archdeacon or your Rector.*



Version: November 2017

**Note:**

- 1) The goal of this Self-Assessment process is to help and encourage you to become more effective in mission and ministry, and to help the Bishop to make effective appointments.
- 2) You should discuss your Self-Assessment with the ordained person who is immediately over you:
  - ✦ Assistant Clergy discuss with their Rector or Priest in Charge
  - ✦ Rectors & Priests in Charge discuss with their Archdeacon
  - ✦ Archdeacons discuss with the Bishop
  - ✦ Bishop discusses with other Bishops or Chapter
- 3) Once it has been done, a copy copy should be sent to the Bishop for filing.

**Name:** \_\_\_\_\_

**Parish:** \_\_\_\_\_

<p><u>What (in your opinion) are your main gifts?</u></p>          	<p><u>What are your main responsibilities in the Parish?</u></p>          <p><u>What other responsibilities do you have in the Diocese, ACSA or community?</u></p>          
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Please evaluate yourself on each of the “quality characteristics” of healthy churches and their leaders. We will use your evaluation as a discussion starter, and to help identify areas where you may need encouragement or further training. Do be as honest as you can! We all have strengths and weaknesses, and we all have a great deal to learn.

*After considering all the issues involved, give yourself a rating between 1 and 5 (If you give yourself 4 and 5 for everything, we will know that you are not being completely honest!)*

1 = not at all	2 = weak	3 = average	4 = good	5 = strong
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**1. Shared Leadership** *(Ephesians 4:11-12)*

*And he gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ...*

To what extent do you equip and release other Christians to share leadership with you in your parish and its congregations?

Comments and examples about your assessment of yourself

Where there is "shared leadership"...

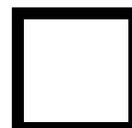
- ✦ Ordained and lay leaders meet regularly to pray, study the Bible and support one another in the ministries they share.
- ✦ Leaders see themselves as servants, whose role is to facilitate and empower others for ministry and mission.
- ✦ Those in positions of leadership do not feel that they have to control everything, but are actively training and releasing others to share the leadership of the parish.
- ✦ Leaders regularly evaluate what they do, so as to learn from mistakes and build on what was done well.

## 2. Living Body of Christ

*(1 Peter 4:10)*

*Each of us has been blessed with at least one of God's many wonderful gifts to be used in the service of others. So use your gift well.*

To what extent are you helping to organise your parish in such a way that tasks are distributed according to the spiritual gifts of individual Christians?



Comments and examples about your assessment of yourself

Where there is a "living body of Christ"...

- ✦ There is regular teaching about spiritual gifts, and there are opportunities for people to take initiative in using them to serve God and build up the Church.
- ✦ Ordained and lay leaders are aware of their own spiritual gifts, and are helping other people to discover and grow in theirs.
- ✦ People are given opportunities to experiment and find out whether or not they are gifted in particular areas.
- ✦ Those who are experienced in particular areas of ministry are used as mentors or guides to those who are starting out.

## 3. Passionate about Knowing God

*(Romans 12:1-2)*

*Dear friends, God is good. So I beg you to offer your bodies to him as a living sacrifice, pure and pleasing. That's the most sensible way to serve God. Don't be like the people of this world, but let God change the way you think. Then you will know how to do everything that is good and pleasing to him.*

To what extent are you helping your members to grow so that their lives are characterised by assurance of faith, prayer, enthusiasm and boldness?

Comments and examples about your assessment of yourself

Where people are “passionate about knowing God” ...

- ✦ Ordained and lay leaders are confident about their salvation and are committed to their relationship with God through daily personal prayer and Bible reading.
- ✦ The leaders of the parish have regular retreats or quiet days to seek the Lord and listen to his guidance.
- ✦ Prayer teams and intercession groups are actively encouraged, and there are regular testimonies about answered prayer.
- ✦ People are taught to pray, **both** using the resources of the Anglican Prayer Book **and** praying spontaneously as led by the Spirit.

#### 4. Effective Structures

(Acts 6:2-4)

*The twelve apostles called the whole group of followers together and said, “We should not give up preaching God’s message in order to serve at tables. My friends, choose seven men who are respected and wise and filled with God’s Spirit. We will put them in charge of these things. We can spend our time praying and serving God by preaching.”*

What part do you play in seeing that the finances, buildings and meetings of the parish are well run and serve the vision of the church?

Comments and examples about your assessment of yourself

Where there are “effective structures” ...

- ✦ The parish has a clear vision or mission statement, the members know what it is, and it is regularly used to evaluate progress, prepare for meetings and make further plans.
- ✦ For each of the different areas of ministry in the parish there is a responsible leader and trainee or assistant leader, supported by a team.
- ✦ There is a good system of communication so that everyone has access to the information they need – and newcomers can easily find out what is going on.
- ✦ There is a budget that supports the parish vision, and the treasurer produces monthly financial statements and annual accounts; buildings are well cared for and maintained.

## 5. Inspiring Worship

(Ephesians 5:18-20)

*Don't destroy yourself by getting drunk, but let the Spirit fill your life. When you meet together, sing psalms, hymns, and spiritual songs, as you praise the Lord with all your heart. Always use the name of our Lord Jesus Christ to thank God the Father for everything.*

How strong is your contribution to making the worship services an inspiring experience for church members and visitors?

Comments and examples about your assessment of yourself

Where there is "inspiring worship"...

- ✦ There is a worship team that meets to plan and evaluate creative, vibrant, Spirit-filled worship services, working together with the preacher, worship leaders and choir.
- ✦ The sermons are well prepared and relevant to the life situations and needs of those present; services include personal testimonies from members of the congregation.
- ✦ During the church services there is a high quality children's programme (Sunday School) with well-trained teachers who feel supported by the church leadership.
- ✦ Every service includes opportunities for healing ministry and prayer for those in need.

## 6. Committed Small Groups

(Acts 2:42-27)

*They spent their time learning from the apostles, and they were like family to each other. They also broke bread and prayed together. Everyone was amazed by the many miracles and wonders that the apostles worked. All the Lord's followers often met together, and they shared everything they had. They would sell their property and possessions and give the money to whoever needed it. Day after day they met together in the temple. They broke bread together in different homes and shared their food happily and freely, while praising God. Everyone liked them, and each day the Lord added to their group others who were being saved.*

To what extent are you encouraging small groups to meet for Bible study, prayer, fellowship, worship, ministry and action?

Comments and examples about your assessment of yourself

Where there are "committed small groups"...

- ✦ Small group leaders receive training, and meet regularly for encouragement and sharing.
- ✦ The ordained clergy help the small groups to find suitable material for study, and visit the groups from time to time for teaching and fellowship.
- ✦ There are different types of small group to meet the needs of different people in the parish.

- ✦ Groups are encouraged to get involved in the life and ministry of the chapelry and parish.

## 7. Relevant Evangelism

(1 Corinthians 9:20-22)

*When I am with the Jews, I live like a Jew to win Jews. They are ruled by the Law of Moses, and I am not. But I live by the Law to win them. And when I am with people who are not ruled by the Law, I forget about the Law to win them. Of course, I never really forget about the law of God. In fact, I am ruled by the law of Christ. When I am with people whose faith is weak, I live as they do to win them. I do everything I can to win everyone I possibly can.*

How effectively are you encouraging evangelistic activities that relate to the needs of the people in the community you serve?

Comments and examples about your assessment of yourself

Where there is “relevant evangelism”...

- ✦ Special evangelistic programmes (such as Alpha) and events (such as “missions” and invitation services) take place regularly.
- ✦ Members of the parish know how to share their own testimonies, and how to lead someone to faith in Christ (e.g. using the “Four Spiritual Laws”).
- ✦ There is a well-organised programme for welcoming newcomers to the church and helping them to become active members of the parish.
- ✦ The parish is involved in planting new churches where they are needed.

## 8. Loving Relationships

(John 13:34-35)

*But I am giving you a new command. You must love each other, just as I have loved you. If you love each other, everyone will know that you are my disciples.*

How good are your relationships with others in the parish, and in what way do you contribute to a spirit of love, acceptance and forgiveness?

Comments and examples about your assessment of yourself

Where there are “loving relationships”...

- ✦ Members of the parish enjoy spending time together and doing things socially together – they have a lot of fun and laughter together.
- ✦ Clergy, lay leaders and members of the parish are learning to handle conflicts constructively.
- ✦ “The peace” is not just a time of “holy chaos”, but reflects the lives of people who are reconciled to God and one another.

- ✦ Members of the parish care for one another in times of need.

### 9. Caring Community Development *(Matthew 25:35-40)*

*When I was hungry, you gave me something to eat, and when I was thirsty, you gave me something to drink. When I was a stranger, you welcomed me, and when I was naked, you gave me clothes to wear. When I was sick, you took care of me, and when I was in jail, you visited me... Whenever you did it for any of my people, no matter how unimportant they seemed, you did it for me.*

How much are you encouraging and empowering the people of your parish to care for the poor, including those who are suffering as a result of HIV / AIDS?

Comments and examples about your assessment of yourself

Where there is "caring community development"...

- ✦ The parish has programmes (often working with other churches) to reach out to the poor and needy - many of whom are not members of the church.
- ✦ The parish is using its land and buildings to serve the community in some way (perhaps working with the "Awaken" project), for example: Drop-in centres for children; homework clubs; growing crops; job-creation projects; hosting a clinic; teaching about HIV & AIDS, TB, Diabetes, etc.
- ✦ God is raising up people to participate in various ministries of compassion: prison visiting, hospital visiting, caring for the aged and lonely.
- ✦ The parish and its members are making a positive contribution to the issues that are affecting the community and society in which they live.

Is there anything else you would like to talk about?

Signed:

Clergyperson

Supervisor

Bishop

Date: