

Sample Congregational Leadership Assessment Questions

Adapted from Jill M. Hudson's

When Better Isn't Good Enough: Evaluation Tools for the 21st Century

Characteristic 1: The Ability to Maintain Personal Balance

1. Is my service to the congregation within the number of hours of service agreed upon?
2. Do I conduct myself in a professional manner when serving the church in an official capacity?
3. Do I honor my status as a member of the congregation by participating fully in its life, not limiting my involvement to the areas in which I serve?
4. Do I support my congregation financially at a stewardship level?
5. Do I maintain a personal spiritual life, such as prayer, meditation and other devotional activities?

Characteristic 2: The Ability to Guide a Transformational Faith Experience

1. Am I comfortable talking about my faith with others?
2. Can I direct someone exploring faith for the first time to the programs of my church that might be of assistance?
3. Do I seek out new members of our church and find ways to make them feel included?

Characteristic 3: The Ability to Motivate and Develop a Congregation to be a Mission-Focused

1. Am I aware of the specific population my congregation is trying to reach?
2. How have I been hospitable and welcoming to visitors?
3. Do I invite people to my church and encourage others to do so?
4. How does my area of service help people to be more effective evangelists?

Characteristic 4: The Ability to Develop and Communicate a Vision

1. Can I articulate the vision of our congregation?
2. Do I have a vision for my area of volunteer work?
3. Have I communicated this vision to other lay leaders?

Characteristic 5: The Ability to Interpret and Lead Change

1. Do I seek the information I need to understand the rationale and steps for changes in my congregation?
2. Can I interpret the rationale for change to others?

Characteristic 6: The Ability to Promote and Lead Spiritual Formation for Church Members

1. Do I understand how my work furthers the spiritual development of members?
2. Do I recognize the spiritual gifts of others and encourage them to serve in my congregation?
3. Do I refer the names of those who may have gifts for service in the church to the appropriate person?

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Characteristic 7: The Ability to Provide High-Quality, Relevant Worship Experiences

1. Am I supportive of the variety of worship services offered in my church?
2. Am I familiar enough with each service to make a recommendation to someone inquiring about worship opportunities?

Characteristic 8: The Ability to Identify, Develop, and Support Lay Leaders

1. Whom have I nurtured into a new leader this year?
2. In what ways have I sought out people from marginalized communities (people of color, youth, young adults) as potential leaders?
3. How have I encouraged new members to use their gifts in the life of the congregation?
4. In what specific ways did I support current leaders?
5. How have I contributed to building a healthy congregation?
6. Do I attend meetings in the areas of my responsibility?
7. Do I comfortably ask questions of others, to better understand their work?
8. Have I shared my hopes and dreams for the congregation in the coming year?

Characteristic 10: The Ability to Manage Conflict

1. Do I understand my own conflict-management style?
2. Do I understand my church's process for grievances?
3. Do I share conflicts or tensions with my mentor or the person responsible for my area of service?
4. Am I willing to ask for help in resolving a conflict?

Characteristic 11: The Ability to Navigate Successfully the World of Technology

1. Am I proficient in basic computer skills?
2. Do I understand the software programs that will help to serve the church's mission?
3. Can I use the Internet for research or communication related to my area of service?

Characteristic 12: The Ability and Desire to Be a Lifelong Learner

1. Do I have learning goals for myself this year?
2. Do I contribute to creating a learning community within the staff, leadership team, and congregation?
3. What workshops or other programs have I attended that enhance the performance of my volunteer service?