



Northern Synod

TAKING STOCK

**Ministers' Accompanied
Self-Appraisal
(MASA)**



In the United Reformed Church, those who are called by God to the ministry of Word and Sacraments have that sense of call tested and acknowledged by the church. The Church also gives the authority for the exercising of that ministry.

The basic theological concept behind a scheme of ministerial review is that we are all accountable to God for the discharge of the ministry graciously given to us. A framework in which we regularly stand back and reflect can be seen as our recognition of that basic accountability.

There are other New Testament themes behind this scheme and these include the full use of gifts and talents in God's service: the concept of stewardship; and the need for each of us to play our proper part in the life of the Body so that it grows and develops. It is appropriate, therefore, that those called to ministry should regularly 'take stock' of that ministry, and to do so as objectively as possible. It might be reasoned that such 'taking stock' could best be achieved through personal prayer and reflection. But we are not always the best people to appraise ourselves without support. It is hard to be objective and it is not always easy to discern God's intention in our lives.

This booklet has been designed as a means of helping those in all types of ministry to reflect on that ministry and to strengthen and develop it.

In the light of discussion which you may have had with those most closely involved with you in the exercise of your ministry, you should try to answer all relevant questions fully but concisely; this will certainly help you and your appraisal partner in the session where you consider what can be drawn from your reflections about the past and your hopes for the future.

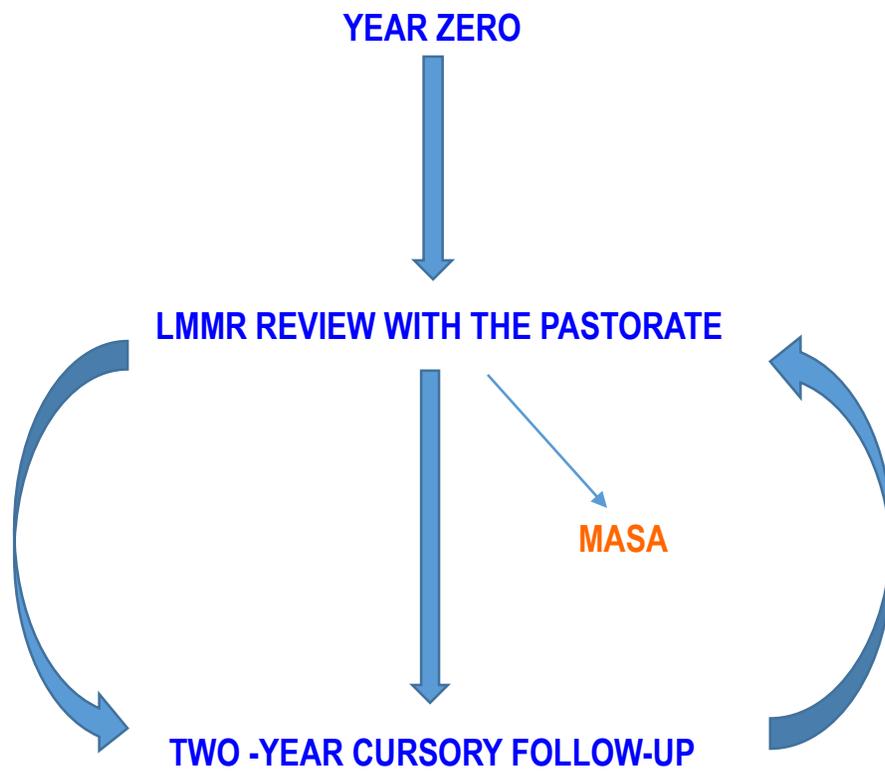
The goal of this process is the mutual enrichment of your ministry as an individual and, just as importantly, as part of a collaborative team: this reflects the assumption accepted by the Church that the ministry and mission of a local church is a collaborative partnership of the members and the minister, not the sole responsibility of the minister.

For this reason the review takes place in the context of your current role description and of the church's developing mission strategy as outlined through the church profile which is reviewed through the Local Mission and Ministry Review (LMMR). This Ministerial Accompanied Self-Appraisal (MASA) is integral to the Local Mission and Ministry process.

CONTENTS

How MASA fits into the LMMR process
Self-Assessment Questionnaires
What's Next?
Further Support

How MASA fits into the LMMR process



PART ONE: PERSONAL REFLECTION

As you work through this section, please write your thoughts down. Whether you wish to discuss these questions with your Appraisal Partner (AP) or not, it will certainly assist your AP to know your thoughts when Part 2 is under discussion.

What have been the most important events in your personal life in the past two years and how have they impacted on your ministry?

In what ways do you feel the work of ministry impacts on your personal life?

How do you feel about the expectations placed upon you by the Church (locally and denominationally?)

There may be some personal areas where you feel particularly pressurised, if so, how do they impact on your ministry?

The first Vision 2020 statement refers to our aspiration to grow in our practice of spirituality and prayer, nurturing strength for our witness to Jesus Christ, and developing our discernment of where God is and what God is calling us to do by reading and studying the Bible and through the power of the Holy Spirit.

How have you developed with regards your practise of spirituality and prayer?

What events / learning opportunities / retreats etc have you attended in the past two years which has helped your spiritual development?

In all ministries, there are often ups and downs.

Within recent years how have the positive and negative aspects within your work impacted on your ministry?

In any ministry there can be occasions when difficulties arise with organisations or individuals.

What strategies do you use to a) identify the core of the problem and b) deal with the situation?

What arrangements have you for accessing support, if needed, from outside the congregation?

What other issues (if any) would you like to raise?

PART TWO: ASSESSMENT OF YOUR MINISTERIAL ACTIVITIES

Think about the balance of your time, including preparation, under the headings below. In each column rank the activities on a scale of 1—7 where 1 is the most time spent and 7 the least time spent.

In each category ensure that each number is only used once.

How you'd like it to be	How it is in practice	How you feel your church(s) expects it to be	How you perceive it to be according to your Role Description
-------------------------	-----------------------	--	--

Spirituality, Prayer and Evangelism

Worship leading and preaching

- In my own church(es)
- Elsewhere
- Speaking to groups outside the church
- Prayer and Bible study groups

Community Partnerships

Pastoral Care and Community Care

- Home / Hospital visiting
- Marriage / Baptism preparation
- Bereavement / relationship / family support etc
- Handling spontaneous pleas for help eg from the homeless
- Speaking to church groups
- Involvement with community organisations

--	--	--	--

Hospitality and Diversity

Teaching and Nurture

Children and Young People:

Involvement in Worship / Decision making

School links etc.. Other organisations etc

Facilitation of training ref: diversity and inclusiveness

Elders training and other church leaders

Church Growth

Building the Church

Developing the membership (nurture / teaching)

Fresh expressions of church

Any other activities?

Ecumenical and Global Partners, Justice and Peace

Working with others—Ecumenical and World Church

Collaborative working with others

Joint mission initiatives / projects

'Churches Together' groups

Clergy Groups

Commitment for Life / World Aid agencies

World Church links

--	--	--	--

Resources (Integrity of Creation)

The 'business' of being Church

- Elders meetings
- Church meetings
- Synod committees
- Trustee meetings
- Chairing meetings
- Participation in other ways
- Funds available for ministry
- Technological resources
- Synod support
- Eco-Congregation activity
- Implementing policies, procedures
- Fair trade Church

ANY OTHER ACTIVITIES (PLEASE LIST)

--	--	--	--

PART TWO—contd:

If there are marked differences between any of the perspectives in the preceding scorings, to what do you attribute them?

What could be done to change that situation if it needs changing?

How could you contribute to that?

What external resources, if any, might be helpful to you?

As a result of this process, i perceive my strengths to be:

And the special skills / knowledge / aptitude / interest I would like to use more and share in my ministry are:

I would like to reflect on or discuss further the following:

PART THREE: RELATING TO THE LMMR PROCESS (Pastorate Review)

With your current Role Description and Church Profile to hand:

Have the emphases in your ministry reflected your Role Description?

If in reality your time usage and priorities have differed significantly from that anticipated two years ago, why has this happened?

As your church reviews its Mission Priorities as outlined in the Church Profile, do you see a need for changes in your role as a result of this review?

Are there changes that you should be pressing for, both in Mission Priority and in your Role Description, to address any problems that may have hampered your ministry in the last two years?

PART FOUR: WHAT'S NEXT

Ministers Accompanied Self-Appraisal has limited value if it only looks back. Reflection on what has gone well and what has not, is only really fruitful when we learn from it and look to the future.

Self-appraisal is about looking carefully, honestly and prayerfully at ourselves and our ministry. In it we acknowledge our strengths and weaknesses, what excites us and what dismays us. It also helps us to reflect on where we have been, where we are now, and where we would like to be in our calling as ministers. So that this process of accompanied self-appraisal can be as beneficial as it ought, you need to spend some time in thinking about your on-going Education for Ministry.

In your self-appraisal, you will have identified where your particular skills lie and where you feel you lack adequate skills. These are obvious candidates for addressing in your own programme of EM3—building upon your strengths and addressing weaknesses. It is also helpful to think about the timescale and, especially if you are due a sabbatical in two or three years, to plan ahead.

When you have identified—however vaguely—what you would like to pursue as part of your continuing Education for Ministry programme discuss it with the person responsible in the synod for Learning and Development.

What would you like to pursue as part of your EM3 programme:

In the next six months?

In the next year?

In the next two years?

When are you due for a Sabbatical?

How would you like to use that Sabbatical?

This page has been left blank for extra notes