

PASTORAL REVIEW – REPORT

Pastor: James

Date: May 2023

1. Where is the pastor going well?

James has many strengths in ministry. He has strong leadership skills and has developed a clear Vision for the Youth & Young Adult ministry, which guides his planning and direction. He is also supportive of the wider Church Vision and has taken responsibility in promoting that Vision both within his ministry area and in the wider church. He invests heavily in a team-based ministry, and is an excellent team member himself. He is very devoted to relationship building, with friends and team members, but also with those whom he is seeking to disciple. He likes to try new ideas and has particularly been exploring opportunities to build more community engagement, including through SRE / schools. He has good support networks, and has been improving his self-care through better use of time off and more exercise. Finally, James's preaching is excellent - Biblically faithful and relevant, able to engage a range of audiences.

2. What areas appear to need further attention?

- a) Cross-cultural awareness and engagement beyond the Friday night demographic to other groups in the wider church and local community.
- b) Sometimes the communication of details, and ensuring vision and ideas (eg. mentoring of youth by his leaders) move to action and practical outcomes.

3. Synergies and clashes with personal strengths

- a) This probably just reflects a lack of experience with the other cultural groups, as well as time pressures. It is likely that this area will develop well as James applies his strong and innovative strategic and leadership skills to the challenge.
- b) James's planning in the last year has definitely moved to embrace strong and measurable outcomes. He already seems to be very committed to bringing a discipline into the process so that ideas move to practical action and so his team clearly understand the desired outcomes.

4. What changes need to be made? And what recommendations are made for improvement? (setting performance goals, additional resources, training or other support, negotiate changes to role description)

- a) Make discussion of opportunities and challenges to develop ministries that embrace cultural groups that aren't responding to current ministries, a regular and ongoing element of meetings with Senior Pastor. Seek others (?Harry Jones) who can partner with James in this. Monitor progress... Are there training opportunities?
- b) James is already taking the steps required in this area. Current quarterly strategies are very concrete and measurable, as are the plans that came out of the Youth Leaders Retreat. It will be important to ensure James's team continue to understand and apply desired outcomes, and to continue to monitor the extent to which they are achieved. This can take place by reporting on desired outcomes as the year unfolds, and ensuring this is a focus in meetings with Senior Pastor.