

PASTORAL REVIEW – REPORT

Pastor: Tanya

Date: May 2023

Where is the Children's Ministry Worker going well?

In many areas. Tanya has...

- emphasised getting to know, and showing an ongoing interest in, the range of children & family ministry areas. She has done an impressive job of supporting those on the children & family ministry team, given the number and variety of them. She is seen to be easy to approach and ready to listen.
- done excellent work helping to bring our Safe Church Policy and implementation up to speed, and much has been achieved since she began (though noting the ongoing challenge to tie up loose ends and maintain this area).
- established a peer support network; she is committed to wider connections in our family of churches; she is proactive in pursuing Personal Development opportunities; & we applaud her decision to commit to her own growth through our discipleship program.
- a demonstrated commitment to community connections through SRE & Playgroup.
- a willingness to be hands-on in ministry.
- excellent 'big picture' ideas (eg. coaching Small Groups to include children, family events like picnics / movie night / holiday club, parenting seminars, more all-ages worship, trialling a small, intergenerational church model, & other cultural change in our children's ministries), and a demonstrated willingness to take initiative and try new strategies.

What areas appear to need further attention?

The biggest challenge appears to be that the immediate demands of the role mean progress at the 'big picture' level hasn't been what Tanya might have hoped. She hasn't been able to follow through on many of her great ideas. This is important, given that 'providing leadership' (rather than hands-on ministry) is the key purpose of the role. Noting however, when we review what has been achieved in 2.5 days/week, including in terms of 'big picture' changes over & above the ongoing demands of the role, it is impressive (eg. equipping and encouraging families through the newsletter, greater ownership of special services by children). Related to this challenge is the need to establish a supportive team around Tanya.

Synergies and clashes with personal strengths

Tanya has the ideas, but needs support to execute them. This is more about the demands & limitations of the role than a clash with Tanya's strengths. However, as with all of us, some of the more challenging aspects get 'postponed'.

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)

Recognise that initial aims/hopes were very ambitious, and achievement in the time available has still been strong. Proposed actions:

- We encourage Tanya to step out in faith with some of the ideas God is giving her.
- Simplify quarterly reports to clarify 1 or 2 new things to focus on for the quarter – separate this from the broader reflection of philosophy and big ideas for the future
- review with Senior Pastor how time can be allocated to these 1 or 2 new things.
- Make it a priority to plan a strategy with Senior Pastor to build a small support team.

Final Comments

Tanya has taken a professional, reflective and generous attitude to her work within the church. She is an excellent team member. She has proven herself to be reliable in her administration and report writing. It's been impressive what Tanya has been able to achieve in 2.5 days / week! The last year has been a big challenge but Tanya is to be highly commended for the manner in which she has tackled it.