

PASTORAL AND TEAM REVIEWS

MULTIPLY WORKSHOP

***“A HEALTHY CHURCH IS A
SELF-REFLECTIVE CHURCH”***

PETE DAVIES

NOT JUST PASTORAL REVIEWS

- **team reviews**
- **church health assessments**
- **community surveys**

PASTORAL REVIEWS

What would we hope for?

PASTORAL REVIEW PACKAGE

AIM

TO PROVIDE CHURCHES WITH A READY RESOURCE FOR DEVELOPING A HEALTHY PASTORAL REVIEW PROCESS.

- **Enabling flexibility so that churches can develop a process that suits their context**
- **Not so many options it will appear too daunting for churches.**

PASTORAL REVIEWS PACKAGE

<https://nswactbaptists.org.au/resource-pack-pastoral-review-for-churches/>

PASSWORD: Review23

4 ELEMENTS:

- **Introduction to Pastoral Reviews**
- **Policy Templates**
- **Pastoral Review Tools**
- **Pastoral Review Tools - Additional**

INTRODUCTION TO PASTORAL REVIEWS

Pastoral Reviews

IMPORTANT CONSIDERATIONS

- **proactive** and **formative**, not reactive and summative
- normal part of the **rhythm** of church life
- **agreed upon process**
- **constructive feedback** and **appropriate accountability**
- **not** for **conflict resolution**
- **sustainable** process
- can serve as a '**pressure relief valve**'
- considers **professional and personal** development
- based on **Position Description** and any agreed goals
- undertaken by an **appropriate group of people**
- part of a **broader review commitment**

Pastoral Reviews

POLICY DOCUMENT

A policy document should be developed that outlines:

- review goals
- review group
- review process
- review report

Pastoral Reviews

INTRO DOCUMENT

Includes recommendations about:

- **review team**
- **review process**
- **review cycle**
- **review tools**
- **review report**
- **review interview**

Pastoral Reviews

CONFIDENTIALITY

- If the aim is to ensure a 'formative' process, it is best if the review report is **owned** by the Pastor
- This means there needs to be discussion and **agreement** with the person being reviewed about what goes into reports to the governance group and church
- **Transparency** engenders trust but an increasing degree of '**generality**' is likely to be appropriate perhaps for the governance group and then more likely for the church
- Particularly **sensitive** feedback may best be reserved for a separate and confidential letter to the person being reviewed.

Pastoral Reviews

SPOUSE INTERVIEWS

- are completely **voluntary**
- are **NOT** for the purposes of '**reviewing**' the spouse
- are primarily to give the spouse a '**voice**' on any matters desired in relation to life and ministry in the church
- are treated with the utmost **confidentiality**. Any feedback to the leadership team is only with the prior specific permission of the spouse
- may include one 'interviewer' (e.g. agreed and trusted governance team member) and one trusted **support person** for the spouse.

HEALTHY TEAMS

What does a healthy team look like?

Healthy Teams

THEY DON'T JUST HAPPEN

- a **team covenant** - shape, and over time, refine a teamwork covenant which articulates the collective commitments team members make to each other
- **annual retreat** - for team building, planning and setting goals, reflecting and praying together
- **team reviews** - eg. '12 Dynamics of Teamwork', 'Team Evaluation Survey', 'Groups v Teams', '5 levels of delegation'
- **self and team understanding** - '16 personalities', Belbin's team role questionnaire, 'Conflict Styles'

Healthy Teams

5 LEVELS OF DELEGATION

- **What are examples of each?**
- **Where do you best operate?**
- **How might this be helpful?**