



CHURCH MINISTRY REVIEW

“When Jesus had called the Twelve together, he gave them power and authority to drive out all demons and to cure diseases, and he sent them out to preach the Kingdom of God and to heal the sick.” Luke 9: 1-2

“It was he who gave some to be apostles, some to be prophets, some to be evangelists and some to be pastors and teachers....” Ephesians 4: 11

Those called to Christian ministries of any kind recognise that their calling comes from God alone. Through the Holy Spirit the gifts are given that are essential to fulfil the calling. It is therefore clearly recognised that the responsibility for a minister’s faithfulness is to God. But no one ministers in a vacuum. Ministry, by definition, involves other people. In the NT it is clear that ministry is exercised within or out of a local fellowship or church. Even now those sent out to new fields today, such as missionaries or evangelists, are commissioned by a local church and will usually serve within a definite organisation.

There is a need for reporting back and mutual encouragement.

“When the apostles returned, they reported to Jesus what they had done.” Luke 9: 10

“The seventy returned with joy and said,...” Luke 10: 17

“From Attalia they sailed back to Antioch, where they had been committed to the grace of God for the work they had now completed. On arriving they gathered the church together and reported all that God had done through them.” Acts 14: 26-7

It is in this spirit that we bring this process of annual review to you. It aims, in an objective way, to help church leaders look at all aspects of their ministry, usually once a year, and to explore ways of being more effective in the future.

Note that it is applicable, with suitable modifications, for all who lead in the Connexion. In the local setting this includes ministers, elders, deacons, youth leaders and so on. It is also appropriate for the General Secretary, the Treasurer, individual trustees, the SLM Committee and Youth Conference leadership.

The Basis

Job Description.

Each person with a church responsibility should know what their job entails, their responsibilities and boundaries and to whom they are accountable. This is usually set out in the form of a Job Description. If you do not have one, whatever your role, you should agree one with your church.

Objectives for the year.

For example, the job might indicate responsibility for the pastoral care of the congregation. But you might have set a target to visit parents of Sunday school children during the year. These Objectives for each element of the job, agreed within the church, should be written down in a way which is specific, measurable, aligned, realistic and timebound. It is the way these targets have been met or developed which should be a major part of any annual review within a church or team.