### A picture containing text Description automatically generatedReader Ministry Review

### 180° Questionnaire

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| --- | --- |
| Name of Reader: |  |
| Name of Reviewer / Incumbent: |  |
| Questionnaire completed on (date): |  |

Alongside each category mark a clear ‘X’ in the box that best summarises your assessment of the Reader’s ministry in that area. If you feel unable to comment on any aspect of Ministry please leave blank or cross out irrelevant lines. The comment box allows you to briefly explain your assessment, give examples or make any further comments.

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| Aspect of Ministry | Weak | **Developing** | | | **Maturing** | | | | **Accomplished** | | | | | | **Outstanding** | |
| **1. Communication***… to communicate effectively and appropriately in both written and verbal form with people of all ages and situations in society, inside and outside the church. They are particularly called to active listening and empathetic behaviour.* |  |  | | |  | | | |  | | | | | |  | |
| **Comments:** | | | | | | | | | | | | | | | | |
| **2. Leadership**… *to offer appropriate lay leadership within the Christian community, to enable the community to develop its vision. All ministers are called to encourage, inspire, motivate and empower members of the church, individually and collectively, to achieve that vision.* |  |  | | |  | | | |  | | | | | |  | |
| **Comments:** | | | | | | | | | | | | | | | | |
| **3. Outreach***… to develop a ministry that encourages new people to Christian faith and will support existing Christians in evangelism and discipleship. They are called to develop relations with community, external organisations and, where appropriate, their employing body, to promote positive links with the church.* |  |  | | |  | | | |  | | | | | |  | |
| **Comments:** | | | | | | | | | | | | | | | | |
| Aspect of Ministry | Weak | | **Developing** | | | **Maturing** | | | | **Accomplished** | | | | | | **Outstanding** |
| **4. Pastoral Care***… to identify pastoral care needs and to contribute to the provision of appropriate pastoral care in the parish.* |  | |  | | |  | | | |  | | | | | |  |
| **Comments:** | | | | | | | | | | | | | | | | |
| **5. Personal Development***… to continue to develop personal skills and knowledge in relation to ministry through courses of study, reading, consultancy, training courses and workshops.* |  | |  | | |  | | | | |  | | | | |  |
| **Comments:** | | | | | | | | | | | | | | | | |
| **6. Preaching***… to reflect, interpret and preach the gospel in a way that will encourage faith development. They will adapt the content and style for different audiences, occasions and purposes (using biblical interpretation, doctrine, pastoral care, ethical teaching and other models).* |  | |  | | |  | | | | |  | | | | |  |
| **Comments:** | | | | | | | | | | | | | | | | |
| **7. Self- Management***… to agree a role descriptor that supports a balance between the Reader’s ministry and other commitments which they are obliged to fulfil. Part of this will recognise mutual accountabilities for different roles.* |  | |  | | |  | | | | |  | | | | |  |
| **Comments:** | | | | | | | | | | | | | | | | |
| **8. Spirituality***… to maintain a prayerful spiritual life with appropriate support networks (including spiritual director or equivalent and regular retreats). They will recognise themselves to be on a life journey involving development of theological understanding and spiritual reflection.* |  | |  | | |  | | | | |  | | | | |  |
| **Comments:** | | | | | | | | | | | | | | | | |
| Aspect of Ministry | Weak | **Developing** | | **Maturing** | | | **Accomplished** | | | | | | | **Outstanding** | | |
| **9. Teaching***… to teach different ages and at different levels of faith or knowledge, in support of faith development. This may include Confirmation, school assemblies, introduction to Christianity (Alpha, Emmaus, etc) nurture courses, and pastoral care courses. This may be in formal teaching environments or in small groups. They may plan, organise and conduct a programme of teaching which supports the vision and needs of the church community.* |  |  | |  | | |  | | | | | | |  | | |
| **Comments:** | | | | | | | | | | | | | | | | |
| **10. Working Collaboratively***… to work collaboratively with others (including, as appropriate, clergy colleagues, churchwardens, PCC, staff and volunteers), ensuring individuals’ gifts and talents are identified and used effectively in any given situation or task. They are called to share ministry, encouraging and building up the community of faith and, where appropriate, working with other faiths.* |  |  | |  | | | |  | | | | |  | | | |
| **Comments:** | | | | | | | | | | | | | | | | |
| **11. Worship***… to lead worship prayerfully, competently and confidently. To plan, organise and conduct a programme of worship that supports the vision and needs for ministry including appropriate use of resources, music, teaching and preaching.* |  |  | |  | | | | |  | | |  | | | | |
| **Comments:** | | | | | | | | | | | | | | | | |

**Thank you for completing this questionnaire. Your contribution will be used anonymously**. **When the questionnaire is completed, please return it to the Reviewer / Incumbent.**