



## **GUIDE for SPRC Responses to Self Reflections of Clergy Leadership**

The numbered questions will be answered by the clergy and presented to the Staff/Pastor Parish Relations Committee. The questions in parentheses are suggested follow-up questions for the Committee when they meet with the clergy.

- 1. What are your spiritual gifts? What do you do best?**  
*(Are these gifts a match for the A, B, and C priorities of the church? Do you see evidence of these gifts? Do you feel that the clergy person is doing what he or she does best?)*
- 2. What are you most passionate about in ministry?**  
*(Do you see this passion being lived out?)*
- 3. How are you leading through your spiritual gifts and passion?**
- 4. What are your ministry goals for the next year?**  
*(Do you have some plans for short term celebrations? How will we know if we achieve these goals? Are the goals realistic?)*
- 5. Do you have the resources you need to fulfill your ministry responsibilities?**
- 6. Are you a part of a covenant / accountability group?**  
*(How can we support you in making time for this group? What plans do you have for becoming a part of a group?)*
- 7. Do you feel like the people you work with, staff and lay leadership, share a common commitment for the church?**  
*(If not, what do you believe the problem/s to be? How can we help you in dealing with the problem/s?)*
- 8. What do you think SPRC expects of you in the coming year?**  
**What do you expect from SPRC in the coming year?**
- 9. What motivates you the most?**
- 10. The best affirmation/recognition I've ever received is. . .**  
**It was the best because. . .**
- 11. When you achieve your goals, how would you like to be recognized?**
- 12. Is there a particular skill you would like to develop? What do you think is the best way for you to develop this skill?** *(How can we support you in this?)*
- 13. How often do you think we should get together to discuss how things are going?**