

**Sample Template
Strategic Ministry Review
Episcopal Diocese of Washington**

Introduction

The purpose of Strategic Ministry Review is to explicitly and thoughtfully review parish life. Its intent is to celebrate successes and explore challenges, determining how to leverage the former and minimize the latter. Strategic Ministry Review is an opportunity for lay and clergy leaders to share thoughts about their own, the other's, and their mutual contribution to parish life and about whether the parish is achieving its most overarching goals to serve Christ.

Participants are encouraged to remember that Strategic Ministry Review is a Christian review, intended to assist productive ministry. It is neither a performance review nor a corporate success evaluation, though it might reflect nuances of both.

Scope

Scope of any Strategic Ministry Review depends upon the parish and its needs at a particular point in time. This template is broad in scope and focuses on parish health and operations.

Background Materials

Because ministry exists in context, it is recommended that all participants read the vestry handbook, the clergy job descriptions, the parish mission, and any other pertinent documents before completing this review.

Question Template

The template on the following pages presents fifteen questions. Feel free to save the template as another document name and complete it electronically. If both lay and clerical parties use this template, it will facilitate alignment and common understanding during the discussion sessions. *Please read all the questions through at least once before responding to them. They are in no particular order and cover a variety of topics.*

Strategic Ministry Review Sample Template and Reflections

Questions	Responses		
	<i>Reflections on the Priest</i>	<i>Reflections on the Vestry and Lay Leaders</i>	<i>Reflections on Mutual Leadership Efforts</i>
How have we contributed to rewarding liturgy and worship?			
How have we contributed to liturgy and worship challenges?			



<p>How have we contributed to pastoral care?</p>			
<p>How have we contributed to pastoral care challenges?</p>			



<p>How have we contributed to program successes?</p>			
<p>How have we contributed to program struggles?</p>			



<p>How have we contributed to community building and fellowship, especially considering XXXXX?</p>			
<p>How have we struggled with community building and fellowship, especially considering XXXX?</p>			



<p>How have we contributed to successful parish administration and financial management?</p>			
<p>How have we contributed to struggles in parish administration and financial management?</p>			



<p>How have we contributed to productive communication within the leadership group?</p>			
<p>How have we contributed to communication challenges within the leadership group?</p>			



<p>How have we contributed to productive decision making within the leadership group?</p>			
<p>How have we contributed to decision-making challenges within the leadership group?</p>			



<p>How have we contributed to productive communication with and within the parish?</p>			
<p>How have we contributed to communication challenges with and within the parish?</p>			



<p>How have we contributed to the success of our clergy?</p>			
<p>How have we contributed to struggles in our clergy?</p>			



<p>How have we contributed to successful lay leadership?</p>			
<p>How have we struggled with lay leadership?</p>			



<p>How have we dealt with unexpected joys?</p>			
<p>How have we responded to unforeseen challenges?</p>			