

# Parish Oversight Assessment

## Using the Form

This form is a *tool to stimulate discussion* about parish oversight and to help identify areas in which objectives might be set for enabling the parish in more faithful and effective oversight. A rector and vestry or a rector and the wardens might use it in a exploration of mutual ministry. It should only be used in situations where those involved respect and have some trust in one another. It is an inappropriate tool if the parish is in conflict or if there are several vestry members who are angry with the rector.

A professional consultant might be asked to facilitate the process.

Five steps are recommended:

1. All participants fill out the form.
2. The ratings are collected on newsprint or a blackboard for the group to see.
3. Discuss the responses in small groups.
4. If desired, each small group may make a brief report.
5. If desired, a sub-group that includes the Rector may be appointed to draft objectives based on the conversation. These would be submitted to the Rector and Vestry for follow-up work.

**A. Overall satisfaction with parish oversight** - The competence and commitment of clergy and lay leaders for leadership and management; community building and deepening the congregation's spiritual life.

<b>I am very dissatisfied</b>	1	2	3	4	5	6	<b>I am very satisfied</b>
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**B. Spirituality** -Shaping a healthy corporate spirituality; enabling a pattern and climate that focuses the parish on Christ; that encourages people to discover the claim Christ has on them; that helps people to trust and rest in God; that calls the parish to contemplation, surrender and transcendence. Knowing ways to understand and guide the parish's spiritual life. A strong parish prayer life.

### 1. Rector/Vicar: comfort with, skills and knowledge for parish spiritual direction

<b>I am very dissatisfied</b>	1	2	3	4	5	6	<b>I am very satisfied</b>
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Weaknesses

Strengths

**2. Lay leaders: comfort with, skills and knowledge for parish spiritual direction**

<b>I am very dissatisfied</b>	1	2	3	4	5	6	<b>I am very satisfied</b>
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Weaknesses

Strengths

**C. Community** - Enabling an awareness that the parish is a local expression of the one, holy, catholic and apostolic Church; that it is the Body of Christ; that it has a mission given by God. Focusing the parish and each group in the parish on the mission of the Church (restoring all to unity) and the parish’s primary task (facilitating a cycle of renewal in baptismal identity & purpose and an apostolate in family, work, and civic life). Enabling a way of parish life in which people may be transformed more and more into the likeness of Christ. Being a community in which there is both acceptance and challenge. Being a caring community - bearing each other’s burdens and celebrating each other’s joys. Clearly presenting the Church’s expectations and standards regarding membership, sacraments, and the duties of Christians in a manner appropriate to the parish context.

**1. Rector/Vicar: comfort with, skills and knowledge for enabling the parish as a transforming community**

<b>I am very dissatisfied</b>	1	2	3	4	5	6	<b>I am very satisfied</b>
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Weaknesses

Strengths

**2. Lay leaders: comfort with, skills and knowledge for enabling the parish as a transforming community**

<b>I am very dissatisfied</b>	1	2	3	4	5	6	<b>I am very satisfied</b>
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Weaknesses

Strengths

**D. Leadership** - Use of the knowledge and methods of management and organization development. Has a clear direction and the skills for guiding the parish in that direction - a yearly assessment and exploration of parish life and ministry. Development of an informed, self-disciplined, faithful lay leadership. Clear decision-making and discernment processes. Effective financial, property, office management. Clear and appropriate use of authority. Conforms to the standards of the Church in regard to business methods.

**1. Rector/Vicar: comfort with, skills and knowledge for leadership management and administration of the faith community and organizational life**

<b>I am very dissatisfied</b>	1	2	3	4	5	6	<b>I am very satisfied</b>
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Weaknesses

Strengths

**2. Lay leaders: comfort with, skills and knowledge for leadership management and administration of the faith community and organizational life**

<b>I am very dissatisfied</b>	1	2	3	4	5	6	<b>I am very satisfied</b>
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Weaknesses

Strengths

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Categories are based on a framework in Robert A. Gallagher's, *Fill All Things: The Dynamics of Spirituality in the Parish Church*, Ascension Press, late 2006, and in *Power from on High*, 1982