



MINISTRY360©

The Ministry360 is a multi-rater survey instrument used to provide candid and specific feedback to ministry professionals on behaviors known to be critical for success in congregational settings. The Ministry360 report provides the participant ratings on his or her work place behaviors from four different rater categories and compares those ratings to self-ratings across multiple categories.

Ministry360 Assessment and Debrief Process:

The pastor who is participating will enter the names and email addresses of the raters from which they want to receive feedback on our secure website, including a minimum of 3 “Staff and Peers”, 5 “Congregation Members”, 2 “Supervisors” (that have some oversight for the pastor, i.e. personnel committee or similar), and 3 “Others”. We encourage between 12-20 raters total in order to receive full and accurate feedback across multiple people and perspectives. Each rater will receive an email invitation to participate and can then follow a link to the survey which will take approximately 20 minutes to complete. The survey asks for ratings and written feedback across 13 categories tied to ministry effectiveness in congregational settings.

Ministry360 Categories



Once the Ministry360 data is collected, the participant will schedule a 90-minute debrief session with one of our certified professional coaches who will work with the ministry professional to identify themes and patterns highlighted by the Ministry360. The goal of the debrief session is to determine what behaviors are contributing to or inhibiting workplace effectiveness and set development goals accordingly. The Ministry360 process uncovers both strengths and weaknesses. Accordingly, the information will provide a more accurate view of what behaviors are working well and what needs improvement going forward. The Ministry360 can also be paired with one of several personality inventories that can provide further insight into the participant’s unique personality preferences and motivations. An action plan and goal setting process will conclude the initial debrief session.

Additional professional coaching is available if desired, and a follow-up 360 process to determine progress toward goals, impact on raters, and other behavioral changes can be initiated 6-months after the initial 360 assessment.