

## Officer Self-Review Questions for Trinity 2021

Each officer is asked to reflect on and write answers to four areas of service during each year of active leadership, as described in the book **When Better Isn't Enough**, by Jill Hudson and guidelines from several Presbyteries across the country. These themes of leadership correspond to similar questions to which the pastor is responding. If you served as an officer last year, you are encouraged to review your responses to last year's questions and reflect on your growth in those areas over the past year. For this year, one question (1) will continue as an area of focus, and the other three are listed below. Currently the plan is for us to have some time set aside during August to discuss our responses as we are comfortable doing so. Participating in this process together reinforces our mutual leadership and sets forth goals for the coming year for both pastor and officers. Please use the sub-questions as "thought-starters," rather than responding simply Yes or No, and reflect on the themes as each applies to your situation and areas of ministry and service. (A separate evaluation form will be distributed for you to respond regarding the pastor on these same leadership characteristics.)

**For officers who served in 2020, here are the YEAR 1 Review Questions:**

### **Characteristic 1: The Ability to Maintain Personal, Professional, and Spiritual Balance**

1. Do I perform my volunteer duties within a reasonable number of hours?
2. Do I conduct myself in a manner reflecting Christian values when serving the church?
3. Do I honor my status as a member of the congregation by participating fully in its life, not limiting my involvement to the areas in which I serve as an elder/deacon?
4. Do I maintain a vibrant spiritual life, including personal prayer and other devotional activities?

### **Characteristic 5: The Ability to Interpret and Lead Change**

1. Do I seek information needed to understand the rationale and steps for changes in my congregation?  
Within my committee? With other Session members?
2. Can I interpret the rationale for change to others?

### **Characteristic 6: The Ability to Promote and Lead Spiritual Formation for Church Members**

1. Do I understand how my work furthers the spiritual development of members?
2. Do I recognize the spiritual gifts of others and encourage them to serve in my congregation?

3. Do I refer the names of those who may have gifts for service in the church to the appropriate person?

**Characteristic 11: The Ability to Navigate Successfully the World of Technology**

1. Am I proficient enough in basic computer skills to do the work my role requires?
2. Do I use the internet to research for information related to my area of service?
3. Do I send or receive and respond to electronic communication related to my role as an officer in a timely and efficient manner?

**Questions for 2021, to be used for reflection by all current officers:**

**Characteristic 1: The Ability to Maintain Personal, Professional, and Spiritual Balance**

1. Do I perform my volunteer duties within a reasonable number of hours?
2. Do I conduct myself in a manner reflecting Christian values when serving the church?
3. Do I honor my status as a member of the congregation by participating fully in its life, not limiting my involvement to the areas in which I serve as an elder/deacon?
4. Do I maintain a vibrant spiritual life, including personal prayer and other devotional activities?

**Characteristic 3: The ability to motivate and develop a congregation to be a “mission outpost” (helping the church reclaim its role in reaching new believers).**

1. Am I aware of specific populations our congregation is attempting to reach?
2. Have I been hospitable to visitors, asking them to attend special events and introducing them to others?
3. Do I invite others to my church and talk about its mission and fellowship with friends outside the church context as opportunity allows?

**Characteristic 9: The Ability to be part of a Team**

1. How have I contributed to being effective on my team/committee?

2. Do I attend all meetings for which my participation is expected? If unable, do I send information and ask about decisions made, so I can still contribute to activities?
3. Do I interact comfortably with others, encouraging each to share gifts and talents, contributing as they are able?
4. Have I shared my hopes and dreams for the work of my committee for the coming year with others?

**Characteristic 12: The Ability and Desire to be a Lifelong Learner**

1. Do I have learning goals for myself this year with regard to my work in the church?
2. Do I contribute to creating a learning atmosphere within my committee and the congregation more broadly?
3. What learning opportunities have I participated in to increase the effectiveness of my service?