



## EM360

*A formation process to help pastors  
and congregations better meet the  
conference's and local church's  
mission and ministry goals*



**HIGHER EDUCATION & MINISTRY**

General Board of Higher Education and Ministry

THE UNITED METHODIST CHURCH

## Effective Ministry 360

For the past 10 years, the General Board of Higher Education and Ministry (GBHEM) has engaged in research to identify the components of effective ministry for church pastors and to develop an instrument for pastors, Staff/Pastor-Parish Relations Committees (S/PPRC), district superintendents, and bishops to recognize and gauge pastoral effectiveness. This instrument is intended to be used as a part of the formation process to help pastors and congregations better meet the conference's and local church's mission and ministry goals.

Out of this research, GBHEM developed a 360 survey that focuses on the pastor's ministry in a local church and then guides pastors, S/PPRCs, and district superintendents to set goals for the local church's mission and ministry and establish an action/formation plan for how the congregation and pastor will partner to meet these goals.

### EM360 Measurements:

By analyzing the work of effective pastors through job analyses, focus groups, and surveys, we identified 13 dimensions of effective ministry and 64 personal attributes (knowledge, skills, abilities, and personal characteristics) that contribute to equipping the pastor for effectiveness in local church ministry.

The EM360 survey measures pastors on these two scales.

The 13 Effective Ministry Dimensions measure job performance.

The 64 Attributes help participants better understand the pastor's range of knowledge, skills, abilities, and personal characteristics that equip that pastor to be effective in ministry. *The Effective Ministry Dimensions and top Attributes are listed to the right.*

### EM360 Process:

All participants (pastor, S/PPRC members, district superintendent, and peer group) respond to questions about the pastor's work and the attributes that the pastor exhibits. The pastor receives a report that reports four perspectives: aggregate scores from the S/PPRC and peer group and individual scores from the pastor and superintendent. The pastor and S/PPRC then work through a discussion guide to help interpret the report and develop a formation plan for future ministry as they determine steps to meet the church's ministry goals. The district superintendent receives a report, and the district superintendent and bishop have access to a dashboard that shows results from all participating pastors in the district or conference (as appropriate).

### Next Steps:

- Finalize survey and reporting instruments
- Pilot test final survey
- Launch churchwide in 2018

**Effective Ministry Dimensions** – pastors must manage 13 aspects of work to be effective in local church ministry.

1. Communication
2. Preaching and Public Worship
3. Self-Development
4. Care Giving
5. Management
6. Other Development
7. Evangelism
8. Fellowship
9. Administration
10. Relationship Building
11. Rituals & Sacraments
12. UMC Connectional Work
13. Facility Improvements

**Attributes** – pastors exhibit a combination of 64 attributes in four areas of measurement (knowledge, skills, abilities, and personal characteristics) that contribute to effectiveness in ministry [top three ranked attributes by area].

#### KNOWLEDGE

Theology and Scripture  
Administrative Principles  
Management Principles

#### SKILLS

Oral Communication  
Time Management  
Spiritual Disciplines

#### ABILITIES

Trust in God  
Reading Comprehension  
Intelligence

#### PERSONAL CHARACTERISTICS

Integrity  
Authenticity  
Dependability

Questions? Email [EM360@gbhem.org](mailto:EM360@gbhem.org)



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