



Dear Friend,

You have been invited by your pastor to provide feedback on his or her leadership through a process called the *Lewis Pastoral Leadership Inventory (LPLI)*. The *LPLI* has been designed specifically for pastoral leaders and covers seventy-five criteria of effectiveness in ministry. It is a 360° instrument that combines self-appraisal with the feedback of “observers” like you, people who are familiar with the pastor’s work.

The pastor and six to ten observers are asked to complete questionnaires. When the process is complete, the pastor receives a personalized report summarizing how he or she views his or her strengths and weaknesses and how they are viewed by observers. This type of feedback is very important to a leader’s growth and development.

The LPLI process is confidential. The report the pastor receives will indicate the average of the observers’ responses to each question, but he or she will not know how a particular observer answered any of the questions. Given that your survey response is confidential and anonymous, please be candid. Your honest appraisal is important to the integrity of the process.

The report will go only to the pastor. It will not be shared with his or her supervisors or congregants unless the pastor wishes it to be shared.

Thank you for taking time to provide this helpful and vital input to the pastor!

Sincerely,

Lewis Center for Church Leadership
Wesley Theological Seminary

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LEWIS PASTORAL LEADERSHIP INVENTORY

Observer

Pastors Name: _____

Your Name: _____

Date _____

What is your role in the congregation: _____

Instructions: You have been asked to complete the following survey. When responding to the statements below, please make choices based on your perception of the behavior of the person who requested you to fill out this survey. You are asked to assess to what extent the statements apply to this person. For each statement, circle the response that best applies, using the following scale.

1=Never 2=Seldom 3=Sporadically 4=Sometimes 5=Often 6=Usually 7=Always

This person (the person who requested that you to complete this survey about them)...

Demonstrates a personal experience of God	1	2	3	4	5	6	7
Maintains the highest ethical ideals of Christian life in professional and personal behavior	1	2	3	4	5	6	7
Is self-motivated and driven by a clear sense of purpose	1	2	3	4	5	6	7
Learns from mistakes and failures	1	2	3	4	5	6	7
Has the intellectual grounding needed for ministry	1	2	3	4	5	6	7
Preaches effectively (or in the case of those not responsible for preaching, advocates effectively from a faith perspective)	1	2	3	4	5	6	7
Ensures that people receive sensitive pastoral care in times of illness, crisis, or death (or in the case of those without pastoral responsibilities, relates to persons facing such times with care and sensitivity)	1	2	3	4	5	6	7
Handles administrative matters competently	1	2	3	4	5	6	7
Judgment is sound and mature	1	2	3	4	5	6	7
Understands the context in which they serve	1	2	3	4	5	6	7
Helps the congregation(or other ministry setting) discern God's vision	1	2	3	4	5	6	7
Builds teams to accomplish God's vision	1	2	3	4	5	6	7
Shares the Gospel witness passionately	1	2	3	4	5	6	7
Forms new groups for study, prayer, and spiritual growth	1	2	3	4	5	6	7
Calls the congregation (or other ministry setting) to a mission beyond its walls	1	2	3	4	5	6	7



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Demonstrates personal faith in Jesus Christ	1	2	3	4	5	6	7
Is honest	1	2	3	4	5	6	7
Has healthy lifestyle habits	1	2	3	4	5	6	7
Seeks and receives feedback to improve	1	2	3	4	5	6	7
Demonstrates solid biblical and theological knowledge	1	2	3	4	5	6	7
Teaches the Word and faith with skill and conviction	1	2	3	4	5	6	7
Treats others with dignity and respect	1	2	3	4	5	6	7
Develops specific goals and plans to implement the vision of our ministry	1	2	3	4	5	6	7
Speaks positively about the denomination and encourages support	1	2	3	4	5	6	7
Exercises leadership appropriate to the situation	1	2	3	4	5	6	7
Describes a compelling image of what can be accomplished in ministry together	1	2	3	4	5	6	7
Recruits and equips new leaders	1	2	3	4	5	6	7
Helps others to see God's presence in their lives in new ways	1	2	3	4	5	6	7
Helps others discover and develop their gifts for ministry	1	2	3	4	5	6	7
Conveys a concern for social justice	1	2	3	4	5	6	7
Lives in such a manner that the love of God is incarnate in their daily activities	1	2	3	4	5	6	7
Models what is asked of others	1	2	3	4	5	6	7
Balances the demands of self, ministry, and family	1	2	3	4	5	6	7
Responds appropriately to criticism	1	2	3	4	5	6	7
Understands and shares the denominational heritage with those served	1	2	3	4	5	6	7
Leads worship and administers the sacraments in ways that feed the congregation spiritually (or in the case of those not responsible for worship leadership, nurtures the faith of others in creative and appropriate ways)	1	2	3	4	5	6	7
Deals constructively with conflict	1	2	3	4	5	6	7
Is prudent in attending to financial matters	1	2	3	4	5	6	7
Encourages dialogue about changes that could improve the denomination	1	2	3	4	5	6	7
Experiments and takes strategic risks	1	2	3	4	5	6	7



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Presents new and creative possibilities	1	2	3	4	5	6	7
Shows appreciation and celebrates the accomplishments of others	1	2	3	4	5	6	7
Develops plans to reach new disciples	1	2	3	4	5	6	7
Increases participation in new and existing ministries	1	2	3	4	5	6	7
Increases awareness about world and community concerns	1	2	3	4	5	6	7
Conveys passion for their ministry as a divine opportunity and responsibility	1	2	3	4	5	6	7
Maintains appropriate boundaries so sexual misconduct or harassment are never issues	1	2	3	4	5	6	7
Is sustained by a support system of colleagues, friends, and family	1	2	3	4	5	6	7
Seeks opinions that represent differing points of view	1	2	3	4	5	6	7
Seeks to improve through personal study	1	2	3	4	5	6	7
Communicates effectively when speaking and writing	1	2	3	4	5	6	7
Encourages diversity and inclusiveness	1	2	3	4	5	6	7
Is effective supervising others	1	2	3	4	5	6	7
Uses humor appropriately	1	2	3	4	5	6	7
Is flexible	1	2	3	4	5	6	7
Inspires confidence and passion about the divine meaning of the church's mission	1	2	3	4	5	6	7
Holds other leaders accountable to the mission, values, and goals of the congregation (or other ministry setting)	1	2	3	4	5	6	7
Helps people begin their discipleship journey	1	2	3	4	5	6	7
Increases worship attendance (or participation, if in a non-congregational ministry)	1	2	3	4	5	6	7
Encourages acts of love, service, and justice in the community	1	2	3	4	5	6	7
Continues to grow in spiritual maturity	1	2	3	4	5	6	7
Follows through on promises and commitments	1	2	3	4	5	6	7



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Faithfully practices spiritual disciplines	1	2	3	4	5	6	7
Listens carefully to others in all situations	1	2	3	4	5	6	7
Relates knowledge to others in effective ways	1	2	3	4	5	6	7
Plans and prepares for worship (or in the case of those not responsible for worship, models the importance of worship through participation and support)	1	2	3	4	5	6	7
Genuinely cares about me	1	2	3	4	5	6	7
Balances multiple demands on time	1	2	3	4	5	6	7
Conducts self professionally	1	2	3	4	5	6	7
Demonstrates courage	1	2	3	4	5	6	7
Cultivates a shared vision of what God's next step is for the congregation (or other ministry setting)	1	2	3	4	5	6	7
Inspires and motivates others to excel.	1	2	3	4	5	6	7
Makes inviting newcomers a priority	1	2	3	4	5	6	7
Increases giving by emphasizing stewardship	1	2	3	4	5	6	7
Increases service by others in the community and world	1	2	3	4	5	6	7

Thank you for completing the LPLI !

Please mail your responses to:

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attn: LPLI**