



LPLI
LEWIS PASTORAL
LEADERSHIP INVENTORY™

Dear Pastor,

Welcome to the Lewis Pastoral Leadership Inventory (LPLI) process! You are embarking on a journey of self-discovery that will help you gain valuable insights into your leadership abilities and allow you to receive important feedback from colleagues so that you can improve and grow in your ministry.

The LPLI has been designed specifically for pastoral leaders and covers seventy-five criteria of effectiveness in ministry. It is a 360° instrument, which combines your self-appraisal with the feedback of observers who are familiar with your work. The result is a personalized report summarizing how you see your strengths and weaknesses and how your observers see them.

On the page that follows are instructions for identifying six to ten “observers” who are familiar with your work. It is your responsibility to provide each of them with a copy of the LPLI’s observer inventory. At least five observers must complete inventories for the Lewis Center to process your report. You will need to follow-up with your observers to make sure they complete and return the inventories.

Next, you will find a pastor’s inventory for you to complete and return to the Lewis Center. It includes three sections:

- **A Consent Form.** Before beginning the inventory, you will be asked to consent to having your LPLI responses added anonymously to a database used by the Lewis Center for research purposes and to assess the ongoing validity of the LPLI.
- **Demographic Information.** You will be asked to complete a short series of questions about you and your ministry setting. The responses to these questions will not appear in your personalized leadership profile. They are for research verification purposes only.
- **Self-inventory.** You will be asked to respond to a series of seventy-five statements related to you and your effectiveness in ministry. Allow up to 45 minutes to complete the self-inventory.

It is important that you and all your observers complete your inventories promptly. If the self-inventory and at least five observer inventories are not received within thirty days, you will be notified. At the end of sixty days, if you and at least five observers have completed inventories, your profile will be considered complete.

Receiving your results. Once the LPLI process is complete, you will receive your personalized leadership assessment profile electronically from the Lewis Center for Church Leadership within four weeks of the completing the above process. With the report, you will receive information on interpreting and using your results as well as suggestions on how to use your LPLI feedback in conversations with your supervisor or pastor/parish relations committee.

A note about confidentiality. Your profile will not be released to anyone other than you, unless you specifically authorize the Lewis Center to release it. The records of this study will be kept private. In any published report, only composite results will be reported. Your observers will be providing their input anonymously. The report you receive will indicate the average observer response to each question and a numerical range of responses, but you will not know how a particular observer answered questions.

Questions or problems. If you have any questions or encounter any difficulties, please at 1-877-LPLI-360 (1-877-575-4360).

Best of luck as you embark on the LPLI journey!

Sincerely,
The Lewis Center for Church Leadership



Lewis Center
for Church Leadership



SELECTING OBSERVERS

You should ask **at least six persons** to serve as your observers. The more observers who respond the more helpful your report will be. **Responses from at least five observers are needed to process a report.**

Your observers will be providing their input anonymously. The report you receive will indicate the average observer response to each question and a numerical range of responses, but you will not know how a particular observer answered questions.

It is recommended that your observers include:

- A denominational supervisor
- The chair of your congregations governing council
- The chair of your pastor/staff-parish relations committee
- A staff member from your church. If you have no staff, choose instead a volunteer with whom you work on a regular basis.
- The senior pastor of your congregation if you are an associate or staff pastor
- Other lay officers who work most directly with your ministry responsibilities

Write your observers names here, as a reminder for yourself.

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____
9. _____
10. _____

Once you have selected your observers, mail or deliver the observer inventories received with this packet to your observers

Pastor's Self-Inventory

Complete the consent form, demographic questions and self-inventory on the pages that follow and return by mail or fax to the Lewis Center for Church Leadership.

Lewis Center for Church Leadership
Wesley Theological Seminary
4500 Massachusetts Avenue, NW
Washington, DC 20016-5632
attn: LPLI

Or

Fax: 202-885-8605

attn: the Lewis Center for Church Leadership



CONSENT FORM

You will be participating in the Lewis Pastoral Leadership Inventory, a leadership development tool designed especially for clergy. You will complete this self-assessment and arrange for six to ten observers to complete an assessment of your effectiveness in ministry. These assessments will be returned to the Lewis Center and compiled to create a personalized profile comparing the results of your self-evaluation with the evaluation of others.

LPLI participants are asked to consent to the following provisions:

- 1) I understand that LPLI is intended for leadership understanding and growth and is not intended for evaluation or performance review.
- 2) I understand that the LPLI process is confidential. My profile will not be released to anyone unless I specially authorize the Lewis Center for Church Leadership to release it. The records of the profile will be kept private. In any published report, only composite results will be used.
- 3) I understand that my individual LPLI responses will be added anonymously to an aggregate data base used by the Lewis Center for research and analysis and to assess the ongoing validity of the LPLI.

Check one of the following:

_____ I have read the provisions above and consent to participate in the LPLI.

_____ I have read the provisions above and DO NOT consent to participate in the LPLI.

Signature: _____



DEMOGRAPHIC INFORMATION

This section asks for information about you and your congregation.

INFORMATION ABOUT THE PASTOR

Name: _____

1. Annual Conference _____

2. Age

1. Younger than 25
2. 25 – 34
3. 35 – 44
4. 45 – 54
5. 55 – 64
6. 65 – 70
7. Older than 70

3. Gender

- 1 Female 2 Male

4. Race

- 1 Native American/American Indian/Alaskan Native
- 2 Asian or Pacific Islander (please specify) _____
- 3 African American/Black
- 4 Caucasian/White
- 5 Hispanic/Latino/Latina
- 6 Multi-Racial (please describe) _____
- 7 Other (please describe) _____

5. Year in current appointment

- 1 First year
- 2 Second year
- 3 Third year
4. Fourth year
5. Fifth year
6. Sixth year
7. Seventh year
8. Eighth year
9. Ninth year
10. Tenth year
11. Eleven to Fifteen years
12. Sixteen to Twenty years
13. Twenty-One or more years

6. Clergy Status

1. Elder
2. Deacon
3. Full-time Local Pastor
4. Part-time Local Pastor
5. Student Local Pastor
6. Certified Lay Minister

7. Education

- 1 Seminary graduate
- 2 Course of Study School graduate
- 3 Current seminary student
4. Current Course of Study School student

8. Which, if any, of these fit you currently?

- Founding pastor of a new congregational start
- Serving a congregation in which the majority racial make up is different from my own race
- Serving a multicultural congregation in which no single racial group makes up more than 80% of the participants.

INFORMATION ABOUT THE CONGREGATION

How many congregations do you serve as pastor?

1. One
2. Two
3. Three or more

Please provide the following information for the church you serve or, if you serve multiple congregations, the largest congregation you serve (if two are comparable in size, simply select one).

Zip code of the congregation: _____

When was this congregation officially founded? (select the first that applies)

1. In the ten years
2. In the last twenty-five years
3. In the last fifty years
4. In the last seventy-five years
5. More than seventy-five years ago

How long has this congregation been worshipping at its current location?

6. Ten years or less
7. 10 – 25 years
8. 26 – 50 years
9. 51 – 75 years
10. More than seventy-five years

What is the current membership of this congregation?

1. 50 or fewer
2. 51 – 100
3. 101 – 250
4. 251 – 500
5. 501 – 999
6. 1,000 or more members

What is the average worship attendance of this congregation?

1. 50 or fewer
2. 51 – 100
3. 101 – 250
4. 251 – 500
5. 501 – 999
6. 1,000 or more members

Which of these categories best describes the physical location of this congregation?

1. Rural or open country
2. Town
3. Urban
4. Older suburb
5. Newer suburb

Other than the pastor, how many people currently work in this congregation as *full-time paid staff*? _____

How many people currently are *part-time paid staff* of this congregation? _____

Thinking of the regular adult participants in your congregation, about what percent would you say are new to this congregation in the past year? _____

Within the last two years, has your congregation experienced a conflict that led some people to leave the congregation?

1. Yes
2. No



Pastor's Self Inventory

Name: _____

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

I demonstrate a personal experience of God	1	2	3	4	5	6	7
I maintain the highest ethical ideals of Christian life in professional and personal behavior	1	2	3	4	5	6	7
I am self-motivated and driven by a clear sense of purpose	1	2	3	4	5	6	7
I learn from mistakes and failures	1	2	3	4	5	6	7
I have the intellectual grounding needed for ministry	1	2	3	4	5	6	7
I preach effectively (or in the case of those not responsible for preaching, I advocate effectively from a faith perspective)	1	2	3	4	5	6	7
I ensure that people receive sensitive pastoral care in times of illness, crisis, or death (or, in the case of those without pastoral responsibilities, I relate to persons facing such times with care and sensitivity)	1	2	3	4	5	6	7
I handle administrative matters competently	1	2	3	4	5	6	7
My judgment is sound and mature	1	2	3	4	5	6	7
I understand the context in which I serve	1	2	3	4	5	6	7
I help the congregation (or ministry with which I work) discern God's vision	1	2	3	4	5	6	7
I build teams to accomplish God's vision	1	2	3	4	5	6	7
I share the Gospel witness passionately	1	2	3	4	5	6	7
I form new groups for study, prayer, and spiritual growth	1	2	3	4	5	6	7
I call the congregation (or the ministry with which I work) to a mission beyond itself	1	2	3	4	5	6	7
I demonstrate personal faith in Jesus Christ	1	2	3	4	5	6	7
I am honest	1	2	3	4	5	6	7
I have healthy lifestyle habits	1	2	3	4	5	6	7
I seek and receive feedback to improve	1	2	3	4	5	6	7
I demonstrate solid biblical and theological knowledge	1	2	3	4	5	6	7
I teach the Word and faith with skill and conviction	1	2	3	4	5	6	7
I treat others with dignity and respect	1	2	3	4	5	6	7
I develop specific goals and plans to implement the vision of our ministry	1	2	3	4	5	6	7
I speak positively about the denomination and encourage support	1	2	3	4	5	6	7
I exercise leadership appropriate to the situation	1	2	3	4	5	6	7
I describe a compelling image of what can be accomplished in ministry together	1	2	3	4	5	6	7
I recruit and equip new leaders	1	2	3	4	5	6	7
I help others to see God's presence in their lives in new ways	1	2	3	4	5	6	7
I help others discover and develop their gifts for ministry	1	2	3	4	5	6	7
I convey a concern for social justice	1	2	3	4	5	6	7
I live in such a manner that the love of God is incarnate in my daily activities	1	2	3	4	5	6	7
I model what is asked of others	1	2	3	4	5	6	7
I balance the demands of self, ministry, and family	1	2	3	4	5	6	7
I respond appropriately to criticism	1	2	3	4	5	6	7
I understand and share the denominational heritage with those with whom I serve	1	2	3	4	5	6	7



Pastor's Self Inventory

I lead worship and administer the sacraments in ways that feed the congregation spiritually (or, in the case of those not responsible for worship leadership, I nurture the faith of others in creative and appropriate ways.)	1	2	3	4	5	6	7
I deal constructively with conflict	1	2	3	4	5	6	7
I am prudent in attending to financial matters	1	2	3	4	5	6	7
I encourage dialogue about changes that could improve the denomination	1	2	3	4	5	6	7
I experiment and take strategic risks	1	2	3	4	5	6	7
I present new and creative possibilities	1	2	3	4	5	6	7
I show appreciation and celebrate accomplishments	1	2	3	4	5	6	7
I develop plans to reach new disciples	1	2	3	4	5	6	7
I increase participation in new and existing ministries	1	2	3	4	5	6	7
I increase awareness about world and community concerns	1	2	3	4	5	6	7
I convey passion for my ministry as a divine opportunity and responsibility	1	2	3	4	5	6	7
I maintain appropriate boundaries so sexual misconduct or harassment are never issues	1	2	3	4	5	6	7
I am sustained by a support system of colleagues, friends, and family	1	2	3	4	5	6	7
I seek opinions that represent differing points of view	1	2	3	4	5	6	7
I seek to improve through personal study	1	2	3	4	5	6	7
I communicate effectively when speaking and writing	1	2	3	4	5	6	7
I encourage diversity and inclusiveness	1	2	3	4	5	6	7
I am effective supervising others	1	2	3	4	5	6	7
I use humor appropriately	1	2	3	4	5	6	7
I am flexible	1	2	3	4	5	6	7
I inspire confidence and passion about the divine meaning of the church's mission	1	2	3	4	5	6	7
I hold other leaders accountable to the mission, values, and goals of the congregation (or the ministry with which I work.)	1	2	3	4	5	6	7
I help people begin their discipleship journey	1	2	3	4	5	6	7
I increase worship attendance	1	2	3	4	5	6	7
I encourage acts of love, service, and justice in the community	1	2	3	4	5	6	7
I continue to grow in spiritual maturity	1	2	3	4	5	6	7
I follow through on promises and commitments	1	2	3	4	5	6	7
I faithfully practice spiritual disciplines	1	2	3	4	5	6	7
I listen carefully to others in all situations	1	2	3	4	5	6	7
I relate knowledge to others in effective ways	1	2	3	4	5	6	7
I plan and prepare for worship (or in the case of those not responsible for worship, I model the importance of worship through my participation and support.)	1	2	3	4	5	6	7
I genuinely care about others	1	2	3	4	5	6	7
I balance multiple demands on time	1	2	3	4	5	6	7
I conduct myself professionally	1	2	3	4	5	6	7
I demonstrate courage	1	2	3	4	5	6	7
I cultivate a shared vision of what God's next step is for the congregation (for my ministry context)	1	2	3	4	5	6	7
I inspire and motivate others to excel	1	2	3	4	5	6	7
I make inviting newcomers a priority	1	2	3	4	5	6	7
I increase giving by emphasizing stewardship	1	2	3	4	5	6	7
I increase service by others in the community and the world	1	2	3	4	5	6	7