

All! Worksheets Compared to Coded Worksheets (Attachment B)
Rank Order by Average

Code: All

Rank	Avg	Std	Id	Heading	Description
1	6.68	0.98	I	Preaching	Pastor places high priority on sermon preparation, content, style and delivery. Pastor seeks feedback from congregation.
2	5.84	1.39	A	Administration	Pastor accepts appropriate planning and administrative responsibilities in a climate of delegated tasks and shared leadership with lay members or ministry team. Facilitates the development and implementation of vision, mission and goals for the congregation.
3	5.48	1.28	P	Spirituality	Pastor models and teaches disciplines of spirituality, sharing with members in the joys and struggles to develop an authentic spiritual life.
4	5.07	1.46	Q	Mission/Evangelism	Pastor understands and has a vision for the church's missional theology; brings people to faith, encourages financial and prayer support, and challenges members to hear and heed the call of God to spread God's mercy across the street and around the world.
5	4.98	1.42	F	Evangelism/Church Growth	Pastor and congregation work at goals intended to bring people to faith and to result in the growth of the local congregation. Church may also share in planting new congregations in the area.
6	4.93	1.39	J	Peace/Social Concerns	Pastor emphasizes the application of the Christian gospel to issues of the contemporary world, planning with the congregation for appropriate strategies for witness and action.
7	4.68	1.75	T	Developing the Ministry of the Laity	Pastor perceives that effective leadership of a congregation is a shared leadership and therefore works actively to develop, support, and encourage effective lay leadership. Seeks to equip members to release their spiritual gifts in lay ministries within and beyond the congregation, Encourages mentoring and promotes a culture of calling new leaders.
8	4.57	1.41	C	Dedications, Marriages, Funerals	Pastor gives priority to important transition rituals in the lives of individuals and families; plans activities to make such times as meaningful as possible.
9	4.36	1.43	U	District/Conference Involvements	Pastor is involved in conference/denomination, which the church can perceive as a valid and valued extension of its outreach and influence.
10	4.36	1.37	N	Crisis and High Need Visitation	Pastor visits those in hospitals or emergency situations regularly; network is developed to keep pastor and others informed of crisis situations; needs of ill or bereaved are met.
11	4.34	1.50	R	Problem Solving/Conflict Resolution	Pastor encourages two-way communication; gathers and shares information that will assist problem-solving and decision-making. Varying opinions are elicited and all are encouraged to listen to opposing points of view.
12	4.23	1.52	C	Community Activities	Pastor has concern for identifying problems and needs in the community, and for working with both church and community groups. Encourages members to become informed and involved. Works with local ecumenical and interfaith efforts.
13	4.18	1.50	L	Teaching	Pastor accepts an active teaching role beyond that involved in worship and preaching. Teaching of the scriptures, theology, and the history of the church; providing instruction for church leaders, in catechism, and for new members.
14	3.80	1.38	E	Counseling	Pastor initiates counseling ministry for assisting those within and outside the church, and makes appropriate referrals when needed.
15	3.57	1.72	H	Music/Worship	Pastor supports an active music program within the congregation. Pastor and congregation work to develop a creative and meaningful worship life, educating the members to active participation.
16	3.11	1.57	S	Youth/Young Adults	Pastor gives priority to mentoring persons in this key life transition time, with the goal of assisting persons' involvement in and commitment to the church and its faith. Helps to promote a culture of calling to pastoral ministry.
17	3.02	1.36	K	Stewardship and Finances	Pastor and congregation work together to develop a planned stewardship program and a positive means of reporting church finances. Pastor assists in developing policies to support both congregational concerns and the world mission of the church and its related institutions.
18	3.02	1.32	M	Congregational Visitation	Pastor gives priority to developing and carrying out a plan for visitation of the entire congregation. Special attention to visitation of prospective members.
19	2.80	1.41	B	Christian Education	Pastor and congregation identify the educational needs of persons of all ages and backgrounds, developing programs to meet needs. Educational goals are in agreement with the total mission of the church.
20	2.45	1.32	O	Work with Small Groups	Pastor places emphasis on developing fellowship, helping members to know one another; groups which give members the opportunity to love and support one another are encouraged.