



ALLELON
A MOVEMENT OF MISSIONAL LEADERS

**THE ALLELON
PASTOR/LEADER
FEEDBACK
REPORT**

AN ALLELON RESOURCE

Select Paged from a Sample Report

The following are selected pages from a sample report. The total length of the report is about 50 pages, but this excerpt includes examples of a few key pages to help you attain an idea of how the report works. The pages included as examples are:

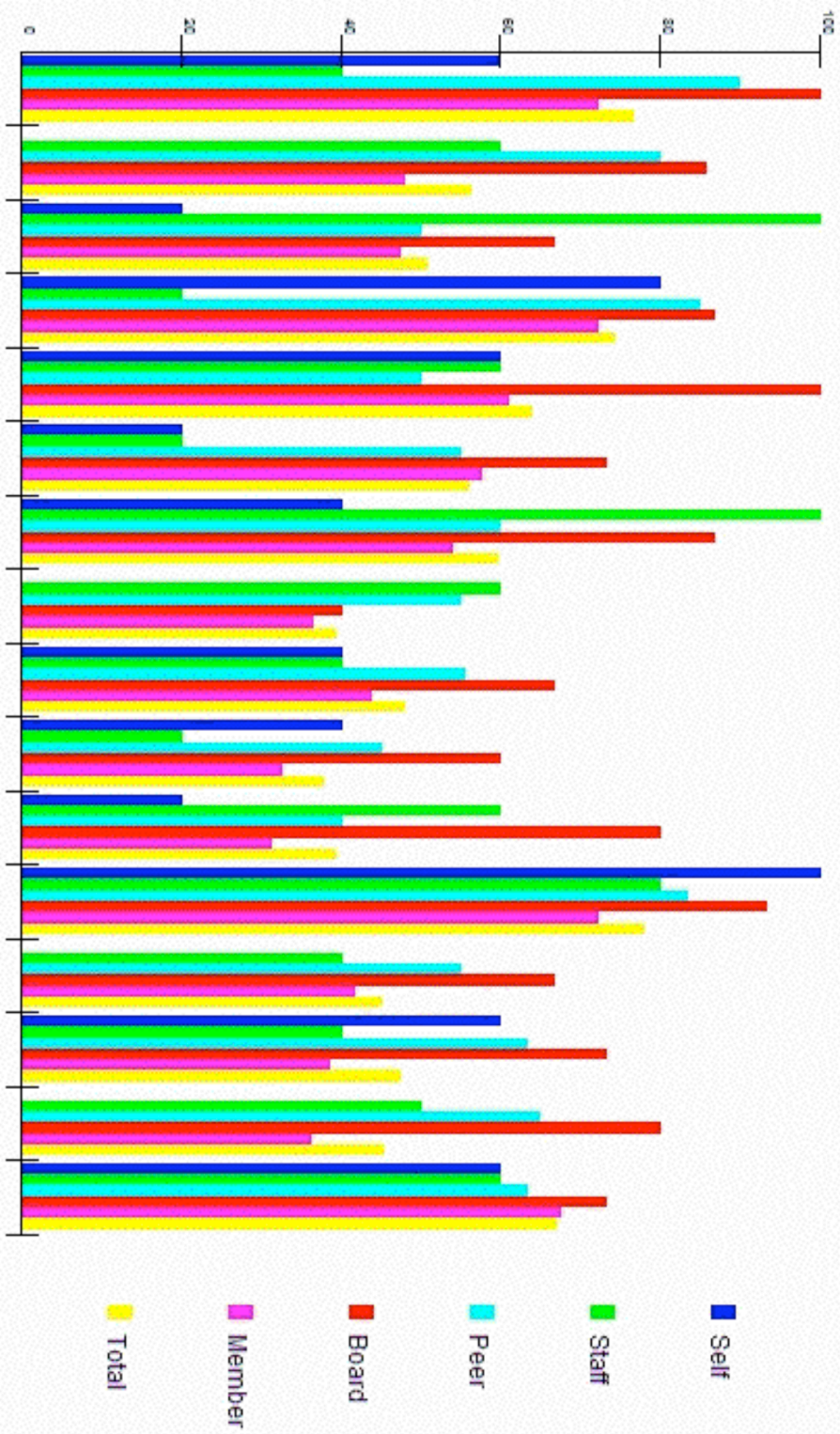
1. The Global View Graph-provides a comprehensive comparison of strengths and weaknesses
2. The Global View Table-includes the specific data of all 16 factors measured
3. The Area View-There are four areas that are measured with four factors in each area
4. The Factor View-Each factor's specific question are listed
5. Comments Page-All of the specific comments made by those who completed the assessment are included

Please call or email us if you have any further questions about the Report or the Assessment Process.

Phone: 604-762-6354

Email: office@allelon.org

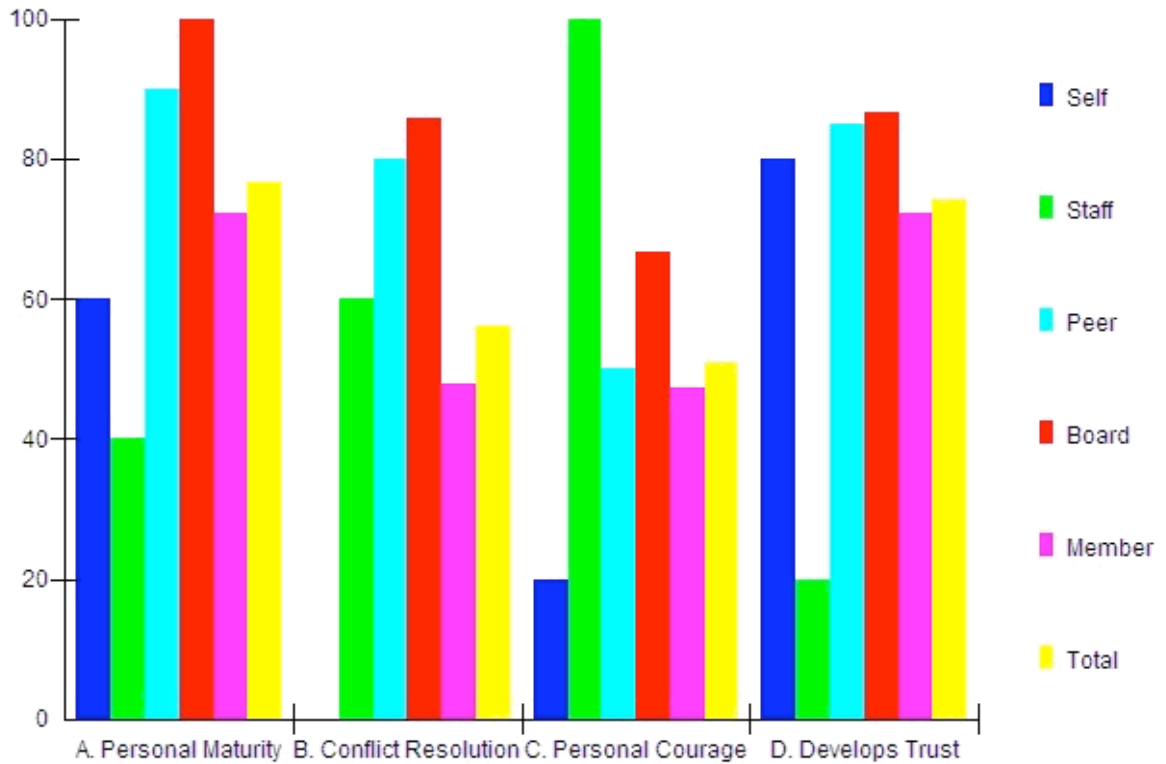
The Global View - All Readiness Factors



The Global View – All Readiness Factors Table

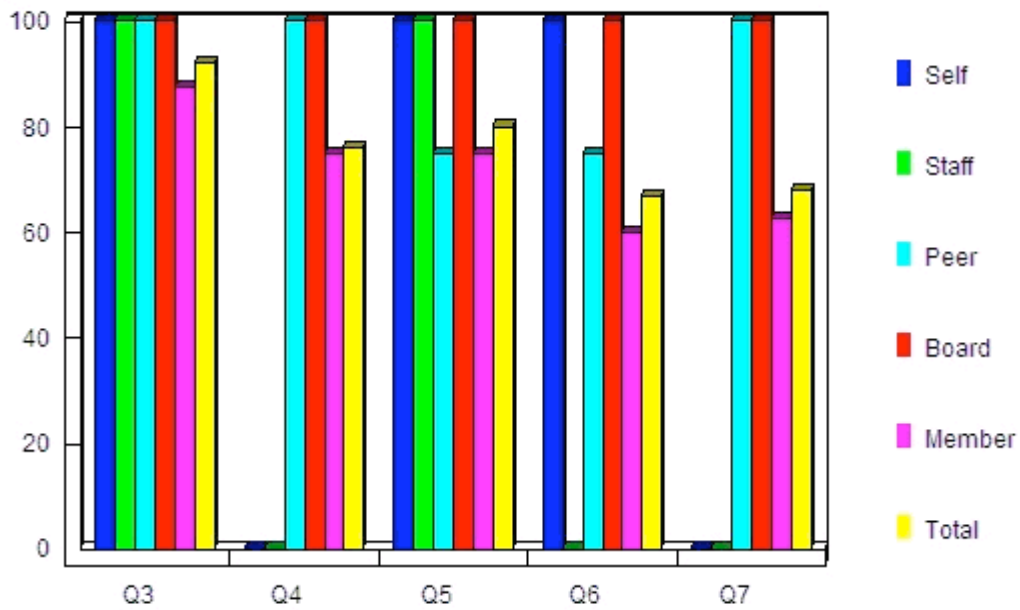
Topics	Self (N=1)	Staff (N=1)	Peer (N=4)	Board (N=3)	Member (N=16)	Total (N=25)
A. Personal Maturity	60.0%	40.0%	90.0%	100.0%	72.2%	76.6%
B. Conflict Resolution	0.0%	60.0%	80.0%	85.7%	48.0%	56.3%
C. Personal Courage	20.0%	100.0%	50.0%	66.7%	47.4%	50.8%
D. Develops Trust	80.0%	20.0%	85.0%	86.7%	72.2%	74.2%
E. Missional Thinking	60.0%	60.0%	50.0%	100.0%	61.0%	63.9%
F. Cultivates Growth	20.0%	20.0%	55.0%	73.3%	57.5%	56.0%
G. Enables Change	40.0%	100.0%	60.0%	86.7%	53.8%	59.7%
H. Creates Coalitions	0.0%	60.0%	55.0%	40.0%	36.4%	39.3%
I. Member Integration	40.0%	40.0%	55.6%	66.7%	43.8%	48.0%
J. Missional Culture	40.0%	20.0%	45.0%	60.0%	32.5%	37.7%
K. Missional Practices	20.0%	60.0%	40.0%	80.0%	31.2%	39.3%
L. Missional Theology	100.0%	80.0%	83.3%	93.3%	72.2%	77.9%
M. Understanding Our Society	0.0%	40.0%	55.0%	66.7%	41.6%	45.1%
N. Member Engagement	60.0%	40.0%	63.2%	73.3%	38.5%	47.5%
O. Missional Future	0.0%	50.0%	65.0%	80.0%	36.3%	45.2%
P. Foundations for Change	60.0%	60.0%	63.2%	73.3%	67.5%	66.9%
Total	37.5%	51.9%	62.1%	77.0%	50.8%	55.3%

The Self Readiness Factors



Topics	Self (N=1)	Staff (N=1)	Peer (N=4)	Board (N=3)	Member (N=16)	Total (N=25)
A. Personal Maturity	60.0%	40.0%	90.0%	100.0%	72.2%	76.6%
B. Conflict Resolution	0.0%	60.0%	80.0%	85.7%	48.0%	56.3%
C. Personal Courage	20.0%	100.0%	50.0%	66.7%	47.4%	50.8%
D. Develops Trust	80.0%	20.0%	85.0%	86.7%	72.2%	74.2%
Total	40.0%	52.6%	76.3%	84.7%	60.1%	64.6%

Personal Maturity



Questions	Self (N=1)	Staff (N=1)	Peer (N=4)	Board (N=3)	Member (N=16)	Total (N=25)
3. Displays the highest moral and ethical behaviors and standards.	100.0%	100.0%	100.0%	100.0%	87.5%	92.0%
4. Knows him/her self, has a realistic picture of his/her strengths and weaknesses.	0.0%	0.0%	100.0%	100.0%	75.0%	76.0%
5. Is a role model to others with respect to behavior and treatment of congregational members.	100.0%	100.0%	75.0%	100.0%	75.0%	80.0%
6. Is able to maintain a constructive viewpoint during the ups and downs of church decision making.	100.0%	0.0%	75.0%	100.0%	60.0%	66.7%
7. Can handle emotional reactions to disappointments and discouragements in a constructive manner.	0.0%	0.0%	100.0%	100.0%	62.5%	68.0%
Total	60.0%	40.0%	90.0%	100.0%	72.2%	76.6%

8. Comments re Personal Maturity

As I know him, I see him placing personal interests in high priority. Sacrifice for the sake of others does not appear to be in the books for him. Personal benefits for him and his family seem to be his impression of what is due him.

I don't know ----- very well on a personal level.

It is my observation that ----- handles situations which may arise between people and or changes in plans with much wisdom and sensitivity. However I see him struggle sometimes in balancing his ministry (job) and family. I don't see this as a problem as much as an adjustment to beginning a family.

I do not know him well enough but I would say he is mature.

I See a need for maturity in using his time more wisely in the role for which he is called in. Spending less time at home and more time in planning and developing Bible studies.

He is doing well!

Unusually self-aware and mature for a person in mid 20's; welcomes feedback; maintains grow edge.

----- exhibits strong personal and spiritual maturity.

becoming more mature with age and experience

Demonstrates good judgement.

in all situations that i have been in with ----- he has always been very mature and professional in the handling of them

----- portrays maturity in all aspects of church business and personal association with friends and other.

----- is very realistic about his strengths and weaknesses. He speaks well in a group in regard to appropriate process and how people will feel about a decision or directive. He is careful to assess the feelings of a wide variety of persons.

Handles himself well has grown in this area since he started. I don't know if he fully realizes the positive role model he is and the impact and influence that he can have on the youth especially the girls. They need positive male role models.

Seems fairly mature but hasn't matured professionally to the point of maintaining good administrative relationships--rarely responds promptly to emails or other questions or comments.

----- is a young leader and works with the youth. I interact with him infrequently and only get to see him in action when he preaches, which is rather infrequently. My basis for answers, therefore, is more on reports from those who DO work closely with him. ----- -- has grown in his maturity since coming to our church. Situations that he has needed to deal with among the youth and his interests indicate that he is level-headed and uses good judgment.

For a younger person, ----- has a strong sense of who he is and what he is called to

do. He knows how to conduct himself well in many situations and with many age groups

He exhibits strong characteristics of personal maturity.

good self awareness, good spiritual maturity, very good communicator, takes himself a little too seriously at times, overall good personal maturity

14. Comments re ability to resolve and manage conflict.

----- is a young pastor and had to deal with a lot of situations that were very difficult. I know personally in my situation he was very insightful and encouraging and not judgemental.

Immaturity plays a part in this area of what appears to be a weakness.

I have never seen ----- in a conflict situation.

I see ----- being proactive. HE is not afraid to address conflict and work for resolution.

I think he does well at this

he handles conflicts very well always going to the source.

He does well with this.

Communicates his own thoughts and feelings openly; listens to others; does not cut off relationships, even when conflicting; seeks resolution; takes responsibility for his own part.

----- has managed conflict situations well.

I do not have enough experience to comment wisely.

i do not have extensive experience with ----- in these types of situations

----- is wonderful in managing conflict and accepting what others have to say and feel about things.

----- at times avoids conflict, especially in the leadership team, in an effort to avoid triangulation. He will speak into situations when the politics have cooled a bit. He is very honest and practical with his remarks.

I don't have much firsthand experience with ----- on this issue.

The lead pastor and the associate pastor have had their personality and leadership style frictions and ----- has served as a very effective catalyst to bridge the gap many times.

I don;t have much experience with ----- on this, but in the times I have, he has done well.

He does well for his age and experience.

----- displays above average ability to resolve and manage conflict