

Pastoral Evaluation for Dar and Ted

Evaluation Process

- Dar and Ted initiated a pastoral evaluation.
- An evaluation team was formed: Candice Letkeman, Cal Funk and Jonathan Toews.
- An evaluation was created and made available online and on paper.
- The team met to consider the feedback looking for themes related to strengths, challenges and next steps.
- Dar and Ted were asked to complete a self-evaluation and then were given the “raw data” without names attached to consider with regard to themes they observed.
- The team met with Dar and Ted to consider the process, the feedback and questions that arose.

Your Feedback

- 53 surveys were completed; demographic range was an important consideration:

	< 20	21-30	31-40	41-50	51-60	60+	total
males	2	3	3	7	4	3	22
females	0	3	7	10	4	7	31
Total	2	6	10	17	8	10	53

Years connected to Seeds:

Since the beginning	10
10+	22
5–10	4
less than 5	10
new (less than 1 year)	2

Monthly attendance:

3–4 x per month	25
2–3 x per month	17
1 x per month	3
less than 1 x per month	0

Question #1: This is how I would assess the current state of my spiritual journey:

- People are real about where they are at.
- Acknowledge that it's a hard question.
- Spiritual growth is my job, desiring discipline, people are hard on themselves, life has seasons with ebbs & flows in one's spiritual journey, and need time, need to make time.
- Steps to fostering spiritual discipline and growth: Study, Prayer, Read, Meditation

Question #2: I find the Seeds-related activities contribute to my spiritual growth:

- Connection to cells is key (23 out of 53 mentioned cell): connection, dialogue, friendship, joy.
- The more I am involved in, the more meaningful it is for me.
- Like having options to plug into.
- Challenges that were identified: get more involved, energy and time.
- Next steps: continue to be mindful of the many ways that people are encouraged in their spiritual growth.

Question #3: I consider myself to be an active member of the Seeds Community:

- The overall sense that people feel they are active:
 - 13 of 53 mentioned cells
 - seasons of life impacts the sense of being an “active member”
 - trying to find balance
 - lack of energy to connect
 - I’m as active as I’d like to be right now. Level of comfort.
 - The sense of being active was closely linked to attendance
- Next steps: learning what *actively involved* looks like. What is the balance between the relational and programmatic involvement?

Question #4: I understand the vision, mission, and values of Seeds:

- Encouraged by the number of people who have a high level of understanding.
- More mention of “Make Jesus Real” than the anchors.
- Next steps: How does our understanding correlate with living out the mission?

Question #5: I know who to contact and how to get plugged into the various ministry opportunities at Seeds:

- Encouraged by the number of people who expressed comfort in this area of Seeds life.
 - Reflective of the hard work we've put into communication; Joan gets a lot of credit for this.
- Next Steps: Keep doing what we are doing. What is the process for newcomers getting the information flow?

Question #6: The teaching we receive makes sense to me and I can apply it to my everyday life:

- Noticeable themes:
 - Appreciate vulnerability
 - Intentionally embracing the context in which we live
 - Stories
 - Different teaching style. Connects to different learning styles: Ted – mind, Dar – heart emotions
 - Passion
- Encouraging, but critiques taken to heart.
- Feels like a big area. Feels vulnerable.
- Next steps: How can we support Dar and Ted in ongoing professional development?

Question #7: Dar and Ted effectively direct and encourage our leaders:

- People answered this from a personal perspective; there was little feedback about noticing how leaders are being encouraged.
- Fostering relationships came through as a theme.
- A key noticing is the sense that there are no *underground* issues, no hidden dissent.
- Next steps: Continue to explore with the congregation the ways in which leadership is taken, both formally and informally.

Question #8: What aspects of Ted & Dar's ministry do you especially value? What could they do more of to help you grow in your spiritual journey? Please include comments specific to Ted, and specific to Dar, if applicable.

- Noticeable themes:
 - Genuine
 - Real
 - Open
 - Vulnerable, open, approachable
 - Appreciation for different teaching styles
 - Responsibility for personal spiritual growth is not on Dar & Ted
 - Personal connection and challenge
- Next steps: Continue to reflect on the feedback.

Our Learning

- There was a sense of vulnerability in responding to personal questions about spirituality.
- There was a deep sense of personal ownership for spiritual growth.
- There was a deep sense that spiritual growth is a journey.
- Dar and Ted are reflective and took to heart the survey results.
- Dar and Ted's ministry is valued; they form a complimentary team.
- The Seeds Community has a clear sense of mission: to Make Jesus Real!