

## **Pastor & S/PPRC Introduction to EM360**

Welcome! You're participating in one of the most worthwhile tools available to clergy wanting to grow in their effectiveness. The EM360 is designed to foster a robust vocational development process among the pastor, Staff/Pastor Parish Relations Committee (S/PPRC), and the district superintendent.

### Dimensions of Effective Ministry, KSAPs, & Pastor-Congregation Partnership

Effective pastoral leadership is a complex mixture of knowledge, skills, abilities, and personal characteristics (KSAPs) contextually applied to a wide range of ministry and congregational leadership tasks. Every pastoral setting requires a unique mix of strengths. Accurate feedback about relevant dimensions for effective ministry is essential but often missing. The EM360 provides a rich compilation of feedback – perceptions of effectiveness from multiple angles.

The dimensions of effective ministry considered in the EM360 are essential components of effective leadership in a local church. No pastor is excellent at everything. And, not every dimension of effective ministry needs to be fulfilled exclusively by the pastor.

The **EM360 Team Formation Plan Guide** invites conversation about how the pastor and the congregation co-create a partnership for effective ministry relevant to the congregation's mission and ministry goals. The goals are to:

- leverage the pastor's strengths in supportive partnership with the congregation's strengths
- identify areas for further development in both the pastor and the laity
- foster clergy/laity collaboration to fulfill the congregation's goals for mission and ministry

### EM360 Team

**Form an EM360 Team including the pastor and two members of the S/PPRC**, as mutually agreed by the pastor and committee. Choose members who can mutually create trust as they reflect together on EM360 results, look forward at the congregation's needs, and create a thoughtful **Formation Plan**. The EM360 Team will share the Formation Plan with the full S/PPRC. Your district superintendent will receive a full report on the pastor's **EM360 Assessment Results** and your final **EM360 Formation Plan**.

To start your EM360, follow the **EM360 Pastor Step-By-Step**. Enjoy the journey.