



Lewis Center
for Church Leadership

Annual Conference Services

Lewis Pastoral Leadership Inventory (LPLI)

Clergy effectiveness is on the mind of virtually every denominational leader today. Indeed, many conferences have initiatives underway to define, assess, and improve clergy effectiveness. The Lewis Center can support dialogue and action related to clergy effectiveness by making available the Lewis Pastoral Leadership Inventory (LPLI) a 360° leadership assessment instrument designed specifically for clergy. The Lewis Center can administer its LPLI among some or all of the clergy in a conference to assess leadership competencies, leadership development needs, and continuing education needs conference-wide – and to help individual pastors develop and grow.

The LPLI covers seventy-five criteria of effectiveness in ministry. These measures were developed based on a three-fold definition of effectiveness in ministry that focuses on: 1) character, 2) competence, and 3) contribution. These categories and the specific criteria were compiled from definitions and standards of effectiveness developed across many conferences, with input from church leaders and theological educators. The LPLI has been field tested over the past three years with over 1,200 individual clergy and successfully used in pilot form by several conferences.

The LPLI is an online assessment instrument that integrates a pastor's self-appraisal with the feedback of a series of "observers" to provide comprehensive input for improvement and growth in ministry. Participants receive a personalized leadership profile identifying strengths and weaknesses as seen by them and others. The results can be used for self-discovery, leadership feedback, facilitating conversations, and planning continuing education. Conferences can use the LPLI in the following ways:

- **To provide individual clergy with the opportunity to take the LPLI.** They are asked to complete the online leadership inventory and recruit several "observers" to complete inventories. Observers can include the superintendent, a number of lay leaders, and staff from their congregation(s). They receive resources to guide the interpretation and use of results, including suggestions for framing conversations with their staff-parish relations committee and others.
- **To provide clergy and their superintendents with a basis for conversation about strengths and growth areas.** Clergy are always encouraged to share their results with their superintendents to receive feedback and suggestions regarding learnings from the inventory. When superintendents are designated to receive the results along with the pastor, the superintendent can initiate such conversations.

- **To help provisional clergy as they prepare for ordination.** A number of conferences are making the LPLI available to provisional clergy, generally in their second year, as a way of furthering their growth in ministry and strengthening other aspects of the provisional process, such as mentoring and continuing education.
- **To assess clergy effectiveness conference-wide.** The Lewis Center can provide the conference with a compilation of individual LPLI findings that provides an aggregate view of the strengths and weakness across the pool of participating clergy leaders. This can be used to identify common areas of concern and plan conference continuing education and leadership development initiatives.

Who gets the results? It depends on how the conference chooses to implement LPLI. Here are options some conferences use.

- **Clergy only receive the results.** Knowing the value of feedback for growth, some conferences make the LPLI available to pastors as an incentive for them to seek a reading on their leadership. In these circumstances, each participant receives a confidential, personalized leadership profile summarizing how they rated their own abilities and how their observers rated them. Clergy participants are encouraged to discuss the results with their superintendents and staff-parish relations committees.
- **Clergy and their district superintendents receive the results.** When conferences are asking all or groups of clergy to take LPLI, the common practice is for the results to go both to pastors and their respective district superintendents. In such cases, at the time pastors complete the survey they are asked to give consent for the superintendent to receive the report. Most, though not all, grant such consent. The superintendents will receive reports for those granting consent.
- **Conference leaders receive an aggregate report.** The Lewis Center can provide conference leaders with a report on the overall conference results.

Cost

Individuals - \$110

Groups –

\$99 (10% off) per license for 10-25;

\$88 (20% off) per license for 26-75; and

\$77 (30% off) per license for 76 or more

Conference Aggregate Report - \$250

Conference multi-year plan –

To spread the cost and to permit more personal attention with each clergy, conferences may contract for one-fourth of the pastors to take the LPLI each year over four years. Also, conferences may decide to focus use of the LPLI with a selected group of pastors such as elders or full-time pastors to make the process more manageable.