

Year-End Individual Reflection Tool

1. What have you appreciated the most about the past year in serving First Lutheran's ministry through your role?

*Embraced by membership *Valued *Feel gratitude *Accepted *Encouraged
*Well-received

2. What are the most significant contributions you felt you made in the past year?

*Helping people grieve loss of old guard and move toward developing relationships with people. *Servant leadership

3. What would have made the past year even better?

- Less battling with process

4. What do you think are your strongest skills that you leverage the most in your role?

*No fear of conflict. *Experience in preaching/teaching/pastoral care.

5. What gives you optimism and excitement going forward in serving First Lutheran's ministry through your role?

*Mutual ministry committee (for good of the church). *Owning a home/staying

6. What opportunities to make a difference at First Lutheran would you like to tackle next year?

*Functioning as real leaders *To make a difference *Empower leadership to take action *Setting Goals & Strategic Plan

7. What knowledge, skill or competency would you like to address in the coming year as a part of your continuing growth and development?

*Stewardship/generosity and administration