



MARATHON
YOUTH MINISTRY

ANNUAL SELF ASSESSMENT

“

For I know the plans I have for you, declares the Lord, plans for welfare and not for evil, to give you a future and a hope.” -Jer 29:11

LOOKING BACK

The first part of this self-assessment is dedicated to what you’ve experienced, witnessed and documented since your last review. It’s important to be specific and share any data that you might have. You want to capture your pastor’s attention.

AREAS WE’VE SEEN SUCCESS AND STRENGTH

List out the goals you’ve achieved, where you’ve seen growth and who you want to highlight. Don’t hold back, but don’t exaggerate. This is an opportunity to showcase what is working and what needs to be celebrated.

e.g. 50 high school students attended our ‘One City Servefest’ outreach event this past Spring, which is double the size of last year’s event.

e.g. Cohesive leadership team (Amy, Tim, Philip and Gail) that brings new ideas and helps tackle some of our largest problems.



AREAS WE NEED TO IMPROVE

This is a time to critique what could have been better. This requires some humility so don't sugar coat or get overly critical. It's also not a time to be defensive. If anything just state the facts.

e.g. With the growing number of teenagers we are in need of more volunteers to keep down the size of small groups.

POSSIBLE OPPORTUNITIES TO PURSUE

This is where you want to talk about possible resources, events or systems you and your ministry should look into. This can foreshadow some of the goals you'll be setting later on in section 2.



CHALLENGES & PITFALLS TO BE ADDRESSED

In this section you want to discuss potential problems or obstacles that could stand in the way of you building a healthy ministry.

e.g. There is always a demand for more; however, with a limited budget the youth ministry is left to focus on fundraising which can pull away from regular faith formation activities.

OTHER NOTES LOOKING BACK

Time to get nostalgic and remember what last year FELT like so as to help you repeat or avoid those experiences.



“May the God of hope fill you with all joy and peace in believing, so that by the power of the Holy Spirit you may abound in hope.” —Rom15:13

LOOKING AHEAD

*In the second part of this self-assessment you want to set actionable goals that address some of the items listed in the the first section. Don't be afraid to challenge yourself with numbers. The idea behind setting these goals is to **raise excitement and enthusiasm** around the ministry.*

SAMPLE GOAL

GOAL DESCRIPTION:

Here you want to have an action step (i.e. Recruit), a number (makes it tangible) and phrase it in a way that casts a vision. Lastly make sure you put a deadline so the goal doesn't drag on.

e.g. GOAL #1: Recruit 30 Volunteers to increase our capacity to reach more teens at our Middle and High School Programs (Enter in a date)

SO WHAT?

This is where you want to cast a little more vision into the goal. You are answering the question, “Why does this matter?” Keep it to 3-5 sentences.

e.g. With a growing team of volunteers we will be able to give teens and their families the personal support that they needed. This will not only make our ministry more personal, but expand our efforts to reach more teens.

STEPS TO ACHIEVING THIS GOAL:

This is where you want to list out tangible and achievable action steps. You want to show your pastor how you plan on accomplishing this goal. It'll help you create a dialogue and possibly invite him into the conversation. Try to break it down to 3-5 steps with deadlines.

e.g.

1. Identify and define needed positions in the youth ministry programs (Enter a date)
2. Develop a communications calendar to promote serving in youth ministry (Enter in a date)
3. Plan and hold trainings for potential and current volunteers (Enter in a date)

GOAL #1:

Write goal on the line

SO WHAT?

DEADLINE:

STEPS:

1.

2.

3.

4.

5.

GOAL #2:

Write goal on the line

SO WHAT?

DEADLINE:

STEPS:

1.

2.

3.

4.

5.

GOAL #3:

Write goal on the line

SO WHAT?

DEADLINE:

STEPS:

1.

2.

3.

4.

5.

GOAL #4:

Write goal on the line

SO WHAT?

DEADLINE:

STEPS:

1.

2.

3.

4.

5.
