



This appraisal form will be used by the DSD for leadership evaluation of the Impact Ministry, for the Spiritual Theology classes small group grading, and must be discussed with the student assessed for his/her personal development.

Appraisal of IMPACT Leader (semester year)

IMPACT leader being assessed: _____

Your name: _____

Facilitating an IMPACT Group community

Identify one or two positive qualities or strengths of your IMPACT leader as relate specifically to his or her leadership in facilitating the IMPACT group and its development as a community.

[If you need examples of strengths or healthy qualities in leadership to consider the reverse of this page. As well, if you are familiar with spiritual gifts you may alternatively wish to identify any gift you would affirm in your leader's life.]

1.

2.

Can you identify events or activities facilitated by your IMPACT Leader that benefited you? Please explain.

Discipling members of the IMPACT Group

Identify one or two positive qualities or strengths of your IMPACT leader as relate specifically to his or her one on one discipleship or ministry to you individually.

1.

2.

What suggestion/s do you have for your IMPACT leader to improve in ministry effectiveness either with leading and relating to the group or to ministering to people one on one?

Appraisal of IMPACT Leader

Are there any character qualities you would like to affirm or encourage growth in?

CHECKING PERCEPTIONS: *I have discussed this appraisal with the person being assessed.* - yes - no
After discussing your opinions with your IMPACT leader what changes would you make or comments would you add to the above appraisal?

Strengths to consider for Facilitating an IMPACT Group community
CARE demonstrated concern for others, encouraged us to care for each other
COMMUNITY facilitated significant relationships, deep sharing, life-changes
MEETING led the group meeting weekly and effectively, demonstrated thorough preparation
PRAYER prayed together as a group, kept a prayer journal
THE WORD facilitated discussion and learning which thoroughly incorporated good knowledge and consideration of Scripture
ATTITUDE wholehearted commitment to the group, enthusiastic, willing learner, positive
FAITHFUL on time for meetings, did things when he/she said he/she would
CONFIDENTIALITY kept confidences of things shared in the group, guarded safety of the members of the group so they could share deeply
FACILITATION was sensitive to group dynamics and issues, able to lead resolution of group conflicts, able to lead the group in making decisions, developed team spirit
AUTHORITY appropriate use of authority in leading; appropriate structure and control within the group
LEADERSHIP members were willing to follow, earned respect of others
Strengths to consider for Discipling members of the IMPACT Group
PRAYER prayed with me, prayed for me
PEER HELPING supported me, available to help, interested in my life, servant attitude and actions
ONE TO ONE met with me one to one, showed concern for my spiritual life
RELATIONSHIPS friendly, able to develop deep relationships, authentic, good listener, communicated well
ACCOUNTABILITY developed helpful group accountability, facilitated partner accountability, was accountable to the group
COURAGE had willingness to speak to issues that needed to be addressed; handled corrective discipline appropriately
ENCOURAGEMENT encouraged others, did not criticize, used positive language
EXAMPLE was a good example of authentic Christian living, had an evident passion to grow in Christ, was an example of following the Community Covenant
APPRAISAL earned my respect, had courage to say hard things to me, spoke into my life

After you discuss this form please leave it with your IMPACT leader

Thank you for participating in this important part of Prairie's Impact Group ministry

Note: This appraisal form does not affect the grade of the person being assessed.