

## Lewis Pastoral Vitality Matrix

### Current Effectiveness

		Current Effectiveness	
		Low	High
Potential for Growth	High	Potentially Vital Pastor	Vital Pastor
	Low	Ineffective Pastor	Effective but Plateaued Pastor

## Lewis Congregational Vitality Matrix

		Current Vitality	
		Low	High
Future Potential	High	Potentially Vital Congregation	Vital Congregation
	Low	Lost the Vision Congregation	Effective but Plateaued Congregation

# Pastoral Vitality Matrix and Congregational Vitality Matrix

This document is designed to give you a tool to gauge the potential of the pastors with which you work. These matrixes provide no easy answers — but they are a useful way of looking at placements from a little different angle.

## Pastoral Vitality Matrix

The Pastoral Vitality Matrix plots a pastor's current effectiveness and their potential for growth, rating each low or high. Once you have given a rating to a pastor on each of these axes, the pastor's vitality falls into one of four categories represented by the four quadrants on the matrix.

### **In the bottom left quadrant is the Ineffective Pastor.**

This is a pastor you rated low for their Current Effectiveness and also low for their Potential for Growth.

The supervisory issue for this pastor is often one of helping the pastor transition out of ministry or, at least, finding ways to minimize the harm this pastor can do.

### **In the bottom right quadrant is the Effective but Plateaued Pastor.**

This is a pastor you rated high for their Current Effectiveness but low for their Potential for Growth. This pastor is doing well in a particular setting but may not have the capacity to continue to grow. Great care needs to go into making sure this pastor can continue to serve where they are or in comparable place where the pastor's gifts can flourish and not in places that will call for growth beyond this person's range.

### **In the top left quadrant is the Potentially Vital Pastor.**

This is a pastor you rated low for their Current Effectiveness but high for their Potential for Growth.

This may be a pastor who is relatively new to ministry or someone where the match of pastor and context is not currently right. The supervisory issue here is to find ways to develop the potential you see either through mentoring or a change of context.

### **In the top right quadrant is the Vital Pastor.**

This is a pastor you rated high for their Current Effectiveness and also high for their Potential for Growth.

Superintendents often believe they should be "left alone" because they are doing well on their own. While that is true, the supervisory relationship here may need to be the one of encouragement. Staying closely connected to the Vital Pastor will permit you to discern ways the pastor actually does need some improvement.

## Congregational Vitality Matrix

Make two ratings for a congregation. One is for their Current Vitality — rate them low or high. The other rating is for their Future Potential — low or high.

Once you have given these ratings to a congregation, they will fall into one of four quadrants in the matrix.

**In the bottom left quadrant is the Lost the Vision Congregation.**

This is a church you rated low for their Current Vitality and also low for their Future Potential.

There are limits to what outside intervention can do in such situations beyond providing pastoral service appropriate for their context that can spot any openings that may come for renewal.

**In the bottom right quadrant is the Effective but Plateaued Congregation.**

This is a church you rated high for their Current Vitality but low for their Future Potential.

This church needs solid leadership to avoid maintenance or decline, even though major growth may not be likely.

**In the top left quadrant is the Potentially Vital Congregation.**

This is a church you rated low for their Current Vitality but high for their Future Potential. This church needs leadership that can fulfill that potential.

**In the top right quadrant is the Vital Congregation.**

This is a church you rated high for their Current Vitality and also high for their Future Potential.

While these are vital churches, they need leadership commensurate with their levels of vitality and potential. A mismatched appointment here will have great negative consequences, often very quickly. It is essential that such congregations have the leadership needed not only to maintain the vitality but to take the necessary steps related to staffing, program, land, and facilities to maximize the congregation's potential.

**How Might You Use the Pastoral Vitality Matrix and the Congregational Vitality Matrix?**

These descriptions of the various quadrants begin to give you some ideas about how you might get clues for relating to various pastors and congregations.

Another use is to test out current appointments by comparing what type of pastor is appointed to what type of church. The more alignment, the better you would expect the pastor and congregation to do. So, for example, a vital pastor serving a vital congregation is the best of all situations. However, if an effective but plateaued pastor is serving a vital congregation, there are likely to be limits on how well the church and pastor will do.

Looking to the future, insight from these tools may help you think differently about new appointments. If a Potentially Vital Pastor is currently serving in a Lost the Vision assignment, a move to a different type of church should give that pastor a better opportunity and it will give you the opportunity to see if the pastor is able to develop the potential you see.

No system can be used mechanically to make good decisions, but these and other tools may give you a different lens for viewing pastors and churches and allow you to discern more clearly how you can best relate to them and help them fulfill their ministries.