

PRISM

A FEEDBACK TOOL FOR MINISTRY

THE WORK OF MINISTRY is a rewarding but sometimes lonely venture. Although every week ministers may be told what they did and didn't do correctly last week, meaningful feedback is often missing. Ministers are left to filter through all the data that bombards them on a daily basis to develop a sense of self-awareness and to plan for personal and professional growth.

At best a minister may receive some type of annual review from a superior or a board of deacons or elders. Many times these evaluations are tied to compensation and take on more of a performance review rather than a true measure of strength and weakness, thus resulting in the lack of a development plan.

PRISM is designed to give honest, constructive, confidential feedback to ministers from a full spectrum of their professional community.

WHAT ARE THE KEY BENEFITS TO PRISM?

- Provides a confidential environment to discover strengths and weaknesses
- Provides a safe environment to understand the impact of one's behavior on others
- Assists ministers in clarifying personal strengths and fine-tuning their calling
- Uncovers blind spots before they hinder ministry or personal effectiveness

- Results in the creation of a positive, strategic, long-term development plan for professional and personal growth
- Provides a constructive way for a minister and supervisor to talk
- Enables a staff to identify and organize around their strengths

SEE YOURSELF FROM A 360 DEGREE PERSPECTIVE

For more information, see the Questions and Answers at www.nacba.net/prism.

To purchase PRISM or receive answers to administrative questions, email to prism@nacba.net or call the National Association of Church Business Administration at 972-699-7555 or 800-898-8085.



PRISM

A FEEDBACK TOOL
FOR MINISTRY

HOW DOES THE PRISM PROCESS WORK?



The process is totally Internet-based. No paper is involved until the final report is printed. Using email and Web technology, the process is quite simple and seamless.

1. The participant is notified via email that the PRISM process is beginning.

If needed, a hot link in the email takes the participant to information that explains the process and answers most questions.

2. Participants then click on a link in the email that accesses the PRISM starting page, then complete a simple demographic form.

Next, participants are instructed to create up to four rater groups—groups of people that experience their work and ministry from different perspectives.

Participants are asked to register 15 feedback respondees and place each in one of the rater groups. They are also asked to include a superior or mentor.

3. Participants click on a hot link that sends the information to the secure PRISM Web site.

Participants then complete the online "self" evaluation PRISM questionnaire.

4. As each participant completes the survey, the results are sent to the secure PRISM Web site.

5. The respondees receive an email notifying them they have been selected by the participant to be involved in the PRISM process.

They are instructed to complete a short demographic form.

They are urged to take no longer than five business days to complete the PRISM feedback questionnaire.

As they complete each form, their data is sent to the secure PRISM Web site.

6. The Web site monitors the return rate of completed PRISM questionnaires.

7. Respondees slow in completing their feedback are periodically sent gentle email reminders until they complete the feedback process.

8. The designated PRISM facilitator is notified when the results are ready.

9. The facilitator makes arrangements with the participant regarding when and where to receive the feedback.

10. The facilitator then prints the feedback reports and works with the participant in understanding the results and designing a comprehensive development plan.

In many cases, facilitators work with a full staff in the PRISM process.

PRISM is a registered trademark of NACBA®. This tool was developed as a joint project of the National Association of Church Business Administration® and Pryor & Pryor. ©2003 NACBA. All rights reserved.



100 N. Central Expy.
Suite 914
Richardson, Texas
75080-5326
(800) 898-8085
(972) 699-7555
(972) 699-7617 Fax
www.nacba.net