



ESSENTIAL YEAR-END QUESTIONS

Year-End Evaluation For Every Leader

REFLECTING ON THE PAST

- Reflection is essential for personal and organizational growth. Take time to review the year, asking critical questions to identify strengths, weaknesses, and areas for improvement.
- Look back at your calendar, photos, or key moments to relive the year and uncover lessons.
- Meet with your team to assess what worked well and what didn't, fostering a culture of continuous improvement.
- Use reflection as a time to celebrate wins and acknowledge areas where you can improve.
- Begin identifying your word or theme for the next year to set a focused direction.

"Was our church joyful this year? Did we love people well?
Did God show up in every service?" - *Chris Hodges*

EVALUATING VISION AND VALUES

- Here are a list of questions that anyone can ask to evaluate themselves and their organization:
 1. Why do I exist? Reaffirm your vision and values.
 2. What am I doing? Go through what you are doing with your time.
 3. How are we doing? Use metrics to quantify what you are doing and if it's working.
 - a. To hear more about this, listen to last year's December podcast [here](#)
 4. Where am I manufacturing energy? Where you are pretending to be excited that you are not excited about.
 - a. You either need to refine the passion or need to not do them anymore.
 5. Do we have the right people? See if people are on the right seat on the bus of your team/organization.
 - a. See what you can do to help people meet expectations, find a lateral shift, or empower their future for them to find the best fit for them at another organization.
 6. What would a great leader do? Consider what a great leader would do if they were in your shoes.



7. What's most important right now? Reduce it down to one thing to focus on by asking "What one thing, if it got better in your life, would make the biggest difference in your life?"
- Avoid rushing into calendar planning without first anchoring decisions in your vision and values.

"What one thing, if it got better, would make the biggest difference in your life or church?" - *Chris Hodges*

PREPARING FOR THE NEW YEAR | PRAYER AND FASTING

- Start the year with prayer and fasting to seek God's guidance and presence.
- Encourage your church to participate in a season of fasting and prayer to grow closer to God.
- Use this time to identify and clarify personal and organizational goals for the year ahead.
- Prayer and fasting are essential for building spiritual momentum and inviting God's anointing into your ministry.
- Provide resources and opportunities for your church to join together in prayer and fasting.

"Truly, the most important growth driver there is, is God's presence." - *Chris Hodges*

DISCUSSION QUESTIONS

See the next pages for Discussion Questions that will help you and your team get the most out of this episode!

EPISODE RESOURCES

- [NEW GrowLeader One Days](#)
- [See Church of the Highlands Values](#)
- [Pray First Resources](#)
- [GrowLeader Roundtables](#)
- [Build a Legacy of Kingdom Builders Team](#)
- [Free Church Resources](#)
- [Previous Episodes + Show Notes](#)
- [The Wesleyan Investment Foundation](#)
- [OneHope](#)
- [StudioC](#)



DISCUSSION QUESTIONS:

Keep growing to reach your full potential by asking yourself and your team these questions:

REFLECTING ON THE PAST

1. What lessons have you learned from this past year that will shape your next year?

2. How can you also lead your team in reflection and improvement?

3. What is one key moment from the year that defines your biggest success or challenge?

EVALUATING VISION AND VALUES

1. How do your vision and values shape your goals and strategies for the next year?

2. What evidence can you find that your organization lived out its values this year?



- 3. What adjustments can you make to ensure your vision remains clear and effective?

IDENTIFYING GROWTH DRIVERS

- 1. What is the one growth driver in your organization that could create the most positive impact?

- 2. How can you align your team around this priority to ensure accountability and focus?

- 3. How will you measure success in addressing this growth driver?

PREPARING FOR THE NEW YEAR | PRAYER AND FASTING

- 1. How can you incorporate prayer and fasting into your leadership rhythms?



2. What steps can you take to invite your church into a powerful season of spiritual focus?

3. How will you rely on God's presence to guide your plans for the upcoming year?
