Clergy:	Local Church:

## Elder/Associate Members/Local Pastor Ministry Assessment by S/PPRC

To be completed by the S/PPRC and reviewed with the clergy.

While the Clergy Self-Assessment and the S/PPRC Assessment are an important part of the evaluation process, they are meant to be a springboard to the Clergy and S/PPRC Discussion Guide. Please focus your time and effort to have a meaningful discussion as you work through the questions on this part of the Assessment.

Two of the duties of the Staff/Pastor-Parish Relations Committee are (1) "to confer with and counsel the pastor(s) and staff on the matters pertaining to the effectiveness of ministry; relationships with the congregation; the pastor's health and self-care, conditions that may impede the effectiveness of ministry; and to interpret the nature and function of the ministry" and (2) "to provide evaluation at least annually for the use of the pastor(s) and staff in an ongoing effective ministry and for identifying continuing educational needs and plans."

(¶258.2g3&5, 2016 Book of Discipline)

Thus, this instrument begins with an assessment of how the local church is fulfilling her mission. Then, you are asked to assess how effectively the clergy is leading you in fulfillment of that same mission.

## **Congregational Assessment**

1. The mission of a local church is to follow Jesus, make disciples, and transform lives and communities. In what ways is your congregation fulfilling that mission and becoming a more vital and healthy church?

2.	Based on Bishop Schnase' "5 Practices of Fruitful Congregations", what do you see as the 2 most critical growth areas in order for your church to be more effective in following Jesus, making disciples, and transforming lives and communities						
Why?		Dynamic Worship Wholistic Evangelis Intentional Faith D			Extravagant Generosity Risk-Taking Mission& Service Radical Hospitality		
	Assessmen						
1.		= -	ns in leading the chur es and communities?		n following Jesus, making		
2.		d life, self-care, fam			the personal development past year and how did he/she		

3.	What were the clergy's mutually agreed upon goals for the clergy's professional development for the past year and how did he/she fulfill them?
4.	Marks in this next section should cover the spectrum from 1-10. The typical clergy will receive most marks in the "Meets Expectations Range" (4-6). The exceptional clergy will receive ratings in "Exceeds Expectations Range (7-8). Ratings of 9 or 10 should be reserved for superior skills and performance. Marks from 1-3 indicate to a clergy areas for improvement. Responses which use only one column will invalidate the form and render a disservice to the pastor. All strong clergy have areas where growth would be helpful; all weaker or inexperienced clergy are strong somewhere.
do	tstanding – Highest level of performance; this rating is given to a clergy who consistently es far more than expected for the position. Numerous objective examples that support e rating are easily identified. (9-10)
tha	needs Expectations – This rating is given to a clergy who consistently does more in expected for the position. Rating should be easily supported by several objective amples of going beyond job requirements. (7-8)
sat	eets Expectations – This rating is given to a clergy who has consistently and fully isfied the performance expectations for a pastor as outlined in ¶340 of the 2016 Book Discipline. (4-6)
-	provement Needed – This rating is given to a clergy who did not consistently meet formance expectations of ¶340 of the 2016 Book of Discipline. (1-3)
Ho	w would you evaluate your pastor in the following areas?

Droaching	lact of	proclamation,	use of infor	mation :	tachnalamı
rieaciiiig	(act or	prociamation,	use or irrior	mation	technology)

1 2 3 4 5 6 7 8 9 10 Why?

Teaching (formation of mature disciples who are missionally focused)

1 2 3 4 5 6 7 8 9 10 Why?

Leadership (visioning, strategic planning, developing leaders, connection within the UMC)

1 2 3 4 5 6 7 8 9 10 Why?

Worship (planning, leading, administering the sacraments)

1 2 3 4 5 6 7 8 9 10 Why?

1	2	3	4	5	6	7	8	9	10

Evangelism (reaching others with the Good News of Jesus Christ)

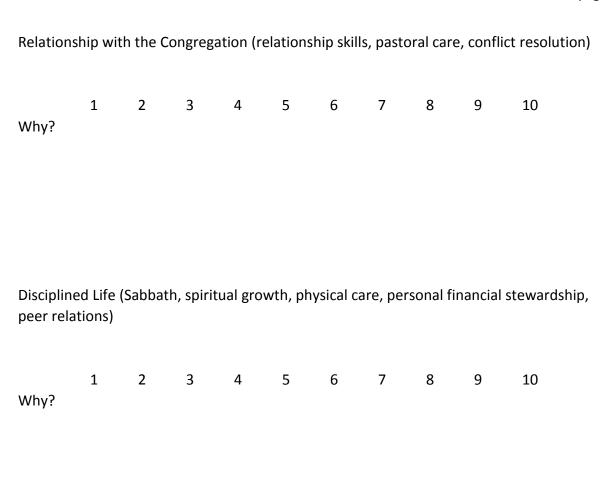
Why?

Missions and their role in developing and carrying out ministry with the poor

1 2 3 4 5 6 7 8 9 10 Why?

Administration and Time Management (financial administration, organization, communications)

1 2 3 4 5 6 7 8 9 10 Why?



5. What are one or two primary areas in which the clergy could more effectively lead the church in accomplishing the mission to follow Jesus, make disciples, and transform lives and communities?

6. Based on the strengths, areas of growth, and goals of the clergy based on this assessment process, what are some specific recommendations for continuing education for the coming year?