

Clergy: _____

Local Church: _____

Elder/Associate Members/Local Pastor Ministry Assessment by Clergy

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

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 you are leading the church 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?

3. What were your mutually agreed upon goals for the clergy's professional development for the past year and how did you fulfill them?

4. List all continuing education experiences completed or participated in during the past year. Include both formal and informal learning experiences, e.g., books, periodicals, seminars, workshops, and courses awarding Continuing Education Units (CEU's).

5. 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.

Outstanding – Highest level of performance; this rating is given to a clergy who consistently does far more than expected for the position. Numerous objective examples that support the rating are easily identified. (9-10)

Exceeds Expectations – This rating is given to a clergy who consistently does more than expected for the position. Rating should be easily supported by several objective examples of going beyond job requirements. (7-8)

Meets Expectations – This rating is given to a clergy who has consistently and fully satisfied the performance expectations for a pastor as outlined in ¶340 of the 2016 Book of Discipline. (4-6)

Improvement Needed – This rating is given to a clergy who did not consistently meet performance expectations of ¶340 of the 2016 Book of Discipline. (1-3)

How would you evaluate yourself in the following areas?

Preaching (act of proclamation, use of information 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?

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

1 2 3 4 5 6 7 8 9 10
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?

Relationship with the Congregation (relationship skills, pastoral care, conflict resolution)

1 2 3 4 5 6 7 8 9 10

Why?

Disciplined Life (Sabbath, spiritual growth, physical care, personal financial stewardship, peer relations)

1 2 3 4 5 6 7 8 9 10

Why?

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