

SPRC Clergy Evaluation Worksheet

Staff-Parish Relations Committee

Use this worksheet to complete Parts 1 & 2 of the Staff-Parish Relations Annual Clergy Evaluation. Then submit your final Clergy Evaluation by the Staff-Parish Relations Committee online at <https://registration.umcnic.org/ministry-review-sprc>

Pastor's Name _____

Church _____

PART 1 - Print a copy of the Part 1 Questions for each SPRC member (at least 5 people) to complete. Then, collate the data of the answers to create one consensus score for each area and offer useful comments.

Below are the 12 dimensions of ministry that can be found in Effective Ministry 360. Each pastor brings particular strengths and growth opportunities for these areas. Please read through each dimension of ministry and rate your pastors effectiveness with the following scale:

- 1 – Highly Ineffective
- 2 – Ineffective
- 3 – Neither Effective nor Ineffective
- 4 – Effective
- 5 – Highly Effective

Please keep in mind that the way a pastor engages in each dimension of ministry can take many forms. They can be directly involved, develop teams to administer the tasks/ministries, resource others in the area, or develop community connections.

Administration and Organization:

Performs activities that support the efficient functioning of the organization such as: Supervising the keeping of accurate and thoughtful records for accounting, bookkeeping, and budgeting purposes and actively managing risk such as investments and insurance; working with responsible financial planning for emergencies or unforeseen needs; maintaining and improving existing facilities and, when needed, leading the development of new facilities. *

Please write a brief comment to explain your answer. *

Caregiving (pastoral care):

Performs activities that serve the spiritual, mental, and/or physical needs of congregants or community members such as: working with and helping to develop groups or systems to support persons dealing with grief, addiction, depression and other health issues; performing hospital or home visitations; proactively identifying and aiding those victimized by injustice or neglect; effectively and calmly handling crises or emergencies. *

Please write a brief comment to explain your answer. *

Connectional Service:

Performs activities that contribute to the goals of The United Methodist Church that extend beyond the scope of the local church such as: joining and contributing to District, Conference, Jurisdiction or General Church committees; participating in expert panels, focus groups, and surveys; participating in planning teams; attending annual conference meetings; holy conferencing with other United Methodists and clergy; articulating and translating the Annual Conference Strategic Goals into the context of the local church. *

Please write a brief comment to explain your answer. *

Evangelism and Outreach:

Translates the language of faith into relevant cultural contexts that bring new individuals into a personal relationship with Christ such as: Developing and implementing new methods for increasing congregation size and making disciples; forming and leading small groups and Bible studies for congregants and people new to Christianity; supporting mission work; incorporating techniques to better connect with younger individuals (e.g., websites, video, contemporary music, interactivity); modeling and setting up opportunities for persons to share their faith with others; frequently taking the lead in reaching out to the wider community. *

Please write a brief comment to explain your answer. *

Agile Leadership:

Performs leadership activities that smoothly and quickly respond to changing situations and different contexts and creates a climate where others are able to apply innovative thinking to solve problems such as: Actively seeking feedback that helps align current strategies with the changing contexts, continuously exploring new ways to think about problems and obstacles and finding creative ways forward, learning from experiences and past errors, appropriately balancing the need to change with the need to remain focused on achieving current goals, tolerating false starts, and acting decisively despite incomplete information. *

Please write a brief comment to explain your answer. *

Developing and Maintaining Relationships:

Performs activities that create, maintain, and strengthen personal and professional relationships with congregants, community members, United Methodist Church members, and members of other denominations such as: Fostering fellowship at church gatherings; promoting and seeking to improve children, youth and adult programming and ministries; arranging events and activities to bring people together; leading prayer at community events; actively and frequently getting involved with the community; hosting or participating in dinners with congregants; organizing several interfaith, community, civic, educational, or recreational activities. *

Please write a brief comment to explain your answer. *

Mission and Service and Social Justice:

Performs activities that facilitate congregational service in mission settings such as: serving, supporting or resourcing local outreach centers (soup kitchens or Food Pantries, homeless shelters, ministries with underserved or those on the margins of society); participating in peace with justice ministries locally, nationally, or internationally; challenging church members to respond to critical community needs; helping church members understand systemic issues of racism, sexism, poverty, etc.; helping the church and community live out the conviction that racism is incompatible with Christian teaching. *

Please write a brief comment to explain your answer. *

Preaching and Worship Leadership:

Performs activities to support and lead public worship services and convey spiritual and moral messages through public speaking such as: Carefully preparing and delivering sermons; studying and listening to excellent sermons regularly in order to improve sermon writing; carefully developing and sharing religious lessons in each sermon; developing worship and preaching to reflect grace-based Wesleyan theology; incorporating current events into messages often; leading prayer; proactively developing alternative worship approaches such as through new technologies or other budding worship practices. *

Please write a brief comment to explain your answer. *

Self-Development:

Engages in activities to improve spiritual, mental, and physical development that contributes to the delivery of more effective ministry by: Honoring the Sabbath; devoting time often to developing personal learning; studying religious documents; maintaining a healthy balance between self, family, and church commitments; frequently updating skills and knowledge; cultivating a personal life; taking responsibility for a holistic approach to health and self-care. *

Please write a brief comment to explain your answer. *

Strategic Planning and Implementation:

Performs activities that facilitate change toward desired future outcomes including: Improving the vitality of the local church; Setting priorities, focusing energy and resources, strengthening operations, ensuring that team members and stakeholders are working toward common goals, establishing agreement around intended outcomes/results, assessing and adjusting the direction of the organization in response to a changing environment, and tracking progress to ensure the developed plans are being effectively executed. *

Please write a brief comment to explain your answer. *

Team Leadership:

Performs activities that mobilize and coordinate staff and congregants to achieve organizational goals such as: Carefully negotiating and managing conflict while avoiding politics or taking sides; making a strong effort to identify and develop lay leaders and staff in the congregation; carefully developing action plans for accomplishing goals; creating, developing, and managing teams; positively communicating long-term church goals; acting as a conscientious team member by getting all members on track and motivating the group. *

Please write a brief comment to explain your answer. *

Training and Development of Ministry Partners:

Performs activities to teach, train, or mentor individuals and groups to improve their knowledge and skills such as: Inviting individuals to discern their spiritual gifts so that they can participate in building up the body of Christ; involving oneself in teaching through a variety of means, such as in leading Bible study classes, training senior staff, or leading and being present in community groups and organization; positively mentoring less experienced lay leaders, staff, and clergy; helping youth identify their aspirations and talents; frequently empowering others to make decisions; leading by example as much as possible. *

Please write a brief comment to explain your answer. *

PART 2 SPRC & Clergy answer PART 2 together. They meet to share the SPRC results and the pastor will share his/her reflections. Together, the SPRC and pastor will write a brief summary, determine pastoral strengths, pastoral areas of growth, and congregational/pastoral goals for the coming year.

- Write a brief paragraph summarizing the clergy evaluation.
- List two strengths/skills for ministry and how clergy will continue to develop them?
- List two areas of growth for the clergy with specific ways the clergy will address them.
- What is God calling this church to do in the next 12 months and how can the pastor help accomplish these goals?