



Office of Clergy  
Excellence

Florida Conference The United Methodist Church  
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Dear Friends,

On this website you will find the materials you need for the Annual Assessment of Clergy.

This year we have simplified the forms originally developed by a committee of the Board of Ordained Ministry. We have also changed the due date for this assessment, so as not to conflict with the annual Pastor and Church Profiles which are due by January 31st. The Annual Assessment of Clergy will be due no later than May 30. It may be completed any time between January and May. SPR Committees, in consultation with their pastors and/or District Superintendents, may elect to have the review done well before the deadline of May 30. By changing the date, it is our hope that these Assessments will inform conversations the following Fall regarding salary and other discernments.

The Assessment process emphasizes teamwork and collaboration for goal setting and evaluation between clergy and the lay leadership of the Staff Pastor Parish Relations Committee.

Nine factors are assessed which include the five dimensions of the Methodist Way that are part of our Missional Vital Signs: Salty Service, Passionate Worship, Radical Hospitality, Intentional Discipleship, and Extravagant Generosity. An explanation of the vital signs can be found at <http://www.flumc.org/explanationofmissionalvitalsigns>.

It is our intent that this Assessment tool will be used with any clergy appointed to the church — pastors, associate pastors and deacons. A separate assessment must be completed for each pastor. This material may be modified to be used effectively with the entire church staff. If your church has its own assessment tool used to evaluate staff and/or clergy, a copy of this tool may be submitted to your District Superintendent for approval to be used in lieu of this process.

As you work through this Annual Assessment, please make note of anything that could be done more effectively. In true Wesleyan style, we are hoping to go on to perfection! Please email your suggestions or comments to [sara.mckinley@flumc.org](mailto:sara.mckinley@flumc.org).

It is our hope that this Assessment process will be an effective tool in assisting you in building a team ministry for the sake of Jesus Christ as we make disciples for the transformation of the world.

With the love of Christ,

The Rev. Sara L. McKinley, Director  
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