

Staff Parish Relations

SPPRC Assessment of Ministerial Effectiveness & Goal Setting

Date Completed _____

Name of Clergy Person _____

Name of Church or Charge _____

Instructions to the Staff Parish Relations Committee:

Effective assessment systems focus on both the positive areas of ministry and upon the aspects of ministerial effectiveness that may need improvement. The Assessment can then be used to help guide the clergy person in developing their learning goals for the coming year. Each member of the Committee should fill out a form for each clergy person under appointment. The results will be compiled by SPPRC Chair who will record the average of the individual SPPRC Assessments for each clergy person.

I. Reflect on the questions and topics following each of the 9 categories of assessment listed below, as you rate the clergy person 1 to 3 (3 being highest; 1 being the lowest) according to the following rating system:

- | | |
|-------------------|---------------------------------|
| 3 Thriving | Exceeds Expectations |
| 2 Healthy | Meets Expectations |
| 1 Underperforming | Below Expectations - needs work |
| NA Not applicable | Not enough information to score |

Please return your Assessment to your SPPRC chair for compilation. The Compiled Assessment, Joint Dialogue, and Clergy Self-Assessment must be sent to the District office by May 30.

1. Spiritual Formation & Personal Care

Rating []

Reflect on the following questions and topics as you rate the clergy person 1 to 3 (1 being low, and 3 being high) in this area and comment below as needed:

How do you believe your pastors' devotional life and spiritual disciplines guide their ministry? Share your observations related to your pastors' personal health and self-care (physical, spiritual, emotional). Does your pastor maintain a balance between personal/family time and ministry demands? Share your knowledge of any peer or covenant groups with which your pastor is a participant. Reflect on its value to their ministry.

Comments:

2. Preaching & Teaching

Rating []

Reflect on the following questions and topics as you rate the clergy person 1 to 3 (1 being low, and 3 being high) in this area and comment below as needed:

Do the pastor's sermons make Christian teaching relevant to people's daily lives and reflect thorough preparation? Are the pastor's sermons prophetic and challenging? How well does the pastor create worship that focuses on God? Does the pastor demonstrate commitment to the Christian Education needs of: Children, Youth, Younger Adults (18-39) and Adults (ages 40 plus)? Does the pastor provide active leadership in the teaching ministry of the church? Does the pastor communicate effectively in written and verbal form?

Comments:

3. Leading the Congregation in Passionate Worship

Rating []

Reflect on the following questions and topics as you rate the clergy person 1 to 3 (1 being low, and 3 being high) in this area and comment below as needed:

Does the pastor regularly study worship attendance compared to previous years, and share this data with leaders and the congregation? Does the pastor evaluate and plan worship services with a worship planning team and effectively plan for new weekly or occasional worship services? How does the pastor lead the congregation in follow up with visitors? Reflect on how well the pastor leads the congregation in making changes to worship that will glorify God and help reach new people for Christ.

Comments:

4. Equipping Laity for Salty Service

Rating []

Reflect on the following questions and topics as you rate the clergy person 1 to 3 (1 being low, and 3 being high) in this area and comment below as needed:

Reflect on how well the pastor shares leadership, decision making, responsibility and accountability for ministry with the laity. In what ways does the pastor assist laity in discovering their spiritual gifts and how to live them out? In what ways does the pastor encourage service and outreach in the local, national and global community? How does the pastor intentionally involve laity in mission and ministry? How well does the pastor encourage and support connectional United Methodist outreach through such ministries as United Methodist Volunteers in Mission (UMVIM), General Board of Global Ministries, and United Methodist Committee on Relief (UMCOR)?

Comments:

5. Equipping Laity for Radical Hospitality

Rating []

Reflect on the following questions and topics as you rate the clergy person 1 to 3 (1 being low, and 3 being high) in this area and comment below as needed:

In what ways does the pastor intentionally reach out to unchurched people in the community and invite them to worship? Does the pastor teach Confirmation and New Member classes? Does the pastor talk and pray with people making a first time commitment to Christ or a recommitment of their faith? Does the pastor, in worship and teaching, challenge the congregation to form relationships with unchurched people and to invite them to visit the church? How well does the pastor lead the congregation in intentional faith sharing ministries such as prayer walks, servant evangelism, etc.? Reflect on how well the pastor assists the congregation in providing a welcoming environment for people who are new to the faith.

Comments:

6. Leading in Discipleship and Extravagant Generosity

Rating []

Reflect on the following questions and topics as you rate the clergy person 1 to 3 (1 being low, and 3 being high) in this area and comment below as needed:

In what ways does the pastor hold up intentional discipleship and spiritual formation as a priority for every Christian? Is the pastor intentional about deepening their personal theology, developing practical skills for ministry, and strengthening leadership skills? Does the pastor work to ensure that the congregation has an intentional and well-articulated discipleship and spiritual formation process? Does the pastor ensure that the congregation offers classes/groups for those new to the Christian faith such as an Introduction to the Bible and Basic Christian Beliefs? In what ways does the pastor invite newcomers to church to connect with small groups, classes or other means of discipleship formation? How well does the pastor lead the congregation in an annual stewardship focus that emphasizes extravagant generosity? Does the pastor teach/preach on giving a tithe of 10% or more to the church?

Comments:

7. Leading the Congregation & Staff

Rating []

Reflect on the following questions and topics as you rate the clergy person 1 to 3 (1 being low, and 3 being high) in this area and comment below as needed:

Reflect on how the pastor develops a shared vision with the congregation and helps the congregation stay focused on that vision. Is the pastor effective in team building and leading people through change? Does the pastor help the congregation evaluate ministries and assess the need for new ones? Does the pastor help the congregation, and specific ministry teams, achieve their goals? Does the pastor clearly state the expectations of each staff member and encourage them to meet these expectations? How effectively does the pastor deal with conflict within the staff when it occurs? How available is the pastor to the staff? Do they have regular meetings with staff?

Comments:

8. Interpersonal Skills

Rating []

Reflect on the following questions and topics as you rate the clergy person 1 to 3 (1 being low, and 3 being high) in this area and comment below as needed:

Does the pastor form relationships with people that are caring and compassionate? How well does the pastor relate to people on a one-to-one basis? How effectively does the pastor relate to people in a group setting? Is the pastor willing to listen to different points of view? Does the pastor use grace and good judgment in working with people? Does the pastor care for the personal needs of the congregation through calls, visits or the delegation of such ministries to an equipped lay team?

Comments:

9. Connectional Issues

Rating []

Reflect on the following questions and topics as you rate the clergy person 1 to 3 (1 being low, and 3 being high) in this area and comment below as needed:

Does the pastor maintain a collegial spirit with other clergy? Is the pastor involved in ecumenical or interfaith work with other clergy? Does the pastor support and participate in work and activities of the District and Conference? Is the pastor well prepared for Annual Charge Conference and are year-end reports completed on time and in order? Does the pastor appreciate, understand and uphold the doctrine and polity (rules of the church) of the United Methodist Church? Does the pastor support the paying of Apportionments and other Conference obligations in full and on time?

Comments:

II. Considering the 9 assessment factors listed above, identify the 3 you believe are the most characteristic of your pastor and the 3 that are most important for your church. Consider the differences, if any.

Top 3 factors most characteristic of your pastor: Top 3 factors most important for your church:

- 1.
- 2.
- 3.

- 1.
- 2.
- 3.

Comment on the differences, if any:

III. What S.M.A.R.T (specific, measurable, attainable, realistic and timely (or tied to a deadline)) goals did the pastor set for the past year? How well were these accomplished?

IV. List three S.M.A.R.T. goals you would like to see the congregation achieve, with leadership by your clergy person, in the coming year:

- 1.
- 2.
- 3.

NOTE: It may be helpful for the SPPRC Chair and Pastor to review progress toward these goals quarterly.

Clergy person's Signature _____ Date _____

SPPRC Chairperson Signature _____ Date _____

DS Signature _____ Date _____