



Florida Conference The United Methodist Church  
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February 2019

Dear Clergy, SPR Committee Members, and District Superintendents,

On this website you will find the materials needed for the Annual Assessment of Clergy. This is a revision of a process originally developed by a committee of the Board of Ordained Ministry.

So as not to conflict with various year-end reports, **the Annual Assessment of Clergy is due no later than May 31, 2019.** The assessment may be completed any time between January and May, 2019, and must be submitted to your district office no later than May 31, 2019.

**PLEASE DO NOT SEND THESE REPORTS TO THE OFFICE OF CLERGY EXCELLENCE.**

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. The purpose of this assessment is to foster a conversation between the Pastor, the SPR Committee, and the District Superintendent, regarding ways that the pastor and the local congregation can grow in their effectiveness in ministry. We encourage an ongoing conversation regarding progress towards goals throughout the year, but at least quarterly.

Nine factors are assessed by the SPR Committee and the clergy person which include the five dimensions of the Methodist Way that are part of our Missional Vital Signs: Salty Service (Missional Engagement), 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 all clergy appointed to serve the local church: pastors, associate pastors and deacons. A separate assessment must be completed for each pastor. **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.**

We have made a few minor edits to the forms based on feedback we have received. Please note that this year the SPRC's Assessment asks about the **CHURCH's** S.M.A.R.T. goals while the Clergy Self Assessment asks about the **clergy person's** S.M.A.R.T. goals. Both sets of goals are to be recorded on the Joint SPRC/Clergy Dialogue form.

We continue to be open to your suggestions for change. Please email your suggestions or comments to [smckinley@flumc.org](mailto:smckinley@flumc.org). In response to the feedback we received this past year, we have added an option for pastors who are **part time, bi-vocational**, or those who are **part of larger staffs** to indicate which of the 9 factors are **not applicable** to them and their ministry setting.

It is our hope that this assessment process will be an effective tool to assist you in building a team ministry for the sake of Jesus Christ as we make disciples for the transformation of our communities across Florida.

My apologies for not getting this update out sooner! With the love of Christ,

Rev. Sara L. McKinley, Director Office of Clergy Excellence  
[smckinley@flumc.org](mailto:smckinley@flumc.org) Cell 954-873-7825

During this past year we launched a new initiative to be:

## ON MISSION TOGETHER



### OUR MISSION

Equipping leaders to make disciples of Jesus for the transformation of communities across Florida and beyond.

### OUR VISION IS TO CULTIVATE



**COURAGEOUS  
LEADERSHIP**



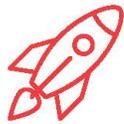
**MISSIONAL  
ENGAGEMENT**



**SPIRIT-LED  
INNOVATION**

We are looking for **LEADERS** who have:

### OUR 5 MINDSETS



#### **FUTURE FOCUSED**

*We prepare for God's future...now.*



#### **WESLEYAN ROOTED**

*We embody a legacy of faith, grounded in grace and committed to action.*



#### **PASSIONATE ABOUT PEOPLE**

*We desire to see every human being realize their fullest potential in Christ.*



#### **STRENGTHENED BY DIVERSITY**

*We celebrate the uniqueness of God's creation by cultivating, not merely tolerating diversity.*



#### **ADAPTIVE**

*We respond to change by identifying and seizing opportunities to thrive in a new or challenging environment.*