

Florida Conference of the United Methodist Church Clergy Self-Assessment of Effectiveness & Goal Setting

Date Completed _____

Name of Clergy Person _____

Name of Church/Charge: _____

Instructions to the Clergy: (You CAN save this document and open it later to resume working on it.)

Effective assessment systems focus on both the positive areas of our ministry and upon the aspects of our ministerial effectiveness that may need improvement. Identifying our strengths and areas for growth aids us in developing our self-awareness which can, in turn, help us in goal setting for the coming year.

Share this completed form with your SPPRC after the Committee has completed its assessment of your ministry. Together you will then develop a plan of action to address the areas of growth as well as the pastoral and congregational goals for the year ahead.

Please send your completed Self-Assessment, along with the composite SPPRC Assessment, and Joint Dialogue form, to the District office by May 30.

I. Reflect on the questions and topics following each of the 9 categories of assessment listed below, as you rate yourself 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 |

Reflect on the questions and topics for each of the nine assessment areas below and provide comments in the boxes provided.

1. Spiritual Formation & Personal Care

Rating []

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

Reflect on your devotional life. How do your spiritual disciplines guide your ministry? Share your practices related to personal health and self-care (physical, spiritual, emotional). How do you maintain a balance between your personal/family time and ministry demands? Share your involvement in any peer or covenant groups. Reflect on their value to your ministry.

Comments:

2. Preaching & Teaching

Rating []

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

Consider how your sermons make Christian teaching relevant to people’s daily lives and reflect thorough preparation. Reflect on how you seek to create worship that focuses on God. In what ways are your sermons prophetic and challenging? How do you demonstrate a commitment to the Christian Education needs of Children, Youth, Younger Adults (18-39) and Adults (ages 40 plus). Do you provide active leadership in the teaching ministry of the church? How effective are you in your written and verbal communications?

Comments:

3. Leading the Congregation in Passionate Worship

Rating []

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

Do you regularly study worship attendance compared to previous years, and share this data with leaders and the congregation? Do you evaluate and plan worship services with a worship planning team? What new weekly or occasional worship services have you planned and led this last year? How do you lead the congregation in follow up with visitors? In what ways have you led 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 yourself 1 to 3 (1 being low, and 3 being high) in this area and comment below as needed:

In what ways do you share leadership, decision making, responsibility and accountability for ministry with the laity? How do you assist laity in discovering their spiritual gifts and help them to live them out? In what ways do you encourage service and outreach in the local, national and global community? In what ways do you intentionally involve laity in mission and ministry? Do you specifically encourage and support connectional United Methodist outreach through such ministries as UMVIM, General Board of Global Ministries, UMCOR and the UMC special Sundays?

Comments:

5. Equipping Laity for Radical Hospitality

Rating []

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

In what ways do you intentionally reach out to unchurched people in the community and invite them to worship? Reflect on your effectiveness in leading Confirmation and New Member classes. How effective have you been in talking to and praying with people making a first time commitment to Christ? In worship and teaching, how have you challenged the congregation to form relationships with unchurched people and to invite people to visit the church? What fruit have you seen from this teaching? In what ways do you lead the congregation in intentional faith sharing ministries such as prayer walks, servant evangelism, or other ministries? How do you assist the congregation in providing a welcoming environment for people who are new to faith?

Comments:

6. Leading Laity in Intentional Discipleship and Extravagant Generosity

Rating []

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

In what ways are you intentional about deepening your personal theology, developing practical skills for ministry, and strengthening your leadership skills? Reflect on how you encourage intentional discipleship as a priority for every Christian. In what ways do you ensure that the congregation has an intentional and well-articulated discipleship/spiritual formation process? Do you ensure that the congregation offers classes/groups for those new to the Christian faith such as Introduction to the Bible and Basic Christian Beliefs? Reflect on your practice of inviting newcomers to church to connect with small groups, classes or other means of discipleship formation. Describe how you have led the congregation in an annual stewardship focus that emphasizes extravagant generosity. Do you lead by example in giving a tithe of ten percent or more to the church?

Comments:

7. Leading the Congregation & Staff

Rating []

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

Describe the process you have used to develop a shared vision with the congregation and reflect on how you have helped the congregation stay focused on that vision. What is that vision? How effective are you in team building and leading people through change? What is your process for helping the congregation evaluate the ministries of the church and assess the need for new ones? In what ways do you help the congregation, and specific ministry teams, achieve their goals? How effective are you in clearly stating expectations for each staff member and encouraging them in the accomplishment of their goals? How do you deal with conflict within the staff when it occurs? How effective are you in handling conflict? When are you available to staff and do you have regular meetings with staff? How effective are these meetings?

Comments:

8. Interpersonal Skills

Rating []

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

Evaluate your relationships with people. Are they caring and compassionate? How effective are you in relating one-to-one with members of your congregation and staff? How effective are you in relating in a group? Are you willing to listen to different points of view? Reflect on how you use grace and good judgment in working with people. How effective are you in caring for the pastoral needs of the congregation through calls, visits or the delegation of meeting such needs to an equipped lay team?

Comments:

9. Connectional Issues

Rating []

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

In what ways do you maintain a collegial spirit with other clergy? Reflect on your involvement in ecumenical or interfaith work with other clergy. In what ways do you support and participate in the work and activities of the District and Conference? Are you well prepared for annual charge conference and year-end reports? Are they completed and in order, on time? Reflect on your appreciation and understanding of the doctrine and polity (rules of the church) of the United Methodist Church. Has your church paid its Apportionments and Conference obligations in full? If not, please explain.

Comments:

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

Top 3 factors most characteristic of you:

1.

2.

3.

Top 3 factors most important for the church:

1.

2.

3.

Comment on the differences, if any:

III. List the S.M.A.R.T (specific, measurable, attainable, realistic and timely (or tied to a deadline)) goals you set last year and evaluate your progress toward each goal.

1.

2.

3.

IV. List the books you have read for personal or professional development in the past year:

V. List the personal and professional opportunities for learning and growth you have participated in this past year:

VI. List at least three S.M.A.R.T. (specific, measurable, attainable, realistic and timely (or tied to a deadline)) goals you would like to achieve, with the help of the congregation, in the year ahead:

1.

2.

3.

NOTE: It may be helpful to review your progress toward these goals quarterly with your SPPRC Chair.

VII. What will you have to stop doing in order to achieve these goals?

VIII. List your plans for ongoing personal and professional development for the upcoming year?

Clergy person's Signature _____ Date _____

SPPRC Chairperson Signature _____ Date _____

DS Signature _____ Date _____