

CLERGY EVALUATION

It is recommended that each S/PPRC member complete an evaluation form for each clergy serving the congregation. The committee will then meet to review the clergy's self-evaluation, collate their own responses, reflect together, and agree upon a final *Clergy Evaluation*. Once the committee has made its final draft, the committee should meet with the clergy to share the evaluation. For associate pastors and staff members, the lead clergy may be part of the process of evaluation. The evaluation of an associate pastor and/or staff member is to be shared with the associate pastor and/or staff member with the lead clergy present.

Name:
Position:
Church:

Date:
District:
Zip Code:

Ratings for the following questions:

- 4 – Very effective
- 3 – Usually effective
- 2 – Occasionally effective
- 1 – Ineffective

The Rocky Mountain Conference affirms the following components of effectiveness, realizing that no one person will attain precision in all areas.

1. Leadership

- a. Clearly states God's vision for the community.
- b. Offers clear communication orally and in writing.
- c. Provides reflection on how faith applies to life and community issues.
- d. Models a lifestyle of integrity to the call of Christ.
- e. Empowers people for ministry within the church community and beyond.
- f. Sets a spiritual context for the administration of the church - recruiting, planning, training, organizing, financing.
- g. Challenges the congregation to grow in their understanding of stewardship by framing it theologically and grounding it in the faith story.
- h. Educates the congregation to fulfill their Church Tithe Covenant.
- i. Models life-long learning.
- j. Pays attention to family, and to spiritual and personal health and wholeness.
- k. Invites individuals to consider a call to ministry.

Combined rating (add the 11 ratings above and divide by 11).

List two specific strengths to build on, skills to be improved, and/or actions to be taken:

- 1.
- 2.

2. Community

- a. Develops networks of support and accountability.

- b. Maintains a place where spiritual friendships develop.
- c. Provides safe places to explore faith and engage in dialogue.
- d. Offers hospitality and ministry toward persons in every season of life, every racial and ethnic background, every degree of physical and mental capability and any sexual orientation.
- e. Connects the needs of contemporary people with the rich heritage of past generations of faith.
- f. Leads the congregation in evangelistic outreach that others might come to know Christ.
- g. Participates in neighborhood, community, ecumenical, and/or interfaith concerns so as to lead the congregation to be involved beyond the local church.

Combined rating (add the 7 ratings above and divide by 7).

List two specific strengths to build on, skills to be improved, and/or actions to be taken:

- 1.
- 2.

3. Spirituality

- a. Participates in spiritual formation of the congregation.
- b. Models life as a disciple of Jesus Christ.
- c. Offers meaningful corporate worship and the rituals that mark the passages of life.
- d. Through the congregational system, offers pastoral care (counseling, visitation, grief work).
- e. Through the congregational system, provides worship, study, prayer, silence, simplicity.

Combined rating (add the 5 ratings above and divide by 5).

List two specific strengths to build on, skills to be improved, and/or actions to be taken:

- 1.
- 2.

4. Transformation

- a. Creates a climate of expectation of growth in faith.
- b. Invites individuals to take intentional steps in discipleship.
- c. Helps communities identify growth areas and address them.
- d. Helps individuals and the community to move from knowing about faith to applying faith to life.
- e. Brings the voice of the church to the social issues that shape culture.
- f. Moves outside her/his own comfort zone.
- g. Is an agent of change.
- h. Uses dialogue as a tool for bringing persons from various points of view to a common table.

Combined rating (add the 8 ratings above and divide by 8).

List two specific strengths to build on, skills to be improved, and/or actions to be taken:

- 1.
- 2.

5. Service

- a. Gives time in community service outside the congregation.
- b. Equips individuals and the congregation to find their ministry and to pursue it.
- c. Addresses the needs of the community and world.
- d. Puts faith into action.

Combined rating (add the 4 ratings above and divide by 4).

List two specific strengths to build on, skills to be improved, and/or actions to be taken:

- 1.
- 2.

Add the combined ratings for each of the five major areas and list the total here: __

- A rating of 18-20 indicates the congregation and clergy are working very effectively together. The components of effective pastoral ministry are understood and guide the clergy's ministry with the congregation. The clergy and leadership should continue to maximize their positive relationship for the transformation of the congregation, the community, and the world.
- A rating of 14-17 indicates the congregation and clergy are usually working very effectively together. The components of effective pastoral ministry are understood and guide the clergy's ministry with the congregation. The clergy and leadership should continue to maximize their positive relationship for the transformation of the congregation, the community, and the world.
- A rating of 10-13 indicates the congregation and clergy are occasionally working effectively together. There is a need to more clearly communicate and negotiate the components of effective pastoral ministry. Actions, training, and support needed for the clergy and congregation to better excel and collaborate in ministry should be identified.
- A rating of 5-9 indicates the congregation and clergy are not working together as effectively as desired. There is a need to re-examine the components of effective pastoral ministry. The congregation and clergy need to identify the specific action steps and further development necessary to continue the appointment. The district superintendent is to identify and work with the clergy and S/PPRC chairperson to identify the process and procedures for improvement. If the evaluation does not improve over the next one to two years, it may be appropriate for an appointment change.

Prepared by the team of:
(Please list titles and e-mail addresses)

Date: