

## CLERGY SELF EVALUATION

*This section is to be completed by the person being evaluated and shared with the S/PPRC for further dialogue and clarification. From time to time it is appropriate to modify the information based on conversation and clarification with the committee. Read the introduction to the evaluation process before completing.*

Name:

Date:

Position:

Years in the position:

### **Part I**

After reflecting on your goals for this past year, what were your two most significant achievements that furthered the congregation's vision and mission? What helped you accomplish these achievements and how will you build on them in the future?

1.

2.

What goals did you want to accomplish during the past year but did not, either in whole or in part?

1.

2.

What would have helped you accomplish these?

### **Part II**

**Ratings** for the following questions:

4 – Very effective

3 – Usually effective

2 – Occasionally effective

1 – Ineffective

**The following components of effectiveness acknowledge 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, an appointment change may be appropriate.

### **Part III**

How will you increase your knowledge and skills during the next year so that you continue to develop your strengths?

What do you need from the congregation to enhance and/or further develop your knowledge and skills? If you are an associate pastor or deacon, what do you need from the congregation and lead pastor to enhance and/or further develop your knowledge and skills?

What do you need from your district superintendent/conference to build on and further develop your knowledge and skills?

Do you take Sabbath time each week and vacation time each year for renewal and rest?

How do you spend your Sabbath time and how many weeks of vacation did you take in the past year?

How is your personal prayer life? How do you practice spiritual disciplines? How is your faith growing?

**Part IV**

List your three to five goals for the coming year and explain how you believe each will support and implement the congregation's and conference's vision and mission. These goals should be:

- Specific
- Measurable
- Attainable
- Relevant/Realistic
- Timely

1.

2.

3.

4.

5.

Share additional information you want the S/PPRC and district superintendent to know about you and your ministry (achievements, challenges, professional/personal needs, etc.).