



July 1, 2014

Dear Pastors and Chairpersons of Staff/Pastor Parish Relations Committee:

Enclosed are materials for Pastors and Staff/Pastor Parish Relations Committees to use in offering counsel to the Bishop and Appointive Cabinet about the effectiveness of your current pastor. The form must be filled out and signed by the members of the committee and returned to the district office no later than Friday, August 15th. Pastors begin one-on-one assessment interviews with the district superintendent on Monday, August 18th through mid-September and the information the S/PRC committee provides on the forms guides these conversations. Pastors also submit the same form as a self-assessment to the district superintendent by the same deadline.

Please keep in mind the following:

- Set a date now for the committee to meet in time to complete and return the form by August 15th.
- The pastor(s) must be notified in advance of the meeting and if the pastor(s) choose(s) not to attend, they must be informed of your committee's assessment immediately following the meeting.
- If your church has more than one clergy, you must complete a form for each clergy.
- If there is more than one church on your charge, each S/PRC should submit a separate assessment.
- You may fill out the form online at arumc.org/forms, save, print and mail or save and email, then send in the signed copy in the mail.
- Send the completed form to the district office by Friday, August 15th.
- Note: *The Consultation forms will be sent to you in December for your 2015 S/PRC committee to fill out as an advisory recommendation to the Bishop and Appointive Cabinet concerning your recommendation as to the appointment of your pastor for the 2015-2016 appointment year. **If your pastor is new to your church as of July 1, 2014, you do not need to fill out these assessment forms.***

Thank you for your careful and prayerful attention to this important work.

Clergy Leadership Assessment Form

Form Due in the District Office by August 15, 2014



Pastor:

Clergy SPRC

Church: _____

The Clergy Assessment is designed to encourage excellence in ministry, to provide accountability to assist the District Superintendent in effective supervision of the pastor and assessment of the mission field, so that congregations may be fruitful in making disciples for Jesus Christ. We want this to be an ongoing healthy conversation between the S/PPR Committee and pastor.

I. Vitality

	<u>Seldom</u>	<u>Sometimes</u>	<u>Usually</u>	<u>Often</u>	<u>Always</u>
a. Articulates, teaches about, and engages lay leaders in addressing the conference's trajectory of "Creating vital congregations that make disciples of Jesus Christ, who make disciples equipped to transform lives, communities and the world."	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Provides leadership so the congregation develops a strategy and action steps to become a more vital congregation.					
c. Leads the congregation in: changing lives (making new disciples); fruitfulness (number of disciples in worship, small groups for learning and faith formation, disciples engaged in mission, generous giving by disciples); and life-changing ministries that build up the community.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

II. Mission Field

- a. Encourages, equips, and leads laity to be in ministry beyond the local church
- b. Equips the church to reach the unchurched and those who no longer see the church as relevant to their lives.
- c. Leads the church in growth with at least one new adult profession of faith, one more person in worship, one additional small group and one more ministry that reaches into the mission field.

III. Personal Discipleship

	<u>Seldom</u>	<u>Sometimes</u>	<u>Usually</u>	<u>Often</u>	<u>Always</u>
a. Demonstrates a personal relationship with Jesus Christ	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Follows spiritual disciplines (Prayer, Bible study, retreat, tithing and fasting).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Balances church ministry and family life.					
d. Makes lifestyle choices that lead to physical, emotional and spiritual health.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Intentionally participates in a program of continuing education.					

IV. Wholeness of Relationships

	<u>Seldom</u>	<u>Sometimes</u>	<u>Usually</u>	<u>Often</u>	<u>Always</u>
a. Works in partnership with laity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Maintains appropriate ethical boundaries in all personal and professional relationships.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Meets regularly with and is accountable to a peer group for growth in discipleship and ministry.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
d. Is well known and respected in the church and community					

(over)

V. Demonstrates Effective Spiritual Leadership To Develop Disciples

	<u>Seldom</u>	<u>Sometimes</u>	<u>Usually</u>	<u>Often</u>	<u>Always</u>
a. Provides relevant, scriptural, organized, and thought-provoking sermons.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Teaches with energy and passion that leads people into discipleship.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Provides appropriate, timely and compassionate pastoral care, particularly in times of illness, crisis or death.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Leads and assists lay leadership in regular and effective administrative ministry.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Provides financial oversight and clear communication for the congregation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

In what ways can you/your pastor help the church become more vital?

In what ways can you/your pastor be a better spiritual leader?

In what ways can you/your pastor assist laity to be better spiritual leaders?

Which points of the Bishop’s Mission Plan (Next Steps Trajectory) will you/your church address first in your ministry planning?

Signatures of Those Present

Date _____
