

Clergy Assessment

1. What is the distinct role of the deacon in the church?
2. What are the clergy's strengths in leading the church in following Jesus, making disciples, and transforming lives and communities?
3. What were the clergy's mutually agreed upon goals for the personal development (disciplined life, self-care, family-work balance) for the past year and how did he/she fulfill them?
4. What were the clergy's mutually agreed upon goals for the clergy's professional development for the past year and how did he/she fulfill them?

5. Marks in this next section should cover the spectrum from 1-10. The typical clergy will receive most marks in the “Meets Expectations Range” (4-6). The exceptional clergy will receive ratings in “Exceeds Expectations Range (7-8). Ratings of 9 or 10 should be reserved for superior skills and performance. Marks from 1-3 indicate to a clergy areas for improvement. Responses which use only one column will invalidate the form and render a disservice to the pastor. All strong clergy have areas where growth would be helpful; all weaker or inexperienced clergy are strong somewhere.

Outstanding – Highest level of performance; this rating is given to a clergy who consistently does far more than expected for the position. Numerous objective examples that support the rating are easily identified. (9-10)

Exceeds Expectations – This rating is given to a clergy who consistently does more than expected for the position. Rating should be easily supported by several objective examples of going beyond job requirements. (7-8)

Meets Expectations – This rating is given to a clergy who has consistently and fully satisfied the performance expectations for a deacon as outlined in ¶329 of the 2016 Book of Discipline and his/her particular job description. (4-6)

Improvement Needed – This rating is given to a clergy who did not consistently meet performance expectations of ¶329 of the 2016 Book of Discipline and his/her particular job description. (1-3)

How would you evaluate the deacon in the following areas?

Preaching (act of proclamation, use of information technology)

1 2 3 4 5 6 7 8 9 10

Why?

Teaching (formation of mature disciples who are missionally focused)

1 2 3 4 5 6 7 8 9 10
Why?

Leadership (connecting the church and the world, within the congregation, connection within the UMC)

1 2 3 4 5 6 7 8 9 10
Why?

Worship Participation (planning, leading, assisting with the sacraments)

1 2 3 4 5 6 7 8 9 10
Why?

Administration and Time Management (budgets, organization, communication)

1 2 3 4 5 6 7 8 9 10
Why?

6. What are one or two primary areas in which the clergy could more effectively lead the church in accomplishing the mission to follow Jesus, make disciples, and transform lives and communities?

7. Based on the strengths, areas of growth, and goals of the clergy based on this assessment process, what are some specific recommendations for continuing education for the coming year?