

Clergy: _____

Local Church: _____

Deacon

Ministry Assessment by Senior Pastor

To be completed by the senior pastor and reviewed with the deacon and S/PPRC.

While the Clergy Self-Assessment, Senior Pastor Assessment, and the S/PPRC Assessment are an important part of the evaluation process, they are meant to be a springboard to the Clergy, Senior Pastor and S/PPRC Discussion Guide. Please focus your time and effort to have a meaningful discussion as you work through the questions on this part of the Assessment.

Two of the duties of the Staff/Pastor-Parish Relations Committee are (1) "to confer with and counsel the pastor(s) and staff on the matters pertaining to the effectiveness of ministry; relationships with the congregation; the pastor's health and self-care, conditions that may impede the effectiveness of ministry; and to interpret the nature and function of the ministry" and (2) "to provide evaluation at least annually for the use of the pastor(s) and staff in an ongoing effective ministry and for identifying continuing educational needs and plans."

(¶258.2g3&5, 2016 Book of Discipline)

Thus, this instrument begins with an assessment of how the local church is fulfilling her mission. Then, you are asked to assess how effectively the clergy is leading you in fulfillment of that same mission.

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 (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?

Relationships (relationship skills, conflict resolution, etc.)

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

Effectiveness in other areas of ministry responsibility

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

Disciplined Life (Sabbath, spiritual growth, physical care, personal financial stewardship, peer relationships and support)

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?