

Clergy: _____

Local Church: _____

Elders, Associate Member, Local Pastor Serving on Church Staff Ministry Assessment by Senior Pastor

To be completed by senior pastor and reviewed with the clergy.

While the Clergy Self-Assessment and the Senior Pastor Assessment are an important part of the evaluation process, they are meant to be a springboard to the Clergy and Senior Pastor 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.

Clergy Assessment

1. What are the clergy's strengths in leading the church in following Jesus, making disciples, and transforming lives and communities?

2. 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?

3. 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?

4. 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 pastor as outlined in ¶340 of the 2012 Book of Discipline or his/her particular job description. (4-6)

Improvement Needed – This rating is given to a clergy who did not consistently meet performance expectations of ¶340 of the 2012 Book of Discipline or his/her particular job description. (1-3)

How would you evaluate the church staff member 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)

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

Leadership (visioning, strategic planning, developing leaders, connection within the UMC)

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

Worship (planning, leading, administering the sacraments)

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

Evangelism (reaching others with the Good News of Jesus Christ)

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

Missions and their role in developing and carrying out ministry with the poor

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

Administration and Time Management (financial administration, organization, communications)

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

Relationship with the Congregation (relationship skills, pastoral care, conflict resolution)

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

Disciplined Life (Sabbath, spiritual growth, physical care, personal financial stewardship, peer relations)

1 2 3 4 5 6 7 8 9 10

Why?

5. 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?

6. 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?