

Texas Annual Conference ❖ Center for Clergy Excellence

**Annual P/SPRC Clergy Assessment
For Clergy Appointed to a Local Church**

Dear Pastor-Staff Parish Relations Committee Chairperson,

Please plan a meeting or meetings for your congregation's PPR or SPR Committee with each pastor and associate pastor appointed to your charge. Before the meeting(s), please forward a copy of this assessment (along with instructions and addendum) to each committee member and each pastor and associate pastor appointed to your church.

A separate assessment should be completed for each pastor and associate pastor at each charge.

The goal of this assessment: to begin and continue an honest conversation about "what is happening, or not happening, in the life of your church and what the relationship of the role and work of the pastor should be to that work."¹

- During that conversation, in the presence of the clergy person being assessed, complete this **Annual P/SPRC Clergy Assessment**.
- Print and forward the completed assessment **to your District office by November 1**.

For your convenience, the Conference vision, mission, key drivers, core beliefs, and Conference standards for clergy effectiveness (entitled "Faithfulness in the Clergy, A Call to Effectiveness") are attached to the assessment as an addendum. You may also find the attached Alban Weekly article "Making Pastoral Evaluation Worthwhile" helpful.

¹"Making Pastoral Evaluation Worthwhile", Gil Rendle, Alban Weekly, 10/16/2006

Date: _____

Clergy person's Name: _____

Current SPRC Chairperson: _____

Name: _____

Phone Numbers Home: _____

Work: _____

Cell: _____

SPRC Chairperson elected for next year: _____

Name: _____

Phone Numbers Home: _____

Work: _____

Cell: _____

Mission

Describe the missional goals of the congregation. In what ways did the clergy person empower the congregation to accomplish those goals during the past year? During the past year, have there been any extraordinary events which have impacted your congregation?

Integrity of Heart and Life

In what ways does the clergy person demonstrate personal faith in Jesus Christ, ethical behavior, keeping of spiritual disciplines, appropriate balance between work and rest, honesty, and daily living that make the love of God real in the world?

Wholeness of Relationships

Effective clergy persons have healthy and positive relationships with God, congregations, colleagues, family and friends. Provide examples of how the clergy person creates and maintains healthy and nurturing relationships.

Skills Necessary for Ministry

Please circle the best choice after each skill listed.

M = Meets expectations E = Exceeds expectations D = don't know I = Improvement needed

How effectively does the dearyperson:

1. Encourage *radical hospitality?

M E D I _____

2. Lead the congregation in discipleship and evangelistic outreach?

M E D I _____

3. Preach?

M E D I _____

4. Lead *passionate worship?

M E D I _____

5. Lead congregation to celebrate and understand Baptism and Holy Communion?

M E D I _____

6. Encourage *faith-forming relationships?

M E D I _____

7. Teach?

M E D I _____

8. Encourage children to make professions of faith through instruction and confirmation?

M E D I _____

9. Encourage *fervent prayer and diligent study of Scripture?

M E D I _____

10. Provide counsel and guidance?

M E D I _____

11. Visit the sick and those in need?

M E D I _____

12. Organize the congregation, its ministers, and its ministries?

M E D I _____

13. Guide, train, and support laity to lead the congregation in ministry?

- | | | | | |
|--|---|---|---|-------|
| M | E | D | I | _____ |
| 14. Lead the congregation to set goals, implement ministry, and evaluate effectiveness? | | | | |
| M | E | D | I | _____ |
| 15. Lead the congregation in matters of stewardship, funding, and *extravagant generosity? | | | | |
| M | E | D | I | _____ |
| 16. Encourage young men and women to enter ministry? | | | | |
| M | E | D | I | _____ |
| 17. Lead the congregation to share in *connectional district and conference ministries? | | | | |
| M | E | D | I | _____ |
| 18. Participate in community, ecumenical, and inter-religious concerns? | | | | |
| M | E | D | I | _____ |
| 19. Lead the congregation in racial and ethnic inclusiveness? | | | | |
| M | E | D | I | _____ |
| 20. Lead? the congregation in *risk-taking mission into the community and the world? | | | | |
| M | E | D | I | _____ |

Future Priorities

Over the next year, what does the clergy person need to do **less often** to enhance fruitfulness in ministry with this congregation?

Over the next year, what does the clergy person need to do **more often** to enhance fruitfulness in ministry with this congregation?

Over the next year, what does the clergy person need to **continue to do** to enhance fruitfulness in ministry with this congregation?

**Addendum to Annual P/SPRC Clergy Assessment
The Texas Annual Conference
The United Methodist Church**

Vision

Vibrant, growing congregations changing lives and reshaping futures for Jesus Christ.

Mission

Equip congregations to make disciples of Jesus Christ
for the transformation of the world to the glory of God.

Key Drivers

Spirit-led
Excellence
Fruitfulness
Accountability

Core Beliefs

We believe in:
Radical hospitality
Passionate worship
Faith-forming relationships
Risk-taking mission
Extravagant generosity
Connectional ministry
Fervent prayer and diligent study of Scripture

**Clergy Effectiveness:
A Working Definition**

Out of a shared commitment to enhancing clergy effectiveness in local churches throughout the Texas Annual Conference, the Cabinet, Board of Ordained Ministry, and District Lay Leaders offer the following definition and explanation of our understanding of clergy effectiveness. All references are to paragraphs in *The Book of Discipline 2000*. Clergy effectiveness encompasses all aspects of a clergy person's life and can be demonstrated by integrity of heart and life, wholeness in building and maintaining relationships, and competence in skills necessary for ministry.

I. Integrity of Heart and Life

- + demonstrate personal faith in Jesus Christ and live in such a manner that the love of God is incarnate in their daily activities
- + follow spiritual disciplines (prayer, bible study, Sabbath rest, participation in the sacramental life of the church) necessary for personal spiritual formation
- + live balanced lives which demonstrate an appropriate work ethic regarding time and attention spent in work for the congregation or agency where appointed as well as appropriate time for family and recreation
- + make lifestyle choices that lead to physical and emotional health
- + be honest and forthright in all verbal and written communication
- + demonstrate the highest integrity in financial matters both within and outside congregational or agency life
- + be self reflective regarding all aspects of spiritual formation, ministry, and personal life

II. Wholeness of Relationships

Clergy within the UMC exercise their ministry within covenant relationships with God, other ordained clergy, members of the congregation or agency to which they are appointed, spouse, family, and friends. (303.2, 3, 4; 304.2; 319) Effective clergy demonstrate skills necessary to create and maintain healthy and nurturing relationships in all aspects of life.

Effective clergy will:

- + set appropriate boundaries in contacts with persons so that issues of sexual misconduct or harassment are never in question and appropriate sensitivity to cultural diversity is demonstrated
- + exercise leadership in such a way that ministry is the work of the entire congregation and gifts of ministry among the laity are recognized and nurtured (303.4; 319) in appointments to extension ministry, gifts for ministry among laity serving in conjunction with ordained clergy will be nurtured and affirmed.
- + set appropriate boundaries as single persons so that dating relationships do not become a detriment to ministry and that the covenant of celibacy in singleness is upheld
- + exercise fidelity in their marriage covenants and give appropriate attention to nurturing their families
- + hold themselves accountable to a group of peers for growth in discipleship and the exercise of ministry. It is expected that this group will meet regularly and deal with issues relevant to spiritual formation and growth in ministry.
- + meet regularly with SPRC and participate openly and honestly with SPRC in the process of evaluation (325.2c) in appointments to extension ministry, clergy will engage in appropriate supervisory sessions with those to whom the clergy person is accountable.
- + exercise their ministry under appropriate supervision of the UMC through the office of the bishop and district superintendent.
- + demonstrate communication skills that include effective listening and authentic relating
- + respond appropriately when either praise or criticism is offered
- + seek out needed help when any relationship is strained or broken
- + participate in annual performance review with SPRC and district superintendent using documents supplied by the district superintendent. In appointments to extension ministry, yearly inventory documents will be provided by the district superintendent and will be completed by the clergy person.

III. Competence in Skills Necessary for Ministry

A. Skills necessary for pastoral ministry (elders, local pastors)

Effective pastors demonstrate gifts for ministry that allow them to oversee the total ministry of the local church. (331.1)

Effective pastors will demonstrate skill in:

- + Guiding, supporting, training, and equipping laity for ministry in the world
- + Proclamation of the Word through preaching and teaching
- + Pastoral care in times of illness, crisis, or death
- + Priestly leadership of planning and leading worship and administering the sacraments
- + Prophetic leadership that calls the congregation to mission beyond its walls and justice in society
- + Administrative leadership in implementing the vision and purpose of the congregation, time management, supervision and management of staff and volunteers, and financial oversight
- + use of modern technology to enhance aspects of church programming and congregational life
- + The intentional development of a program of continuing education which is approved by both SPRC and the district superintendent, or by the supervisor in appointments to extension ministry

B. Skills necessary for the ministry of deacons

Effective deacons will demonstrate gifts for servant ministry in the world and leadership with the church that calls the church to ministry in the world. (319)

Effective deacons will demonstrate skill in:

- + Teaching and proclamation of the Word of God
- + Leadership in worship and assisting elders in the administration of the sacraments
- + forming and nurturing disciples of Jesus Christ
- + conducting marriages and burying the dead
- + leading the congregation in its servant outreach to the world

Note: This resolution was adopted by the 2005 Texas Annual Conference. Its content is also found in the brochure "Faithfulness in the Clergy: A Call to Effectiveness", and is printed in the 2005 Journal, pages J-1 and J-2.