

PASTORAL ASSESSMENT

Based upon the work of

The Bishop's Task Force on Transformational Leadership
Adopted by Cabinet (2009) and Board of Ordained Ministry (2010)

Revised: September 28, 2010

This assessment tool is an adaptation of the work of the Task Force on Transformational Leadership. It is to be used as a part of the annual assessment/discernment process by pastors and Staff-Parish Relations Committees in relation to ministry evaluation and effectiveness and as a part of the process in communicating to the District Superintendent reflections and desires as related to future appointment.

The form is divided into three categories: Character, Competence and Fruit. Some brief indicators of each category are included on the form to help provide definition. A separate tool provided, entitled "A Guide for Conversations Between Pastors and Staff-Parish Relations Committee" offers questions for conversation/reflection to assist in working through each of the three categories.

The Staff-Parish Relations Committee shall fill this form out as a means of evaluating and providing feedback concerning the pastor's effectiveness in ministry. The pastor shall fill this form out as a self-evaluation tool and as a means of setting goals in cooperation with the Staff-Parish Relations Committee. **The scoring of the Staff-Parish Relations Committee and the pastor shall be transferred to one form and returned with the requested letter indicating future appointment desires and preferences.**

Scoring:

- Exceeds Expectations: Continually surpasses listed characteristics; follows through and does what has been committed in previous evaluations
- Meets expectations: Routinely meets listed characteristics, sometimes exceeds; usually follows through and does most of what is committed in previous evaluations
- Needs Improvement: Development needed, has difficulty meeting listed characteristics, where applicable does not meet in a timely manner; lack of follow through; the person at this level may have slipped in performance or may be new to the job
- Unsatisfactory: Did not achieve satisfactory results in listed characteristics, either through lack of timeliness or unacceptable results; not meeting characteristics of transformational leadership; continually fails to meet expectations of listed descriptors for this category; engages in behaviors that are outside the clergy covenant
- Don't Know: Insufficient personal knowledge in this category to make a judgment
- **Comments** are helpful for "Exceeds Expectations" or "Meets Expectations," but are required for "Needs Improvement" and "Unsatisfactory."

CHARACTER: WHO THE PASTOR IS

Personal Commitment to Christ

- Can clearly articulate faith in Jesus Christ
- Evidence of corporate and individual practice of spiritual disciplines
- Evidence of involvement in acts of love, service, and justice in and beyond the church
- Demonstration of commitment to the connectional church

Call to Passionate Leadership in the Church

- Clarity of call to pastoral leadership
- Evidence of leadership within the congregation
- Narrative evidence of the ability to learn from mistakes

Gifted by the Holy Spirit

- Aware of personal spiritual gifts
- Aware of spiritual gifts of others and able to work with them collaboratively

Integrity

- Commitment to strong practices of self-care and healthy living
- Have a plan to address the impact of life issues on ministry
- Establish boundaries, personal and professional
- Participate in avenues for spiritual growth

Character	Exceeds Expectations		Meets Expectations		Needs Improvement		Unsatisfactory		Don't Know	
	SPRC	Pastor	SPRC	Pastor	SPRC	Pastor	SPRC	Pastor	SPRC	Pastor
Commitment to Christ										
Call to Leadership										
Gifted by the Spirit										
Integrity										

Comments, reflections, explanations:

COMPETENCE: HOW A PASTOR WORKS

Preaching and teaching in a way that nurtures faith and transformation

- Comparison of congregations attendance to membership
- Narrative evidence of individual and congregational change
- Congregation’s participation in small groups/studies that relate scripture to daily life

Equip others to be in ministry

- Number of people involved in ministry
- A plan to help people discern calls and discover gifts
- A plan to help people to move from a passion for ministry to action
- A network for assessing and meeting congregational needs

Transformational leadership style

- Awareness of one’s leadership style and its strengths and weaknesses
- Understanding of demographics, group dynamics and congregational study
- Leadership in conflict that benefits the mission of the church
- A plan for change in relation to the vision and context for ministry
- Able to articulate the integration of theology and the practice of ministry

Spiritual Formation

- Needs for education and spiritual formation based on outcomes assessment
- A plan to address needs in consultation with the superintendent
- Minimum of 4 CEUs a year or 12 in a quadrennium
- Peer review of ministry

Competence	Exceeds Expectations		Meets Expectations		Needs Improvement		Unsatisfactory		Don't Know	
	SPRC	Pastor	SPRC	Pastor	SPRC	Pastor	SPRC	Pastor	SPRC	Pastor
Preaching/Teaching										
Equipping Others										
Transformational Leadership										
Spiritual Formation										

Comments, reflections, explanations:

FRUIT: WHAT GOD ACCOMPLISHES THROUGH THE WORK OF A PASTOR

People become and grow into fully committed disciples of Jesus Christ who work for the transformation of the world by participating in worship as measured by:

- First time visitors
- Baptisms
- Professions of faith
- Average attendance in worship

People become and grow into fully committed disciples of Jesus Christ who work for the transformation of the world by participating in spiritual formation as measured by:

- Small Groups for Bible study, prayer and Christian conversation
- Involvement in spiritual disciplines
- Lay attendance at district and conference educational events
- Opportunities to identify spiritual gifts

People become and grow into fully committed disciples of Jesus Christ who work for the transformation of the world by participating in growing commitment to Christ's Church as measured by:

- Fellowship activities appropriate to context
- Number of fellowship groups
- Average giving per member
- Payment of shares of ministry

People become and grow into fully committed disciples of Jesus Christ who work for the transformation of the world by participating in performing acts of servant ministry as measured by:

- New ministries emerging
- Increased participation in serving ministries
- Presence of new leaders
- Spiritual gifts directed toward love, service, justice in and beyond the congregation

People become and grow into fully committed disciples of Jesus Christ who work for the transformation of the world by participating by making other disciples of Jesus Christ as measured by:

- New disciples taught in the Wesleyan understanding of faith
- Training for making disciples
- A plan for congregational disciple making
- Increased participation in disciple making activities by the congregation

Congregation engaged in discernment of and action toward the next faithful step as measured by:

- Community demographic information
- Identified opportunities for making disciples in the community
- Awareness of the congregational story and culture
- Next step as well as obstacles to it are identified for the coming years

Congregation involved in God’s transformation in the community and the world as measured by:

- Number of ministries through which the congregation is engaged with people outside of the church
- The number of persons involved in ministries of social justice
- Congregation that evidences the socio-economic diversity of the surrounding community
- New ministry projects in cooperation with community social agencies
- Participation in area, district, conference and ecumenical ministries in the community and world.

Fruit	Exceeds Expectations		Meets Expectations		Needs Improvement		Unsatisfactory		Don't Know	
	SPRC	Pastor	SPRC	Pastor	SPRC	Pastor	SPRC	Pastor	SPRC	Pastor
Worship										
Spiritual Formation										
Commitment to Church										
Servant Ministry										
New Disciples										
Discernment & Next Steps										
Acts of Justice and Mercy										

Comments, reflections, explanations:

_____ Signature of SPRC Chair

_____ Date

_____ Signature of Pastor

_____ Date

_____ Signature of District Superintendent

_____ Date