This evaluation is for discussion and pre-work purposes...

...submission will be made electronically in the spring.
Annual Evaluation of Pastoral and Congregational Performance

The evaluation instrument for the years 2018-2021 calls for assessment from 3 perspectives:

1. Congregational Ministry Evaluation
2. Pastoral Performance Evaluation
3. SPRC Self Evaluation

Each of these evaluations invites the SPRC and the pastor to reflect on the efforts of the previous year, assess the effectiveness of those efforts and then move from reflection to action in the recommendation of changes or improvements for the coming year. The evaluation of effectiveness on the scale of 1-5 is intended to help leadership clarify for themselves whether they consider the efforts of the past year: Ineffective (1), Effective (3) or Highly Effective (5).

The Congregational Ministry Evaluation recognizes that a large part of the pastor’s effectiveness is evidenced in their leadership of the church to:

1. Share the good news of salvation through Jesus Christ
2. Make Disciples of Jesus Christ
3. Reach our communities and the world with the love of God.

This leadership is a shared responsibility with the lay leadership of the church and as such, the congregational evaluation is a reflection of the combined effectiveness of the pastor and the congregation.

The Pastoral Performance Evaluation assesses those activities which are typically and historically recognized as the responsibility of the pastor. Once again, the evaluation invites reflection on the efforts of the previous year, an assessment of the effectiveness of those efforts and then movement from reflection to proposed action in the coming year. The process should consider not only current performance but also development to improve the pastor’s contribution to the well-being of the local church and the church world-wide. As such, this evaluation should provide a basis for the development of the pastor’s training and educational plans for the coming year and beyond.

This instrument once again includes an SPRC Self Evaluation which invites consideration of the Disciplinary responsibilities of the committee and reflection on the effectiveness of the committee’s efforts to support and guide the ministry of the pastor.

It is recommended that this evaluation not be treated as a “pop quiz” in the spring of the year, but rather that it be shared with the SPRC in the fall and used as an instrument to increase focus on required/desired outcomes in the ministry of the church, and considered throughout the year as a frame of reference for the performance of the pastor and the church.

It is further recommended that in the spring, in preparation for the completion of the evaluation, the document be distributed for consideration by individual members, who can then come together and share their reflections on the performance of the past year and their recommendations for the year ahead.
Congregational Ministry Evaluation (Evaluation Rating: 1 is Ineffective – 5 is Highly Effective)

In His continual efforts to share the love of God, Jesus broke down all walls of division when He went to tax collectors and Samaritans.

1. In what ways are we telling people about Jesus and inviting people, including those unlike ourselves, into a relationship with God and sharing God’s love with others?
   a. On a scale of 1-5, how effective have these efforts been? ① ② ③ ④ ⑤
   b. What improvements/changes do you recommend?

2. In what ways are we providing new places and new opportunities for people to connect with our faith communities?
   a. On a scale of 1-5, how effective have these efforts been? ① ② ③ ④ ⑤
   b. What improvements/changes do you recommend?

Paul implored the early churches to take offerings for the Macedonian church and called all the new churches to pray for one another. Ecclesiastes says, “A triple braided cord is not easily broken.” Methodism historically was strengthened by its connectional system.

3. In what ways are we being connectionally involved in our community and how well are we connecting and cooperating with churches of other denominations and other United Methodist congregations?
   a. On a scale of 1-5, how effective have these efforts been? ① ② ③ ④ ⑤
   b. What improvements/changes do you recommend?
In the book of Acts, the early church regularly met in homes. The hallmark of early Methodism was Wesley’s class meetings where new people were invited into Christian fellowship and discipleship.

4. In what ways are we developing small groups and inviting outsiders to join us?

   a. On a scale of 1-5, how effective have these efforts been? □ □ □ □ □

   b. What improvements/changes do you recommend?

Moses learned that he needed to accept and authorize other leaders in order that he might be a more effective leader. Even Jesus Himself trained new leaders from the very beginning of His ministry.

5. In what ways are you developing, enabling and empowering new leaders?

   a. On a scale of 1-5, how effective have these efforts been? □ □ □ □ □

   b. What improvements/changes do you recommend?

Jesus’ Great Commission sent us into the entire world to share the Gospel and care for the poor and those living on the margins of society.

6. In what ways are we actively engaged in mission and outreach ministries with the poor?

   a. On a scale of 1-5, how effective have these efforts been? □ □ □ □ □

   b. What improvements/changes do you recommend?
Jesus travelled from city to city, preaching the good news and healing the sick. Jesus’ Great Commission sent us into the entire world to share the Gospel and care for the sick and those living on the margins of society.

7. In what ways are we actively engaged in meeting the health needs in our community?

   a. On a scale of 1-5, how effective have these efforts been?  

   b. What improvements/changes do you recommend?

8. In what ways are we actively engaged in supporting efforts to improve global health?

   a. On a scale of 1-5, how effective have these efforts been?  

   b. What improvements/changes do you recommend?

Jesus proclaimed that He was called to free the oppressed and the New Testament is rich with examples of God calling men and women from many different ethnic groups into leadership in the church.

9. In what ways are we helping our congregation to recognize institutional racism in our communities?

   a. On a scale of 1-5, how effective have these efforts been?  

   b. What improvements/changes do you recommend?

10. In what ways are we engaging ethnic people to become leaders in our churches and how well are we preparing our church to embrace the diverse lay and clergy leadership whom God may send?

   a. On a scale of 1-5, how effective have these efforts been?  

   b. What improvements/changes do you recommend?
11. Our conference has identified Five Areas of Focus. Considering your answers to the previous questions, how well are the ministries of your church aligned with the Five Areas of Focus?

1) Developing Principled Christian Leaders  
Evaluation Rating: ① ② ③ ④ ⑤

2) Creating New Places for New People  
Evaluation Rating: ① ② ③ ④ ⑤

3) Engaging in Ministry With the Poor  
Evaluation Rating: ① ② ③ ④ ⑤

4) Abundant Health  
(Stamping out Killer Diseases)  
Evaluation Rating: ① ② ③ ④ ⑤

5) Dismantling Racism  
Evaluation Rating: ① ② ③ ④ ⑤

How could these efforts be improved?

Additional comments:
Pastoral Performance Evaluation  
(Evaluation Rating: 1 is Ineffective – 5 is Highly Effective)

1. Preaching:
   In what ways does the pastor make sermons understandable, theologically sound, inspiring, challenging and helpful?
   
a. On a scale of 1-5, how effective have these efforts been?  
   ![Rating Scale]

   b. What improvements/changes do you recommend?

2. Sacraments (Baptism and Communion):
   In what ways does the pastor teach about sacraments and incorporate them into the life of the church?
   
a. On a scale of 1-5, how effective have these efforts been?  
   ![Rating Scale]

   b. What improvements/changes do you recommend?

3. Teaching:
   In what ways does the pastor prepare, offer & present lessons that are theologically sound and beneficial to the growth of people as disciples of Jesus Christ?
   
a. On a scale of 1-5, how effective have these efforts been?  
   ![Rating Scale]

   b. What improvements/changes do you recommend?
4. Pastoral Care:
What does the pastor do to ensure that the needs of the congregation are met?

a. On a scale of 1-5, how effective have these efforts been? 1 2 3 4 5

b. What improvements/changes do you recommend?

5. Administration:
In what ways does the pastor manage the planning and execution of church ministries to help ensure adequate finances and that records and reports are completed correctly and on time?

a. On a scale of 1-5, how effective have these efforts been? 1 2 3 4 5

b. What improvements/changes do you recommend?

6. Development of Relationships:
In what ways has the pastor established good working relationships with church leaders, congregational members, other clergy in the community and area businesses and agencies?

a. On a scale of 1-5, how effective have these efforts been? 1 2 3 4 5

b. What improvements/changes do you recommend?
7. Connectionalism:
In what ways does the pastor engage in connectional activities and ministries, and how do they encourage members to do so too?

a. On a scale of 1-5, how effective have these efforts been?

b. What improvements/changes do you recommend?

8. Self-Care:
How is the pastor managing his/her self-care (Physical, family/spouse, spiritual/devotional, continuing education/formation and recreational/vacation activities)?

a. On a scale of 1-5, how effective have these efforts been?

b. What improvements/changes do you recommend?

9. Five Areas of Focus:
How has the pastor been communicating and improving understanding of the Five Areas of Focus to the leadership and congregation of the church?

a. On a scale of 1-5, how effective have these efforts been?

b. What improvements/changes do you recommend?
10. In what ways has the pastor been leading and encouraging the congregation to serve beyond the physical boundaries of the church?

   a. On a scale of 1-5, how effective have these efforts been?  
   
   b. What improvements/changes do you recommend?

11. Based on your evaluation, what additional training do you recommend for the benefit of the pastor’s development and the good of the charge? (Please complete the Pastor’s Continuing Education Report and Plan)

12. Based on your evaluation and the measurements for success established for your charge, do you believe the pastor’s performance over the past year merits an increase in compensation for the coming year?

13. Additional Comments:
SPRC Self Evaluation

The responsibilities of the SPRC, as stated in the “Book of Discipline” Paragraph 258.2.g include, but are not limited to:
- Maintain healthy spiritual life
- Nurture & support of the pastor(s) and their family(ies).
- Communicate regularly with the pastor, the staff and congregation
- Recommend and manage staffing in accordance with the strategy of the church
- Recommend compensation packages through the finance committee
- Advise the DS/Bishop regarding clergy leadership
- Evaluate clergy and staff annually for ongoing effectiveness
- Evaluate and recommend candidates for professional ministry
- Review and update church profile annually

1. On a scale of 1-5 how well is the SPRC fulfilling their responsibilities? 1 2 3 4 5

2. In what ways is the SPRC assisting the pastor in procuring adequate Sabbath, vacation and pulpit supply?

3. In what ways is the SPRC assisting the Trustees by performing inspections of the parsonage and advocating for places which are safe and conducive to healthy living and efficient working conditions?

4. In what ways is the committee addressing the church council and charge conference to ensure adequate staffing?

5. In what way is the committee offering the pastor(s) and family (if any) encouragement?

6. In what other ways is the SPRC helping your pastor(s) to be the best pastor(s) possible?

7. In what ways can the committee improve upon their work?

8. Additional Comments:

Pastor: _______________________________  SPRC Chair: _______________________________

District Superintendent: ______________________________________________________________

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