



Annual Assessment Tool for Clergy and Staff/Pastor-Parish Relations Committee

For the purpose of discovering, developing, and deploying pastoral and congregational fruitfulness in the Rio Texas Conference.

Note to clergy and committees:

Effective assessment systems focus on both the positive areas of ministry and upon the aspects of ministerial effectiveness that may need improvement. They also take into account the partnership between pastor and congregation and honestly assess the health of the congregation's role in that partnership. This document serves as a report on the work of the pastor, but the larger context of the ministerial partnership should serve as context for the assessment.

Read carefully the descriptions and explanations of each of the ratings below. Reflect prayerfully on and provide narrative examples to support the rating selection.

Please complete an aggregate report for the committee to share in conversation with the pastor. Together you should work to develop a plan of action to address the areas of growth as well as the pastoral and congregational goals for the year ahead.

1 = does not meet expectations; needs serious attention/improvement^[SEP]

2 = below expectations; needs correction/attention^[SEP]

3 = meets expectations; areas to affirm with room for improvement

4 = exceeds expectations; areas to affirm/celebrate; could be a mentor for others^[SEP]

5 = surpasses expectations; the best to lead, teach, mentor and coach others for fruitfulness

N/A= not applicable or not observed

Developing Personal Fruitfulness

Pastors are accountable with all baptized disciples for their spiritual, emotional, professional, physical, and relational health and growth in Christ.

Spiritual Health – prays; fasts; reads and meditates on the Scriptures; attends to the ordinances of God; participates in an ongoing accountability group; observes Sabbath; pursues opportunities to deepen spirituality.

1 2 3 4 5 N/A

Comments:

Emotional/Mental Health – Exhibits a high level of life satisfaction and optimism; is self-aware and maintains a sense of well-being in times of conflict; handles feedback constructively.

1 2 3 4 5 N/A

Comments:

Professional Health – seeks opportunities for learning, growing and developing as a disciple and pastor.

1 2 3 4 5 N/A

Comments:

Physical Health – balances nutrition, exercise, work and play; is aware of and addresses health needs; observes day off and vacation.

1 2 3 4 5 N/A

Comments:

Relational Health – has a supportive network of family and friends; maintains appropriate connections and boundaries both personally and professionally.

1 2 3 4 5 N/A

Comments:

Developing Professional Fruitfulness

Pastors are accountable for developing skills necessary to equip the body of Christ for ministry.

Innovative Leadership – exhibits a creative, innovative and an entrepreneurial spirit in managing and leading the congregation to strive for fruitfulness.

1 2 3 4 5 N/A

Comments:

Equipping Leadership – enables and empowers others through coaching, teaching, delegating, and collaborating to offer their gifts and grace willingly in joyful obedience to Christ and the Church.

1 2 3 4 5 N/A

Comments:

Preaching, Teaching, Sacraments, Worship Leadership – crafts and presents organized, relevant and Biblically sound sermons; teaches the Word; understands, articulates and administers the Sacraments; leads worship with joy.

1 2 3 4 5 N/A

Comments:

Pastoral Care – attentive and timely in visitation of those hospitalized, homebound, or in need of counsel.

1 2 3 4 5 N/A

Comments:

In-Depth Studies – leads the congregation to develop opportunities for intentional spiritual growth that will produce mature disciples.

1 2 3 4 5 N/A

Comments:

Stewardship – by example, preaching and teaching, leads the congregation to deepen their generosity of time, money, and talents.

1 2 3 4 5 N/A

Comments:

Manages Self and Others – Manages time and schedules, roles and responsibilities, sets and achieves realistic and measureable goals for self, staff and others; utilizes resources efficiently.

1 2 3 4 5 N/A

Comments:

Connectional Leadership – supports and promotes the mission of the United Methodist Church, affirms the unique Wesleyan Way of itinerancy, apportionments, supervision, etc.; seeks opportunities to volunteer time within the District and Conference.

1 2 3 4 5 N/A

Comments:

Deploying Missional Fruitfulness

Pastors are accountable to leading the congregation to reach, serve and transform the mission field with words and deeds of justice, mercy and hope.

Mission Field Awareness and Action – knows the data and demographics of the community; able to identify and respond effectively to the deepest hurts and hopes of the community; passionate about reaching those not already in church

1 2 3 4 5 N/A

Comments:

Strategic Developer – has a clear, concise and consistent action plan to “make disciples of Jesus Christ for the transformation of the world” and enables all in the church to follow the plan.

1 2 3 4 5 N/A

Comments:

Risk-Taking Mission & Service – stretches the congregation to serve people in need through mutual, transformational relationships, rather than or in addition to simple charity.

1 2 3 4 5 N/A

Comments:

Collaborative Connector – links the congregation to other community assets in covenants, partnerships and ventures to bring acts of mercy and acts of justice on earth as in heaven (schools, clinics, legal aid, citizenship classes, ESL, food pantries, alliances with other denominations, etc.).

1 2 3 4 5 N/A

Comments:

Social Witness – knows and values human rights as a matter shaped by injustice/justice, peace or prejudice; has a prophetic voice in the pulpit, church and community.

1 2 3 4 5 N/A

Comments:

Culturally Competent – knows and celebrates differences; is committed to reaching younger and more diverse people; is becoming more culturally competent with regard to gender, race, socio-economic status, education, sexual orientation or language(s).

1 2 3 4 5 N/A

Comments: