

## Congregational and Clergy Assessment

**Church Name and Town:** \_\_\_\_\_

**Pastor:** \_\_\_\_\_

**Date of Assessment:** \_\_\_\_\_

*Please schedule a time for a PISPR (Pastor/Staff Parish Relations) conversation about the following questions. This document seeks to guide an honest conversation between the pastor and the SPR about the ministry of the church as well as the leadership of the pastor. Please note that SPRs are encouraged to discuss questions 11 and 12 without the pastor present in the room. The responses of the SPR to those questions as well as any other pertinent conversation which took place should be shared with the pastor prior to submission of the report. The summary should be signed by the pastor and SPR members present and submitted to the District Superintendent by October 15, 2023.*

*If your church has multiple pastors, all pastors can be invited to be a part of the discussion of questions 1-6. Answers to questions 7-12 are for each pastor individually.*

1. Each congregation has a unique ministry setting. Briefly describe the ministry setting of your congregation. For example, what are the demographics of your community, is there growth, what opportunities/challenges for ministry are there in your community?
  
2. What are some significant events of the past year related to your ministry setting? For example, new industry bringing new growth coming into town, significant change in demographics, tragic event that has impacted the community.
  
3. What are some specific things your church is doing (or planning to do) to reach new people for Jesus Christ?
  
4. Describe the best things your church is doing to minister with children in:
  - a. education (e.g., mentoring in schools, tutoring, preschools...)

b. healthcare (e.g., meal backpacks, clinics... )

c. discipleship (e.g., VBS, Sunday School, confirmation... ).

5. If you received a new pastor this year, what have you done to help your ministry together get off to a good start?

6. Check up to three characteristics that describe your congregation's greatest strengths. Give an example of each. Also, check up to three growth areas for your congregation. Give an example of how you are encouraging that growth.

Strength	Growth Area	
( )	( )	Bible Study
( )	( )	Building relationships with people outside your church
( )	( )	Communicates well with pastor
( )	( )	Encourages people to discern God's call into ministry
( )	( )	Financial/Stewardship Strength
( )	( )	Handles conflict/adversity well
( )	( )	Hospitality with new visitors
( )	( )	Invites people in the community to the church
( )	( )	Ministries with Children (birth through 5 <sup>th</sup> Grade)
( )	( )	Ministries with Youth (6 <sup>th</sup> through 12 <sup>th</sup> Grade)
( )	( )	Ministries with Young Adults (post high school to age 35)
( )	( )	Mission Outreach
( )	( )	Positive Spirit
( )	( )	Trusts Church Leaders
( )	( )	Other

An example of how each strength has been shown:

a.

b.

c.

An example of how you encourage each growth area:

a.

b.

c.

7. Describe how well your pastor and church leaders work together to make new disciples.
8. Describe how your Pastor demonstrates appropriate boundaries (days off, time with family/friends, etc.) and self-care.
9. Describe your Pastor's continuing education/professional development activities in the past year.
10. What are your Pastor's plans for continuing education/ professional development in the upcoming year?

11. Check up to three characteristics that describe the pastor's greatest strengths. Give an example of how each strength has been shown. Also, check up to three growth areas for your pastor. Give an example of how you are encouraging each growth area.

Strength	Growth Area	
( )	( )	Administration
( )	( )	Communicates well with congregation
( )	( )	Evangelism
( )	( )	Financial/Stewardship Leadership
( )	( )	Handles Conflict/Adversity Well
( )	( )	Mission Outreach
( )	( )	People Skills
( )	( )	Pastoral Care
( )	( )	Positive Spirit
( )	( )	Preaching/Teaching
( )	( )	Spiritual Leader for the Community
( )	( )	Vision Casting
( )	( )	Works Well with Teams/Leaders
( )	( )	Other: _____

An example of how each strength has been shown:

- a.
- b.
- c.

An example of how you encourage each growth area:

- a.

b.

c.

12. Is there anything else it would be helpful to talk with the District Superintendent about?  
If so, what it is?

Pastor: \_\_\_\_\_

P/SPR Chair: \_\_\_\_\_ Contact info: \_\_\_\_\_

P/SPR members present:

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____