

The Texas Annual Conference created the Clergy Accountability Ministry Area to set standards for quality of pastoral leadership for local congregations.

The Center will assist local pastors, deacons, and elders in living out their call to represent Jesus Christ by helping them demonstrate accountability to God, the covenant shared among clergy, and the Annual Conference.

## **Clergy Appointed to a Local Church:**

### **A. Clergy Self-Assessment**

Paragraph 432.2 of *The Book of Discipline, 2008* states in part:

*Pastors – The district superintendent annually shall develop with the pastor profiles reflecting the pastor's gifts, evidence of God's grace, professional experience and expectations, and also the needs and concerns of the pastor's spouse and family.*

*These profiles shall be reviewed annually and updated when appropriate.*

As an exploration of that paragraph, each year all clergy appointed to the local church in the Texas Annual Conference are expected to review the working definition of clergy effectiveness (see link below); spend time reflecting on their ministry; and meet with the District Superintendent to assess their personal and spiritual well-being as well discerning effectiveness in ministry.

**[Download Faithfulness in the Clergy: A Call to Effectiveness](#)**, the working definition of clergy effectiveness adopted by the 2005 Texas Annual Conference.

### **B. Congregational and Clergy Assessment by P/SPRC Committee**

Paragraph 432.1 of *The Book of Discipline, 2008* states in part:

*Congregations – The district superintendent annually shall develop with the pastor and the committees on pastor-parish relations of all churches profiles that reflect the needs, characteristics, and opportunities for mission of the charge consistent with the Church's statement of purpose. These profiles shall be reviewed annually and updated when appropriate.*

Therefore, each Pastor/Staff Parish Relations Committee is expected to have a significant conversation with each clergyperson appointed to their charge for purposes of improving the team ministry of the congregation and the clergyperson and enhancing clergy effectiveness throughout the Texas Annual Conference.

*For clergy appointed to a local church, the inventory below must be completed and returned to the appropriate district office by November 1.*

**[Download the current P/SPRC Congregational and Clergy Assessment Inventory](#)**

***Special note for pastors in the first year of an appointment beginning July 1:*** if you completed a 90 Day Plan, please use the 90 Day Plan format for your assessment. For information on how to do that click on the link below.

**[90 Day Action Plan Format](#)**

## **Clergy Appointed to an Extension Ministry:**

*For clergy appointed to an extension ministry, the report form below must be completed and copies distributed as indicated on the form by November 1.*

**[Download the Appointment to an Extension Ministry Report Form](#)**

**[Download the Extension Ministry Report Form Distribution List Contact Info](#)**