

2019 Clergy / Lay Minister Effectiveness Assessment

Name of Clergy person or Lay Minister: Malcolm Monroe

Church/Charge: FUMC Crockett

Date: Oct 30, 2019

Due by December 1, 2019

In dialogue with your Clergy Person or Lay Minister, please give specific examples of the following as they relate to him or her. Do not give “yes” or “no” answers, as they are not helpful, but give appropriate (and specific) affirmation where merited, while, at the same time, helping to identify opportunities for growth for your clergy/lay minister (not weaknesses, but growing edges, areas that need some work or attention). Remember, this is a tool to help them grow in their effectiveness as leaders in the church. Please use additional spaces or pages as needed.

I. Integrity of Heart and Life

1. Demonstrates personal faith in Jesus Christ and lives in such a manner that the love of God is demonstrated in his or her daily activities. EXAMPLES.

2. Follows spiritual disciplines that are necessary for personal spiritual formation and renewal, such as prayer, Bible study, Sabbath rest, spiritual retreat, fasting, and service to the world. EXAMPLES.

3. Exhibits an appropriate work ethic, while also balancing time with family life, recreation, and personal enrichment time. EXAMPLES.

4. Makes lifestyle choices that lead to physical, emotional and spiritual health. EXAMPLES.

5. Exhibits financial integrity – in his/her personal finances as well as in leadership and teaching regarding the church's finances, giving, and stewardship. EXAMPLES.

6. Demonstrates skill in all verbal and written communication. EXAMPLES.

II. Wholeness of Relationships

Effectiveness in ministry is dependent on relationships, especially the personal relationship between the clergyperson/lay minister and God, and the relationship between the clergyperson/lay minister and others.

1. Exercises leadership so that ministry is a partnership between clergy/lay minister and laity. EXAMPLES.

2. Engages in leadership in the community/mission field, and encourages the involvement of the congregation (through work with other churches and pastors, local schools, civic organizations, business leaders, etc.). EXAMPLES.

3. Shows openness to and works well with people of diverse backgrounds. EXAMPLES.

4. Maintains appropriate ethical boundaries in all personal and professional relationships. And maintains sexual ethics training requirements through the Texas Annual Conference. EXAMPLES.

5. Meets regularly with SPRC (at least 4 times per year) and fosters open and honest relationships and communication with its members regarding evaluation and professional growth and performance. EXAMPLES.

6. Stays connected to and supports the work of the Texas Annual Conference and the East District. EXAMPLES.

III. Competence in Skills Necessary for Ministry

Effectiveness in Ministry depends on demonstrating competency in specific skills. Please indicate what you think best describes your clergyperson/lay minister's skills for ministry, and please explain your answer in each situation.

M – Meets expectations for effectiveness

E – Exceeds expectations for effectiveness

I – improvement is needed

_____ 1. Is actively engaged in making disciples for Jesus Christ and casting a vision of the church's fulfillment of this mission; and is effective in motivating the congregation to actively engage in this effort. *Explanation:*

_____ 2. Demonstrates transmission of the faith through effective preaching.

Explanation:

_____ 3. Effectively teaches the faith through Bible study and Confirmation classes.

Explanation:

_____ 4. Provides appropriate, timely, and compassionate pastoral care in times of illness, crisis, or death, and in regular visits with those who are homebound or in the nursing home.

Explanation:

_____ 5. Faithfully participates with the members of the congregation in planning and leading worship and celebrating the Sacraments of baptism and communion, and including the conducting of weddings and funerals. Also incorporates emphasis on the Christian calendar year (Advent and Christmas, Lent, Holy Week and Easter, Pentecost, All Saints Day, etc.)

Explanation:

_____ 6. Supports, encourages, and equips lay volunteers.

Explanation:

_____ 7. Works well with staff (if applicable).

Explanation:

_____ 8. Provides sound financial oversight while modeling and teaching stewardship as a spiritual discipline and lifestyle. *Explanation:*

_____ 9. Relates to and supports persons of all ages and stages of life, especially children and youth. *Explanation:*

_____ 10. Embraces modern technology as a way to enhance outreach, church programming, worship, and congregational life.

Explanation:

Are there any other areas or aspects of ministerial effectiveness that you need to discuss at this time? If so, please share the content of such discussion below. And please use additional space or pages as needed.

Based on the results of this assessment, and in dialogue with the clergy person or lay minister, what kind of continuing education is recommended for the clergy person or lay minister to consider in the coming year?

Is there a need for further dialogue with, or assistance from, the District Superintendent regarding the effectiveness of this clergy person or lay minister and/or regarding the ministerial needs of the congregation going forward?

_____ YES _____ NO

If yes, the chairperson of the committee, with the full knowledge of the clergy person or lay minister, should contact the District Superintendent, Rev. Dr. Dick White by phone at 936-899-7383 or by email at djwhite79@gmail.com.

Signatures of all SPRC members present:

X Chairperson _____

X Lay Leader _____

X Delegate to Annual Conference _____

X Signature of clergy person or lay minister _____