

CHURCH

PASTOR

2019 Annual Clergy Assessment and Action Plan Summary Form

To be completed by SPRC and Pastor after assessment meeting.

This assessment is to be conducted with the pastor and the entire SPR committee.

The purpose is to promote an open and frank discussion and to assist in greater pastoral effectiveness.

Due May 1 to District Superintendent

Average Worship Attendance last year

Professions of Faith last year

Percentage of Apportionments paid last year

Percentage of congregation involved in intentional faith small groups last year

Percentage of congregation involved in *hands on* outreach and mission last year

(These statistics can be found on your church's year-end reports.)

Congregational Goals

What specific actions are underway (or planned) to address the congregation's goals toward the mission of making and maturing disciples? How has the pastor engaged the congregation in addressing these goals? What difference is your congregation seeking to make in transforming your surrounding community this year?

Pastoral Assessment

What are the pastor's strongest ministry gifts?

What do you believe are the ministry areas where the pastor needs to grow?

What steps are being taken to address these growth areas...

...by the pastor?

...by the congregation?

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Evaluation of Pastoral Skills

Give *BOTH* a numerical evaluation of each skill by placing an “X” on a number from 1 (lowest) to 5 (highest) and write a short comment.

PREACHING	1-low	2	3	4	5- high
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Why did you give this rating?

Describe pastor’s preaching style (From pulpit? Invite interaction? Use manuscript or audio-visuals?)

LEADERSHIP	1-low	2	3	4	5- high
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Describe the pastor’s leadership style. (directive; collegial; etc.)

Give examples of ways the pastor leads the congregation in knowing what to do.

WORSHIP	1-low	2	3	4	5- high
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Why did you give this rating?

How would you describe your worship service(s) to people in the community?

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ADMINISTRATION	1-low	2	3	4	5- high
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Why did you give this rating?

How effective is the pastor in carrying out administrative duties?

EQUIPPING LAITY TO DO MINISTRY	1-low	2	3	4	5-high
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Why did you give this rating?

How do you measure the effectiveness of the pastor in this area?

TEACHING	1-low	2	3	4	5-high
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Describe ways that the pastor has been a teacher and small group leader.

PASTORAL CARE	1-low	2	3	4	5-high
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Do members of the congregation feel that they have been cared for in crisis and that the pastor is accessible for counseling and building relationships? Please add comments.

STEWARDSHIP	1-low	2	3	4	5-high
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Does the pastor guide the congregation in faithful use of their time, talent, and financial resources? In what ways? How does the congregation help accomplish and/or support this responsibility?

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Summary and Action Plan for Pastor AND Congregation

Based on evaluation of the pastor's skills and qualities above, and the goals and health of this congregation, the following is our plan of support and action in the coming appointment year.

Please be sure that your responses include the congregation's role, as well as the pastor's, in developing effective ministry.

1. Which of the skills or qualities on the previous pages need to be addressed to improve the effectiveness of the pastor/congregation team in this appointment?

2. What is your action plan for the pastor and congregation to grow in effectiveness?

Examples may include such things as continuing education; time for spiritual/emotional renewal; vocational training; coaching; rearranging responsibilities and expectations; regular communication with SPRC; pairing the pastor with a retired clergyperson who can help coach; restructuring and redistributing tasks among committees, etc. Please be as specific as possible.

3. How will you know if your plan is working?

SIGNATURES

SPRC Chairperson:

Date:

Clergyperson:

Date: