



Section XIV. Evaluation for Continuing Formation for Full Members and Local Pastors

¶ 349. Evaluation— Evaluation is a continuous process for formation in servant ministry and servant leadership that must take place in a spirit of understanding and acceptance. Evaluation serves as a process for clergy to assess their effectiveness in ministry and to discern God’s call to continue in ordained ministry.

1. For clergy serving local churches, the district superintendent, in consultation with the pastor-parish relations committee, will evaluate annually each clergy’s effectiveness for ministry (¶¶ 334.2c, 419, 635.2o, r), using criteria, processes, and training developed by the cabinet and the BOM. The clergy in local churches shall participate annually in an evaluation with the committee on pastor-parish relations to enhance an ongoing effective ministry and to identify continuing education needs and plans (¶ 258.2g[5]), using criteria, processes, and training developed by the Board of Ordained Ministry and the cabinet. The process of evaluation shall include self-assessment and appropriate metrics, and the General Board of Higher Education and Ministry will offer models to guide cabinets and Boards of Ordained Ministry in the evaluation process.
2. Deacons in appointments beyond the local church and elders and local pastors in appointments to extension ministries will undergo annual evaluation by their immediate supervisors, engage in annual self-evaluation, and include copies of these evaluations in the annual report submitted to their bishop, district superintendent, and the Board of Ordained Ministry (¶ 344.2a). They shall have an annual conversation with their district superintendent about their ministry.
3. Every clergyperson shall also engage in a six-month process of personal and professional assessment and development every eight years. The process will be designed and implemented by the cabinet and Board of Ordained Ministry for each annual conference in consultation with the Chairs of the Orders of Deacon and Elders and Fellowship of Local Pastors and Associate Members. The process shall include both a formal review and an in-depth renewal opportunity, such as a retreat or series of coaching and mentoring sessions.
 - A. The formal review shall include a self-evaluation, metrics appropriate to the ministry setting to which clergy are appointed, observations of trends from the previous eight years, and reviews or interviews with people close to the ministry of the clergy being reviewed.
 - B. The in-depth renewal opportunity shall be designed by the cabinet and Board of Ordained Ministry in a form appropriate to the conference. The renewal opportunities shall include a combination of elements, such as: time apart for prayer and reflection, reflection with a covenant group, meetings with a coach, celebration of ministry milestones, and discernment of future ministry challenges and opportunities. When deemed important to help in the evaluation process, psychological assessments may be requested by the cabinet or Board of Ordained Ministry.
 - C. The district superintendent shall review the portfolio and provide the initial report of the eighth year review of effectiveness. When recommended by the district superintendent, a meeting with the bishop and members of the cabinet may be held.
 - D. Each annual conference shall develop and initiate a plan for such assessment by January 1, 2020.