

¶349.3, *The UM Book of Discipline*

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.

Clergy will **discern**, **dream**, and **develop** so that they are more fully able to flourish in their call with joy.

OUTCOMES

- ✦ Participants will grow in discipleship which is our foundation for ministry.
- ✦ Participants will experience new clarity and direction through engagement with our guiding covenant.
- ✦ Participants will be holy, and wholly, equipped and strengthened to flourish in their ministries through connections with helpful resources, meaningful opportunities, and life-giving relationships.
- ✦ Participants will expand their capacity for pastoral leadership which will propel ministry forward into its next season.

When completed, *Flourish: A Holistic Approach to Ministry* will bear fruit in the life and ministry of the clergy in these ways:

The East Ohio Conference, by honoring our clergy in this kin-dom work, honors the whole body of Christ so that we – the covenant community of clergy and congregations – may flourish together in light of the mission of God.

DISCERN

Clergy will have a chance to gain perspective on their ministry (past, present, and future) and on their lives: the way they are functioning; their family life; and how they might want to live differently.

Clergy will experience Flourish as a team opportunity to be part of a caring covenant with the conference and other clergy.

Clergy will complete Flourish with a sense of excitement for what lies ahead and a renewed sense of call for the next chapter.

DREAM

Clergy will engage in meaningful options, such as a retreat, a renewal leave, a chance to focus, support in making changes, and assess life balance, that will prevent and/or heal burnout so that they can not only stay in ministry but flourish in ministry.

Clergy will gain appreciation of their strengths so that they have a stronger sense of their unique call and giftedness.

DEVELOP

Clergy will grow in self-awareness to utilize the Flourish process for growth and for long term flourishing.

Clergy will have the ability to self-direct in the area(s) they perceive to be of greatest need and/or interest to flourish in the future.

Clergy will have the opportunity to follow the direction of the Holy Spirit, pursuing that dream they’ve been dreaming, but never quite had the time to do.

Clergy will pursue a significant experience that helps them grow into either a new skill set, lifestyle change, or healing so that they are equipped to flourish in the next eight years of ministry.

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 eight-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.

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