



West Ohio Conference

The United Methodist Church

- Pastor's Self Evaluation
- S/PPRC Composite Evaluation

Board of Ordained Ministry 2017 Clergy Evaluation

About This Form:

This form is designed to provide a framework for evaluating the pastor's work in ministry. It gives to the pastor and Staff/Pastor Parish Relations Committee the opportunity to reflect and give feedback in all the essential areas related to providing spiritual and temporal leadership in ministry. You are encouraged to use this form in a prayerful manner and allow it to move the pastor and church forward in ministry and the work of Jesus Christ.

Basic Information:

1. Pastor's Name: _____
2. Role / Title: _____
3. Church / Charge: _____
4. District: Ohio River Valley _____

Ministry Goals & Roles

5. What does God hope your church's ministry looks like in 10 years?

6. What is the pastor's role in making this happen?

Statistics:

7. Please fill in the following spaces using data from previous Journal reporting:

	Average Worship Attendance	Professions of Faith	Number of People in Small Groups	Number of People in Outreach Ministries	Total Given to Missions (Including Apportionments)
2014					
2015					
2016					

8. What are your observations with any of this data?

9. How have these observations been addressed?

10. What specific responses are you making with these trends?

11. How can you use this data to drive the mission/vision of your church?

12. Have there been any major issues in your congregation or community in this last year?

(Extension Pastors need to submit a copy of an annual evaluation from their appointment.)

Spiritual Leaders Exhibit Faith, Fire & Fruits

The West Ohio Conference is seeking clergy that are serving as the spiritual leaders of local churches to strengthen existing churches and to start new churches. Each of the Eight Qualities and Characteristics that we have used as our standard dovetail with John Wesley's call for spiritual leaders. These spiritual leaders must exhibit faith, fire, and fruits. (*John Wesley, Vol. VIII, 323-325 identified the 3 hallmarks of spiritual leadership as faith, fire, and fruits.*)

Each leadership rating is based on a 1-5 rating scale as follows:

1 = *Never exhibits the quality or character*

2 = *Sometimes exhibits the quality or character*

3 = *Exhibits the quality or character but it is not a strength of leadership*

4 = *Exhibits the quality or character often and is a strength of leadership*

5 = *Is an integral part of the leadership style and is exhibited all or most of the time*

DK = *Don't Know / Did not observe*

Space for comments is provided for each rating and written feedback is desired and welcomed.

Please provide comments & suggestions for improvement for any item with a rating of 1 or 2.

Faith is exhibited in ***convictions*** and ***character***.

13. Integrates his/her personal experience with Jesus Christ with the life of the congregation.

1 2 3 4 5 DK _____

14. Communicates the needs and mission of the church.

1 2 3 4 5 DK _____

15. Displays evidence of the fruit of the Spirit (love, joy, peace, longsuffering, gentleness, goodness, faith, meekness, temperance. Galatians 5:22-23).

1 2 3 4 5 DK _____

16. Leads a disciplined spiritual life.

1 2 3 4 5 DK _____

17. Pursues a goal of being a "Lifelong Learner".

1 2 3 4 5 DK _____

18. Maintains healthy boundaries.

1 2 3 4 5 DK _____

19. Builds honest relationships.

1 2 3 4 5 DK _____

20. Keeps confidences.

1 2 3 4 5 DK _____

Fire is exhibited in ***calling, passion, and vision***

21. Lives a life of love, empathy, compassion, and selflessness.

1 2 3 4 5 DK _____

22. Embraces the work of reconciliation and social justice.

1 2 3 4 5 DK _____

23. Empowers others to claim their call to discipleship.

1 2 3 4 5 DK _____

24. Is an effective administrator.

1 2 3 4 5 DK _____

25. Speaks with conviction and passion about the divine meaning and purpose of the church's work in making disciples and transforming the world.

1 2 3 4 5 DK _____

26. Rallies people around God's Vision for the congregation.

1 2 3 4 5 DK _____

27. Is a good listener.

1 2 3 4 5 DK _____

Fruits as evidenced in ***competency*** for ministry and the ***achieved results*** of that ministry

28. Communicates and applies the gospel of Jesus Christ through preaching.

1 2 3 4 5 DK _____

29. Communicates and applies the gospel of Jesus Christ through teaching.

1 2 3 4 5 DK _____

30. Equips the laity for ministry.

1 2 3 4 5 DK _____

31. People experience God's presence and lives are transformed and converted through Christ.

1 2 3 4 5 DK _____

32. Manages conflict toward healthy resolution.

1 2 3 4 5 DK _____

33. Members are growing into deeper discipleship.

1 2 3 4 5 DK _____

34. The congregation is led out into the community to partner with other people and organizations in ministry to the community and the world.

1 2 3 4 5 DK _____

35. Incorporates time management skills in planning meetings, events, and personal commitments.

1 2 3 4 5 DK _____

36. Balances work, family, and self-care responsibilities.

1 2 3 4 5 DK _____

37. Leads the congregation in offering radical hospitality that reaches across economic, racial, and gender lines and focuses on the stranger and those outside the community of faith.

1 2 3 4 5 DK _____

38. Leads the congregation in offering passionate worship that opens persons to experience the gracious presence and healing power of God.

1 2 3 4 5 DK _____

39. Leads the congregation in developing faith-forming relationships, experiences, and education in the context of Christian community that leads persons to a disciplined life of devotion and service in the name of Jesus Christ.

1 2 3 4 5 DK _____

40. Leads the congregation in engaging in risk-taking service and mission that focuses attention and spiritual gifts upon the world and its needs, especially the needs of children & the poor.

1 2 3 4 5 DK _____

a. Developing principled Christian leaders for the Church and the world

b. New places for new people and renewing existing congregations

c. Engaging in ministry with the poor

d. Stamping out killer diseases of poverty by improving health globally

41. Leads the congregation in practicing extravagant generosity, by encouraging church members to grow in the grace of giving through proportional giving with a goal toward tithing.

1 2 3 4 5 DK _____

Goals and Continuing Education

All pastors should use a goal setting/achievement process and participate in continuing education opportunities in an ongoing effort to improve the effectiveness of their ministry. S/PPRC's should work with their pastor to establish meaningful goals and hold them accountable to achieve expected results. Any item in the evaluation that had a rating of 1 or 2 should have a corresponding self-improvement goal itemized using the following format. All pastors should have a minimum of 1 goal each year. Goals may also be specific needs in relation to the vision of the church. The maximum number of goals for each pastor will vary and should be agreed to by the pastor and S/PPRC.

2017-2018 Continuing Education Plan

Goal	Action Steps to Achieve the Goal	Measure	Results (to be completed at year end)
#14. Rallies People Around God's Vision for the Congregation.	<input type="checkbox"/> Attend Church Visioning Seminar. <input type="checkbox"/> Work with the SPRC and Leadership Team to develop a Congregational Vision. <input type="checkbox"/> Work on steps to incorporate Vision into the life of the Church.	<input type="checkbox"/> Action steps completed <input type="checkbox"/> Vision known & lived out	All action steps completed. Staff feedback positive Vision is known & lived out

2016-2017 Continuing Education Report

2016-2017 Goals	Actual Continuing Education Taken to Achieve the Goal	What New Practices are You Using as a Result of this Continuing Education	How has this Continuing Education Impacted Your Church / Charge

Signatures:

Date of this evaluation: _____ / _____ / _____

Pastor

Chairperson S/PPRC

Members of S/PPRC

Please make three copies of the finalized Evaluation & Continuing Education Report. Distribute them to:

- 1. S/PPRC files*
- 2. Pastor*
- 3. District Superintendent*

The pastor will send a copy of the Continuing Education Report to: *Board of Ministry, 32 Wesley Blvd, Worthington, OH 43085*