

INDIANA CONFERENCE ANNUAL ASSESSMENT BETWEEN CLERGY AND STAFF-PARISH RELATIONS COMMITTEE

An annual assessment for discovering, developing, and deploying fruitfulness in the Indiana Conference.

Instructions:

Effective assessment systems focus on both the positive areas of ministry and upon the aspects of ministerial effectiveness that may need improvement. Read carefully the descriptions and explanations of each of the ratings. Reflect prayerfully on and provide narrative examples to support the rating selection.

After completed online, a completed report will be shared between the clergyperson and the S/PPRC. Together there will be an opportunity to develop a plan of action to address the areas of growth as well as the pastoral and congregational goals for the year ahead.

1 = does not meet expectations; needs serious attention/improvement;

2 = below expectations; needs correction/attention;

3 = meets expectations; areas to affirm with room for improvement;

4 = exceeds expectations; areas to affirm/celebrate; could be a mentor for others;

5 = surpasses expectations; the best to lead, teach, mentor and coach others for fruitfulness

N/A= not applicable or not observed

Discovering Discipleship Fruitfulness

Pastors are accountable by proclaiming Jesus is Lord and Savior with heart, mind, soul and body.

Spiritual Health – prays; fasts; reads and meditates on the Scriptures; attends to the ordinances of God; participates in an ongoing accountability group; observes Sabbath; pursues opportunities to deepen spirituality

1 2 3 4 5

Comments:

Emotional/Mental Health – Experiences a high level of life satisfaction and optimism; is self-aware and maintains a sense of well-being in times of conflict; handles feedback constructively

1 2 3 4 5

Comments:

Professional Health – seeks opportunities for learning, growing and developing as a disciple and pastor

1 2 3 4 5

Comments:

Physical Health – balances nutrition, exercise, work and play; is aware and addresses health needs; observes day off and vacation

1 2 3 4 5

Comments:

Relational Health – has a supportive network of family and friends; maintains appropriate connections and boundaries both personally and professionally

1 2 3 4 5

Comments:

Developing Congregational Fruitfulness

Pastors are accountable to build up the body of Christ by sharing and celebrating gifts and grace sufficient in every congregation and ministry setting.

Pastoral Care – attentive and timely in visitation of those hospitalized, homebound, or in need of counsel

1 2 3 4 5

Comments:

Preaching, Teaching, Sacraments, Worship Leadership – crafts and presents organized, relevant and Biblically sound sermons; teaches the Word; understands, articulates and administers the Sacraments; leads worship with joy

1 2 3 4 5

Comments:

Manages Self and Others – Manages time and schedules, roles and responsibilities, sets and achieves realistic and measureable goals for self, staff and others; utilizes resources efficiently

1 2 3 4 5

Comments:

Connectional Leadership – supports and promotes the mission of the United Methodist Church, affirms the unique Wesleyan Way of itinerancy, apportionments, supervision, etc.; seeks opportunities to volunteer time within the District and Conference

1 2 3 4 5

Comments:

Equipping Leadership – enables and empowers others through coaching, teaching, delegating, and collaborating to offer their gifts and grace willingly in joyful obedience to Christ and the Church

1 2 3 4 5

Comments:

Innovative Leadership – exhibits a creative, innovative and an entrepreneurial-spirit in managing and leading the congregation to strive for fruitfulness

1 2 3 4 5

Comments:

Deploying Missional Fruitfulness

Pastors are accountable to reach, serve and transform the mission-field with words and deeds of justice, mercy and hope.

Mission-Field Awareness and Action – knows the data and demographics of the community; able to identify and respond effectively to the deepest hurts and hopes of the community

1 2 3 4 5

Comments:

Strategic Developer – has a clear, concise and consistent action plan to “make disciples of Jesus Christ for the transformation of the world” and enables all in the church to follow the plan

1 2 3 4 5

Comments:

Collaborative Connector – links the congregation to other community assets in covenants, partnerships and ventures to bring acts of mercy and acts of justice on earth as in heaven (schools, clinics, legal aid, citizenship classes, ESL, food pantries, alliances with other denominations, etc.)

1 2 3 4 5

Comments:

Social Witness – knows and values human rights as a matter shaped by injustice/justice, peace or prejudice; has a prophetic voice in the pulpit, church and community

1 2 3 4 5

Comments:

Culturally Competent – knows and celebrates differences; is committed to reaching younger and more diverse people; is becoming more culturally competent with regard to gender, race, socio-economic status, education, sexual orientation or language(s)

1 2 3 4 5

Comments: