Name of Clergy\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ District \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

 Local Church/Charge\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date of Assessment \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Elder/Associate Member/Local Pastor/Deacon
Ministry Assessment by S/PPRC**

**To be completed by the S/PPRC and reviewed with the clergy.**

The North Carolina Conference of the United Methodist Church focuses on clergy effectiveness and its relationship to congregational health. The conference mission is: *Healthy Congregations and effective leaders in every place, making disciples of Jesus Christ for the transformation of the world.*

While the Clergy Self-Assessment and the S/PPRC Assessment are an important part of the evaluation process, they are meant to be a springboard to the Clergy and S/PPRC discussion about the ministries of the church and the effectiveness of the clergy leader. This assessment does not replace the Report of the Pastor or the State of the Church Report required for charge conference, although they may be used together for reflection.

Two of the duties of the Staff/Pastor-Parish Relations Committee are (1) “to confer with and counsel the pastor(s) and staff on the matters pertaining to the effectiveness of ministry; relationships with the congregation; the pastor’s health and self-care, conditions that may impede the effectiveness of ministry; and to interpret the nature and function of the ministry” and (2) “to provide evaluation at least annually for the use of the pastor(s) and staff in an ongoing effective ministry and for identifying continuing educational needs and plans.” (¶ 258.2g3 & 5, 2016 Book of Discipline)

Each District SPPRC Chair received a tool in February of 2022 with quarterly prompts to use throughout this year. These prompts helped to identify areas of focus for the SPPRC and Pastor, questions to ask during quarterly or monthly meetings, and to identify challenges then set goals to move forward. If you have used these prompts, you may have notes from your earlier meeting which will assist in completing the Ministry Assessment. In the last quarter of the year, each SPPRC and Pastor are asked to work together to complete a Ministry Assessment no later than November 30, 2022. The SPPRC Committee completes the form and reviews with the clergyperson.

 ***We ask that you complete this form at*** [https://districts.nccumc.org/ministry-assessment-by-s-*pprc*/](https://districts.nccumc.org/ministry-assessment-by-s-pprc/) **or s*end the final signed copy by email or mail to the District Superintendent, 700 Waterfield Ridge Place, Garner, NC 27529***

1. What were the clergy’s mutually agreed upon goals for the **personal** development (disciplined life, self-care, family-work balance) for the past year, and how did s/he fulfill them?
2. What were the clergy’s mutually agreed upon goals for the clergy’s **professional** development for the past year and how did s/he fulfill them?
3. Evaluations in this section are divided by category and given to each subcategory. The three possible measures are as follows:
	* Highly Effective – select when the clergyperson exceeds expectations, doing far more than expected for the position, with numerous examples of going above and beyond what was asked.
	* Effective – select when the clergyperson meets expectations, fully satisfying performance expectations (as outlined in ¶ 340 in 2016 the Book of Discipline)
	* Needs Improvement – select when clergyperson did not meet expectations, is challenged in this area and could set goals for improvement.

**How would you evaluate your pastor in the following areas?** You are asked to circle one of the options (highly effective/ effective/ needs improvement) and add a comment / explanation for each section.

**Preaching**

* Act of proclamation: highly effective/ effective/ needs improvement
* Relevant: highly effective/ effective/ needs improvement
* Well-organized Scripture-based sermons: highly effective/ effective/ needs improvement
* Organized and thought-provoking message: highly effective/ effective/ needs improvement

 **Preaching:**

**Worship**

* Planning: highly effective/ effective/ needs improvement
* Leading in the service: highly effective/ effective/ needs improvement
* Administering the sacraments: highly effective/ effective/ needs improvement

**Worship:**


**Communication**

* Website: highly effective/ effective/ needs improvement
* Social media: highly effective/ effective/ needs improvement
* Bulletins/newsletters/print media: highly effective/ effective/ needs improvement
* Timely responses to emails: highly effective/ effective/ needs improvement
* Effective church-wide communication: highly effective/ effective/ needs improvement

**Communication:**

**Evangelism**

* Reaching others with the Good News of Jesus Christ: highly effective/ effective/ needs improvement

**Evangelism**

**Missions**

* Role in developing and carrying out ministry with marginalized:
highly effective/ effective/ needs improvement
* Assesses the changing culture around the church: highly effective/ effective/ needs improvement
* Equips the church in understanding differences among people groups:
highly effective/ effective/ needs improvement
* Leads the church in engaging the community in ministry and relationship:
highly effective/ effective/ needs improvement
* Welcomes the community into the life of the church:
highly effective/ effective/ needs improvement

**Missions**:

**Administration and Time Management**:

* Financial administration: highly effective/ effective/ needs improvement
* Organization: highly effective/ effective/ needs improvement
* Oversight of personnel: highly effective/ effective/ needs improvement
* Adequate record keeping: highly effective/ effective/ needs improvement

**Administration and Time Management:**

**Relationship with the Congregation(s):**

* Relationship skills: highly effective/ effective/ needs improvement
* Pastoral care: highly effective/ effective/ needs improvement
* Conflict resolution: highly effective/ effective/ needs improvement

**Relationship with the congregation(s):**

**Disciplined Life:**

* Keeping Sabbath: highly effective/ effective/ needs improvement
* Spiritual growth: highly effective/ effective/ needs improvement
* Physical care: highly effective/ effective/ needs improvement
* Personal financial stewardship: highly effective/ effective/ needs improvement
* Peer relations: highly effective/ effective/ needs improvement

**Disciplined Life:**

1. Based on the goals of the clergy stated in this assessment, what are some specific recommendations for continuing education for this year?
2. Navigating Conflict - How would you rate your pastor’s ability to assess, meet, and guide the church through times of challenge and conflict?
3. On a scale of 1-5, please rate the support of the S/PPRC for the pastor in his/her ministry.


 **Please provide one or two examples of the S/PPRC support.**

If form was completed by S/PPRC (***only if completed by the committee***)
I affirm that I have had the opportunity to discuss this form with the committee.

Signatures of S/PPRC Members Present and Date:

 Date:

 Date:

 Date:

 Date:

 Date:

 Date:

 Date:

\* \* \* \* \* \* \* \* \*

Signature of the Pastor (***if completed by the pastor***)
I affirm that I have provided honest assessment of my ministry.

Signature of Pastor Date:

You are asked to enter completed information into this online form <https://districts.nccumc.org/ministry-assessment-by-s-pprc/> or mail completed original document to your District Superintendent at 700 Waterfield Ridge Place, Garner, NC 27529.