

**Arkansas Annual Conference
Clergy Effectiveness Assessment
Pastor/Staff Parish Relations Committee**

This assessment is to be used annually to improve team ministry between your congregation and your clergy person and to enhance clergy effectiveness.

Schedule a conversation and allow plenty of time for dialogue, without any other items of business to discuss. Be sure every P/SPRC committee member has a copy of this document several days before the meeting so that everyone can prepare.

Please be in prayer with your clergy person before you begin your conversation. After your conversation, please have each P/SPRC committee member and the clergy person sign the assessment before you send it to the District Superintendent's office on or before the due date.

This will help the District Superintendent in his/her evaluation of the team ministry. This assessment also applies to clergy in extension ministries and is to be used annually by the group or agency supervising the clergy person.

Clergy Name: _____

Charge: _____

Relationship to Conference: FE PE FTL P PTL PD

In dialogue with your clergy person, please give specific written examples of the following as they relate to him or her. Add additional pages as needed.

I. Integrity of Heart and Life

Effectiveness in ministry grows out of a call and commitment to Almighty God evidenced by personal faith in Jesus Christ, ethical behavior, keeping of spiritual disciplines, appropriate balance between work and rest, honesty, and daily living that makes the love of God real in the world.

1. Demonstrates personal faith in Jesus Christ and lives in such a manner that the love of God is incarnate in his or her daily activities, while upholding the theological integrity of the church.

2. Follows spiritual disciplines that are necessary for personal spiritual formation and renewal, such as prayer, Bible study, Sabbath rest, spiritual retreat, periodic sabbatical, fasting, participation in the sacramental life of the church, and service to the world.

3. Exhibits an appropriate work ethic and financial integrity, while balancing work with family life, recreation, and personal enrichment time.

4. Makes lifestyle choices that lead to physical, emotional, and spiritual health.

5. Demonstrates skill in all verbal and written communication.

II. Wholeness of Relationships

Effectiveness in ministry is dependent on relationships, especially the personal relationship between the clergy person and God and the relationship between the clergy person and others.

1. Exercises leadership so that ministry is a partnership between clergy and laity.

2. Engages staff/church leadership in a cooperative and supportive relationship.

3. Meets regularly with P/SPRC and fosters open and honest relationships with its members regarding evaluation and professional growth and performance.

4. Meets regularly with and is accountable to a peer group for growth in discipleship and ministry.

5. Maintains appropriate ethical boundaries in all personal and professional relationships.

6. Shows openness to and works well with people of diverse backgrounds.

7. Makes visible the connectional nature of the Church.

III. Competence in Skills Necessary for Ministry (for Elders and Local Pastors)

Effectiveness in ministry depends on the demonstration of specific skills in several areas. Please give the score you think best reflects your clergyperson's skills for ministry and in one or two sentences explain your answer in each situation.

Scale:

1—Always falls below the standard of effectiveness

2—Usually falls below the standard of effectiveness

3—Sometimes falls below the standard of effectiveness

4—Meets the standards of effectiveness

5—Sometimes exceeds the standards of effectiveness

6—Usually exceed the standards of effectiveness

7—Always exceeds the standards of effectiveness

_____ 1. Is actively engaged in making disciples for Jesus Christ by guiding, supporting, training, and partnering with laity for mission, ministry, and justice in the world.

Explanation:

_____ 2. Demonstrates faithful transmission of the Christian faith through effective preaching and teaching of the Word of God and leading people into discipleship.

Explanation:

_____ 3. Provides appropriate, timely, and compassionate pastoral care, particularly in times of illness, crisis, or death.

Explanation:

_____ 4. Faithfully participates with the members of the congregation in planning and leading worship and celebrating the sacraments.

Explanation:

_____ 5. Exercises leadership in upholding God's vision for the church, in partnership with the laity.

Explanation:

_____ 6. Provides professional leadership in the areas of time management and supervision of staff and volunteers.

Explanation:

_____ 7. Provides sound financial oversight while modeling stewardship as a spiritual discipline and lifestyle within the congregation.

Explanation:

_____ 8. Embraces modern technology as a way to enhance outreach, church programming, and congregational life.

Explanation:

_____ 9. Participates annually in a program of continuing education/spiritual formation and renewal (¶351)

Explanation:

Is there a need for further dialogue with or assistance from the District Superintendent regarding this clergy's effectiveness?

Signatures of all P/SPRC members:

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

Chair: _____

Signature of Clergy person: _____

Date: _____

**Please return to the district office by Thursday, Dec. 1, 2011
You may mail this document to the office or email to myokem@nwdist.org**