

Clergy Evaluation Tool 2020

According to the Effective Ministry 360 tool that has been created by the Board of Higher Education there are 12 dimensions of ministry. Each pastor brings particular strengths and growing opportunities for these areas. Please read through the 12 dimensions of ministry and then click the form to respond to the 4 questions.

Though this evaluation has fewer questions, we hope that they will be the foundation for fruitful conversation at the local church level. In addition, your responses will be utilized in the summer interviews with your district superintendent to develop strategies and plans for professional development and work in the local church.

1. Administration and Organization:

Performs activities that support the efficient functioning of the organization such as: Supervising the keeping of accurate and thoughtful records for accounting, and budgeting purposes and actively managing risk such as investments and insurance; working with responsible financial planning for emergencies of unforeseen needs; maintaining and improving existing facilities and, when needed, leading the development of new facilities; ensuring staff policies and hiring practices are in line with state law.

2. Care-giving (pastoral care):

Performs activities that serve the spiritual, mental, and/or physical needs of congregants or community members such as: working with and helping to develop groups or systems to support persons dealing with grief, addiction, depression and other health issues; performing hospital or home visitations; proactively identifying and aiding those victimized by injustice or neglect; effectively and calmly handling crises or emergencies.

3. Connectional Service:

Performs activities that contribute to the goals of The United Methodist Church that extend beyond the scope of the local church such as: joining and contributing to District, Conference, Jurisdiction or General Church committees; participating in expert panels, focus groups, and surveys; participating in planning teams; attending annual conference meetings; holy conferencing with other United Methodists and clergy; articulating and translating the Annual Conference Strategic Goals into the context of the local church.

4. **Evangelism and Outreach:**

Translates the language of faith into relevant cultural contexts that bring new individuals into a personal relationship with Christ such as: Developing and implementing new methods for making disciples; forming and leading small groups and Bible studies for people new to Christianity; supporting mission work; incorporating techniques to better connect with younger individuals (e.g., websites, video, contemporary music, interactivity); modeling and setting up opportunities for persons to share their faith with others; frequently taking the lead in reaching out to the wider community.

5. **Agile Leadership:**

Performs leadership activities that smoothly and quickly respond to changing situations and different contexts, and creates a climate where others are able to apply innovative thinking to solve problems. Examples include: Actively seeking feedback that helps align current strategies with the changing contexts, continuously exploring new ways to think about problems and finding creative ways forward, using mistakes/errors as learning opportunities, balancing the need to change with the need to remain focused on achieving current goals, tolerating false starts, and acting decisively despite incomplete information.

6. **Developing and Maintaining Relationships:**

Performs activities that create, maintain, and strengthen personal and professional relationships with UMC congregants, community members, and members of other denominations such as: Fostering fellowship at church gatherings; promoting and seeking to improve children, youth and adult ministries; arranging activities to bring people together; leading prayer at community events; actively getting involved with the community; participating in dinners with congregants; fostering several interfaith relations.

7. **Mission and Service and Social Justice:**

Performs activities that facilitate congregational service in mission settings such as: serving, supporting or resourcing local outreach centers (soup kitchens or Food Pantries, homeless shelters, ministries with underserved or those on the margins of society); participating in peace with justice ministries locally, nationally, or internationally; challenging the church's members to respond to critical community needs; helping church members understand systemic issues of racism, sexism, poverty, etc.; helping the church and community live out the conviction that racism is incompatible with Christian teaching.

8. Preaching and Worship Leadership:

Performs activities to support and lead public worship services and convey spiritual and moral messages through public speaking such as: Carefully preparing and delivering sermons; studying and listening to excellent sermons regularly in order to improve one's own sermon writing; carefully developing and sharing religious lessons in each sermon; developing worship and preaching to reflect grace based Wesleyan theology; incorporating current events into messages often; leading prayer; proactively developing alternative worship approaches such as through new technologies or other budding worship practices.

9. Self-Development:

Engages in activities to improve spiritual, mental, and physical development that contributes to the delivery of more effective ministry by: Honoring the Sabbath; devoting time often to developing one's own learning; studying religious documents; maintaining a healthy balance between self, family, and church commitments; frequently updating one's skills and knowledge; cultivating a personal life; taking responsibility for a holistic approach to health and self-care.

10. Strategic Planning and Implementation:

Performs activities that facilitate change toward desired future outcomes including: Improving the vitality of the local church; Setting priorities, focusing energy and resources, strengthening operations, ensuring that team members and stakeholders are working toward common goals, establishing agreement around intended outcomes/results, assessing and adjusting the organization's direction in response to a changing environment, and tracking progress to ensure the developed plans are being effectively executed.

11. Team Leadership:

Performs activities that mobilize and coordinate staff and congregants to achieve organizational goals such as: Carefully negotiating and managing conflict while avoiding politics or taking sides; making a strong effort to identify and develop lay leaders and staff in the congregation; carefully developing action plans for accomplishing goals; creating, developing, and managing teams; positively communicating long-term church goals; acting as a conscientious team member by getting all members on track and motivating the group.

12. **Training and Development of Ministry Partners:**

Performs activities to teach, train, or mentor individuals and groups to improve their knowledge and skills such as: Inviting individuals to discern their spiritual gifts so that they can participate in building up the body of Christ; involving oneself in teaching through a variety of means, such as in leading Bible study classes, training senior staff; positively mentoring less experienced lay leaders, staff, and clergy; helping youth identify their aspirations and talents; frequently empowering others to make decisions; leading by example as much as possible.

The way you engage in each dimension of ministry can take many forms. You can be directly involved, develop teams to administer the tasks/ministries, resource others in the area, or develop community connections. Understanding this, please answer the following questions:

After reflecting on the 12 dimensions of ministry, which three are your strengths?

After reflecting on the 12 dimensions of ministry, which three do you struggle with?

Thinking about your church in the next 2-3 years, what three areas do you need to focus on in order for your congregation to increase its vitality?

What are your plans to develop these skills for yourself and congregation within the next year?