

<b>Ministry Review 2020</b> <b>Form A</b> For Staff- Parish Relations Committee	<b>North Georgia Annual Conference</b> <b>United Methodist Church</b>
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Clergy Evaluated \_\_\_\_\_ Date \_\_\_\_\_  
 Church \_\_\_\_\_

Listed below are the leadership qualities and vocational competencies that define the effectiveness of clergy in the North Georgia Conference. Additional quantifiable/measurable characteristics are included to provide information for discussion of the clergy person's leadership and resulting effectiveness. Please indicate the level on the scale from 1-10 (1 meaning "does not meet expectations," 6 - 7 meaning "Meets Expectation," and 10 meaning "Exceeds Expectation").

**Leadership Qualities**

- **Maturing spirituality:** Exhibits a disciplined spiritual life, maintaining healthy boundaries and being accountable for one's work and actions, including participation in a program of personal spiritual enrichment and renewal.

\_\_\_\_\_ *not observed or applicable*

1	2	3	4	5	6	7	8	9	10
Does not meet expectations	Needs Improvement		Meets Expectation			Exceeds Expectation			
  
- **Integrity:** Demonstrates behavior that is in alignment with Christian beliefs, practices, and healthy relationship with God; upholds the UMC Book of Discipline.

\_\_\_\_\_ *not observed or applicable*

1	2	3	4	5	6	7	8	9	10
Does not meet expectations	Needs Improvement		Meets Expectation			Exceeds Expectation			
  
- **Sound Wesleyan theology:** Understands, knows, and celebrates the power of Jesus Christ to bring healing and wholeness, forgiveness and reconciliation, justice and peace, to the lives of individuals, congregations, and communities.

\_\_\_\_\_ *not observed or applicable*

1	2	3	4	5	6	7	8	9	10
Does not meet expectations	Needs Improvement		Meets Expectation			Exceeds Expectation			
  
- **Relational:** Exhibits the ability to listen, develop working teams, equip persons for ministry, and manage conflict in a way that leads to healthy resolution.

\_\_\_\_\_ *not observed or applicable*

1	2	3	4	5	6	7	8	9	10
Does not meet expectations	Needs Improvement		Meets Expectation			Exceeds Expectation			
  
- **Self Care:** Maintains a healthy balance between self, family, and work and participates in an ongoing wellness program provided by the Annual Conference or by personal physician.

\_\_\_\_\_ *not observed or applicable*

1	2	3	4	5	6	7	8	9	10
Does not meet expectations	Needs Improvement		Meets Expectation			Exceeds Expectation			
  
- **Team player:** Serves as a leader who knows and supports United Methodist theology and organization, gives clear support for his/her clergy ordination vows.

\_\_\_\_\_ *not observed or applicable*

1	2	3	4	5	6	7	8	9	10
Does not meet expectations	Needs Improvement		Meets Expectation			Exceeds Expectation			
  
- **Adaptability:** Demonstrates the ability to be flexible regarding geographical location, type of congregation, and worship styles.

\_\_\_\_\_ *not observed or applicable*

1	2	3	4	5	6	7	8	9	10
Does not meet expectations	Needs Improvement		Meets Expectation			Exceeds Expectation			
  
- **Performance Standards:** Exhibits a high level of work ethic and consistently produces quality results.

\_\_\_\_\_ *not observed or applicable*

1	2	3	4	5	6	7	8	9	10
Does not meet expectations	Needs Improvement		Meets Expectation			Exceeds Expectation			
  
- **Emotional Intelligence:** Exhibits awareness and control, alongside judicious and empathetic expressions of emotions.

\_\_\_\_\_ *not observed or applicable*

1	2	3	4	5	6	7	8	9	10
Does not meet expectations	Needs Improvement		Meets Expectation			Exceeds Expectation			

Comments:

**Vocational Competencies**

- **Proclamation:** Possesses and articulates a working knowledge of biblical faith; demonstrates the ability to communicate and apply the gospel of Jesus Christ in culturally relevant ways to the diverse population groups of our conference.

\_\_\_\_\_ **not observed or applicable**

1	2	3	4	5	6	7	8	9	10
Does not meet expectations	Needs Improvement		Meets Expectation			Exceeds Expectation			

- **Visioning and implementation skills:** Demonstrates the ability to identify and articulate a vision plus the assessment and administrative ability to make that vision become reality.

\_\_\_\_\_ **not observed or applicable**

1	2	3	4	5	6	7	8	9	10
Does not meet expectations	Needs Improvement		Meets Expectation			Exceeds Expectation			

- **Inspirational and motivational skills:** Energizes and encourages people in their life of faith.

\_\_\_\_\_ **not observed or applicable**

1	2	3	4	5	6	7	8	9	10
Does not meet expectations	Needs Improvement		Meets Expectation			Exceeds Expectation			

- **Service and Mission:** Engages in and mobilizes others for connecting the witness of the Gospel in practical hands-on involvement in the world.

\_\_\_\_\_ **not observed or applicable**

1	2	3	4	5	6	7	8	9	10
Does not meet expectations	Needs Improvement		Meets Expectation			Exceeds Expectation			

- **Administration:** Demonstrates administrative, management, and supervisory skills.

\_\_\_\_\_ **not observed or applicable**

1	2	3	4	5	6	7	8	9	10
Does not meet expectations	Needs Improvement		Meets Expectation			Exceeds Expectation			

- **Program Development:** Demonstrates a willingness to lead the congregation in establishing ongoing adult educational opportunities and outreach ministries.

\_\_\_\_\_ **not observed or applicable**

1	2	3	4	5	6	7	8	9	10
Does not meet expectations	Needs Improvement		Meets Expectation			Exceeds Expectation			

- **Evangelism and Discipleship:** Demonstrates the ability to lead the congregation in making disciples of Jesus Christ for the transformation of the world.

\_\_\_\_\_ **not observed or applicable**

1	2	3	4	5	6	7	8	9	10
Does not meet expectations	Needs Improvement		Meets Expectation			Exceeds Expectation			

- **Pastoral Care:** Devotes time for pastoral care appropriate to the ministry setting, encourages and equips laity for the ministry of pastoral care, establishes and adheres to visitation priorities appropriate to the ministry setting.

\_\_\_\_\_ **not observed or applicable**

1	2	3	4	5	6	7	8	9	10
Does not meet expectations	Needs Improvement		Meets Expectation			Exceeds Expectation			

- **Community Engagement:** Connects with the immediate context through service, professional development, community awareness and service.

\_\_\_\_\_ **not observed or applicable**

1	2	3	4	5	6	7	8	9	10
Does not meet expectations	Needs Improvement		Meets Expectation			Exceeds Expectation			

Comments:

*Pastor's Response:*

*Signatures:*

***Please have each member of the SPRC present sign below***

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

Signature of SPRC Chair \_\_\_\_\_ Date \_\_\_\_\_

Signature of Pastor \_\_\_\_\_ Date \_\_\_\_\_