

**Ministry Review 2020
Form B
For Pastor**
**North Georgia Annual Conference
United Methodist Church**

(to be completed by pastor)

Clergy person Evaluated _____ 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	

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 Proficient Exemplary

- **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 Proficient Exemplary

- **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 Proficient Exemplary

- **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 Proficient Exemplary

- **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 Proficient Exemplary

- **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 Proficient Exemplary

- **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 Proficient Exemplary

- **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 Proficient Exemplary

Pastor – Signature

Date