

# West Virginia Conference of the United Methodist Church Annual Evaluation for Pastors and PPRC/SPRCs

## Introduction

A pastoral evaluation is done by the Staff/pastor-parish relations committee (S/PPRC) with the pastor. It is designed to assist the pastor and congregation as they grow in their ability to make disciples of Jesus Christ for the transformation of the world together. Our United Methodist Book of Discipline requires an evaluation to be done annually.<sup>1</sup> The pastor and S/PPRC should share the evaluation process through dialogue and prayer. The areas for evaluation are based on the pastor's call to lead the congregation, framed through word, sacrament, order, and service.<sup>2</sup>

## Faithful Spiritual Leadership

The mission of the West Virginia Conference is to *discover, develop, and deploy passionate spiritual leaders who make disciples of Jesus Christ for the transformation of the world*. The *West Virginia Conference Leadership Standards* clarify a set of common values which guide our spiritual leaders and congregations in fulfilling our mission.

You can find the conference leadership standards and a standards checklist here:

<https://www.wvumc.org/spiritual-leaders/>

## Instructions

The S/PPRC and Pastor will answer these questions considering the impact of the Covid-19 pandemic, identifying how the pastor and the congregation have found ways to survive and thrive.

The S/PPRC and pastor are to consider and complete responses separately before coming together to share and complete the third section on each page.

1. The staff/pastor-parish relations committee offers reflections, affirmations, and examples of your pastor's effectiveness in each of the areas: *Worship & Means of Grace, Congregational Health, Discipleship, Impact of the Pandemic*. Individual responses should be confidential, with only a total committee response shared.
2. The pastor offers reflections about her/his effectiveness for each item of each area.
3. The S/PPRC and the pastor then come together to discuss their answers and look for ways that the pastor's and congregation's ministry may be strengthened.
4. The S/PPRC and the pastor then review the areas to be strengthened, prioritize them, and offer action steps that state measurable goals.

**Please complete the form and return it to the District Office by May 31.**

*Make a copy for use by the staff/ pastor-parish relations committee and pastor. The signature page MUST be signed and dated by the S/PPRC Chair and the Pastor and returned with the evaluation.*

<sup>1</sup> Discipline, see ¶¶ 258.2g, 334.2c, 419.

<sup>2</sup> Discipline, see ¶340.1-2 on relation of ordained and licensed to this framework.

## **WORSHIP & MEANS OF GRACE**

Amid the challenges related to Covid, how has the pastor adapted:

- Proclamation of the good news of Jesus Christ through preaching, leading in worship, teaching, and leadership.
- Teaching and equipping the congregation to make use of the means of God’s grace, so that they might continue to grow as disciples of Christ (study of scripture, prayer, fasting, worship, learning with other Christians), particularly as access to the sacraments has been limited.

S/PPRC, share reflections and affirmations, with examples:

Pastor, offer your reflections:

Together identify ways to strengthen the pastor’s and congregation’s ministry in this area:

# **CONGREGATIONAL HEALTH**

Amid the challenges related to Covid, how has the pastor:

- Facilitated the adaptation of the organizational life for the sake of the health of the congregation, ensuring good stewardship with all resources (personal, financial, and facilities) and faithfulness to our sustained apportionment giving.
- Developed financial generosity and alternative means of giving as a vital aspect of discipleship and explored other means of funding ministry.

S/PPRC, share reflections and affirmations, with examples:

Pastor, offer your reflections:

Together identify ways to strengthen the pastor's and congregation's ministry in this area:

# ***DISCIPLESHIP***

Amid the challenges related to Covid, how has the pastor:

- Adapted the discipleship developmental process so that people may understand God's call to love and serve others, offering opportunities during the pandemic for service and leadership in the congregation and with community partners.

S/PPRC, share reflections and affirmations, with examples:

Pastor, offer your reflections:

Together identify ways to strengthen the pastor's and congregation's ministry in this area:

# ***IMPACT OF THE PANDEMIC***

Consider the following questions in the context of the Covid pandemic:

S/PPRC, what challenges and opportunities have the church experienced because of the adaptations for ministry?

Pastor, what challenges and opportunities have you experienced because of the adaptations for ministry?

Together identify ways that the pastor, S/PPRC, and congregation can support one another in these changing times:

*Action Steps for the Coming Year*

We continue to live with the long-term effects of Covid on all aspects of personal, communal, and congregational life. With that reality in mind, please review the ways the pastor's and congregation's ministry will be strengthened (reported above). Prioritize them and list your plans below. State measurable outcomes. Plan to review the priorities and action steps at least quarterly at your staff/pastor-parish relations committee meetings.

Priority 1:	Measurable Action Steps
Priority 2:	Measurable Action Steps
Priority 3:	Measurable Action Steps

How do the priorities and action steps above help you to fulfill the mission and vision of your church?

**Who are the emerging leaders you are discovering and developing in your congregation?**

## Signature Page

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Staff/Pastor-Parish Relations Chair

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Date

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Pastor

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Date

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District Superintendent

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Date

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Charge