

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.¹ 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.²

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 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 Vitality, and Discipleship*. 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.

¹ Discipline, see ¶¶ 258.2g, 334.2c, 419.

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

WORSHIP & MEANS OF GRACE

Over the past year how has the pastor:

- Proclaimed the good news of Jesus Christ through preaching, leading in worship, teaching, and leadership?
- Continued to provide alternative worship experiences, online or otherwise?
- Taught and equipped 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)?

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 VITALITY

Over the past year how has the pastor:

- Had honest conversations about money as it applies to discipleship, generosity, and apportionment giving?
- Led your church/charge in engaging the community? Please share in detail relevant ministries and partnerships.
- Promoted and engaged our conference initiative “New Places New People”?

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

Over the past year how has the pastor:

- Helped the members of your church/charge grow in their walk with Christ?
- Empowered the members of your church to mentor new disciples?
- Intentionally prioritized professions of faith and baptisms within the ministries of your congregation(s)?

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:

PERSONAL DEVELOPMENT

(To be completed in conversation with the pastor)

Over the past year how has the pastor:

- Kept a weekly Sabbath? How is your pastor leading the congregation to understand the difference between a day off and a Sabbath? SPRC, how are you encouraging your pastor to keep a weekly Sabbath?
- Shown evidence of personal faith growth? Please share examples.
- Participated in district and conference functions? How does your pastor share information from our conference and district?
- Engaged in mutual accountability with colleagues?
- Completed continuing education for the past year?
(4 CEUs or 40 hours required every two years. See 2022 Conference Journal page 381 – See attached Continuing Formation Form)
- Completed the required ministerial ethics training due on May 31, 2023?

Action Steps for the Coming Year

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

Staff/Pastor-Parish Relations Chair

Date

Pastor

Date

District Superintendent

Date

Charge

Please list members present for this meeting: