**2020 Marks of Effective Clergy include***(to be completed by all appointed pastors)****:***

*Has received a positive evaluation from the SPRC in the areas of:*

* Evangelism
* Preaching
* Teaching
* Pastoral care
* Aspect(s) of Ministry where one feels particularly gifted
* Administration *(such as time management, preparation for meetings, etc.)*

*Has effectively structured the church for ministry:*

* Intentionally calls people into new life in Christ and intentionally disciples those who have responded to the call.
* Has encouraged and equipped laity for ministry.
* Inspires and engages the congregation in outreach ministries to the community and to the world, including missional giving and “hands on” experiences.
* Participates in the EPA Mission Link.
* Demonstrates commitment to the Connection – Apportionment and Advance Special giving.

*Has a healthy respect for Authority*

* Appropriately responds to supervision by a District Superintendent and/or Bishop.
* Has addressed the goals set through the covenant-making process to the satisfaction of the SPRC.
* Has addressed the goals established at the previous pastoral interview, including Continuing Education, Changing Racism and Sexual Ethics Seminar requirements.
* Has honored the covenant among clergy by keeping healthy boundaries with former appointments.

*Attends:*

* Annual Conference Sessions
* Annual District Conference
* Bishop’s Day(s) on the District

*Submits official documents by deadline including:*

* Statistical Report
* Child Abuse Clearance (updated every five years or at time of change of address)
* Criminal Record Clearance (updated every five years or at time of change of address)
* FBI Clearance (updated every five years or at time of change of address)
* Annual Interview forms
* Charge Conference Reports

I have reviewed this document with the District Superintendent, and have had opportunity to ask questions for clarification.

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Name (printed) Date

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Name (signed)