**THIS FORM IS DUE ONE WEEK BEFORE CHARGE CONFERENCE OR**

**BY NOVEMBER 15, 2021 – WHICHEVER COMES FIRST**

Clergy Name:

Town and Church Name:

2021 Pastoral Evaluation

## Purpose:

*The Eastern PA Conference utilizes a covenant-based evaluation system. Clergy effectiveness should be evaluated in those areas where there has been prior discussion and agreement of goals between the clergyperson and the SPRC. This document is intended as a working tool to support the growth of the Clergyperson and the Church.*

*When was the current covenant approved by both the pastor and the SPRC? Date:*

## Covenant Goals

Please list and evaluate the covenant goals the clergyperson has pursued with the congregation this past year. The covenant goals should be written as SMART goals (Specific, Measureable, Attainable, Relevant and Time-bound). For new appointments, please use this document as an opportunity to develop your goals for the next 12 months.

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| --- | --- | --- | --- |
| **Goals** (Please list goals in priority order).  | **Met**(Feel free to include comments) | **Not Met**(If “not met”, what was learned in the process?) | **Congregational Support**: What level of congregational support was given to support the goal? Explain. |
| 1. |       | [ ]  Met [ ]  Not Met      |       |
| 2. |       | [ ]  Met [ ]  Not Met      |       |
| 3. |       | [ ]  Met [ ]  Not Met      |       |

## Continuing Education Impact

Has the clergyperson’s continuing education and/or development opportunities over the past year had an impact on the congregation?

[ ]  Yes If “yes”, how?

[ ]  No If “no”, why not?

## Rate the appointed clergyperson in these areas and provide commentary below:

|  |  |  |  |
| --- | --- | --- | --- |
|  | Needs Improvement(If you choose “needs improvement,” please list a corresponding action step to meet this goal.) | Meets Expectations(Please give an example and/or comment that supports your reason for the particular rating.) | Exceeds Expectations(Please give an example and/or comment that supports your reason for the particular rating.) |
| Community Outreach*Provides leadership/supports others to bear witness to the Good News to the community through outreach, missions and evangelism.* | [ ]  Needs Improvement [ ]  Meets Expectations [ ]  Exceeds Expectations [ ]  N/A      |
| Preaching & Worship*Equips the church to conduct meaningful worship; preaches scriptural, understandable and inspiring sermons.* | [ ]  Needs Improvement [ ]  Meets Expectations [ ]  Exceeds Expectations [ ]  N/A      |
| Teaching/Discipleship *Provides leadership/ supports others to teach Bible studies, confirmation, lay leadership classes, small groups, etc.* | [ ]  Needs Improvement [ ]  Meets Expectations [ ]  Exceeds Expectations [ ]  N/A      |
| Pastoral Care*Provides leadership/ supports others to call-on shut-ins, hospitalized, bereaved, etc.; provides pastoral care to those in crisis; makes referrals as necessary.* | [ ]  Needs Improvement [ ]  Meets Expectations [ ]  Exceeds Expectations [ ]  N/A      |
| Administration*Works with church leaders (and staff) to plan and implement the ministry of the church.*  | [ ]  Needs Improvement [ ]  Meets Expectations [ ]  Exceeds Expectations [ ]  N/A      |
| Financial Stewardship *Pastor models and teaches stewardship in the life of the church.* | [ ]  Needs Improvement [ ]  Meets Expectations [ ]  Exceeds Expectations [ ]  N/A      |
| **Ministry with the Poor***Partners with the church to serve the poor and marginalized.* | [ ]  Needs Improvement [ ]  Meets Expectations [ ]  Exceeds Expectations [ ]  N/A      |

## In what aspect(s) of ministry this year did the clergyperson show particular giftedness? You are not limited to the above categories.

**A Narrative of the clergyperson’s work and effectiveness**. Give an assessment on how your clergy’s influence has affected the church’s ministry. Comment on strengths and area(s) that need addressing in next year’s covenant. If needed, you can use an additional page.

## Signatures

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Clergy Signature Date Printed Name

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SPRC Chairperson Signature Date Printed Name