

Pastoral Evaluation

The Eastern PA Conference, The United Methodist Church

Clergy Name: _____

Town & Church Name: _____

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.

	Goals (Please list goals in priority order)	Met/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.		<input type="checkbox"/> Met <input type="checkbox"/> Not Met	
2.		<input type="checkbox"/> Met <input type="checkbox"/> Not Met	
3.		<input type="checkbox"/> Met <input type="checkbox"/> Not Met	

Continuing Education Impact:

Has the clergy person's continuing education and/or development opportunities over the past year had an impact on the congregation? Yes No

If "yes", how? / If "no", why not?

Rate the appointed clergy person in these areas and provide commentary below:

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

Please give an example and/or comment that supports your reason for the particular rating. If you choose "needs improvement," please list a corresponding action step to meet this goal:

Preaching & Worship *(Equips the church to conduct meaningful worship; preaches scriptural, understandable and inspiring sermons.)*

Needs Improvement Meets Expectations Exceeds Expectations N/A

Please give an example and/or comment that supports your reason for the particular rating. If you choose "needs improvement," please list a corresponding action step to meet this goal:

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

Please give an example and/or comment that supports your reason for the particular rating. If you choose "needs improvement," please list a corresponding action step to meet this goal:

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

Please give an example and/or comment that supports your reason for the particular rating. If you choose “needs improvement,” please list a corresponding action step to meet this goal:

Administration *(Works with church leaders (and staff) to plan and implement the ministry of the church.)*

- Needs Improvement Meets Expectations Exceeds Expectations N/A

Please give an example and/or comment that supports your reason for the particular rating. If you choose “needs improvement,” please list a corresponding action step to meet this goal:

Financial Stewardship *(Pastor models and teaches stewardship in the life of the church.)*

- Needs Improvement Meets Expectations Exceeds Expectations N/A

Please give an example and/or comment that supports your reason for the particular rating. If you choose “needs improvement,” please list a corresponding action step to meet this goal:

Ministry with the Poor *(Partners with the church to serve the poor and marginalized.)*

- Needs Improvement Meets Expectations Exceeds Expectations N/A

Please give an example and/or comment that supports your reason for the particular rating. If you choose “needs improvement,” please list a corresponding action step to meet this goal:

In what aspect(s) of ministry this year did the clergy person 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:

Clergy Signature

Date

Printed Name

SPRC Chairperson Signature

Date

Printed Name