



Dear Pastors, SPRC Chairpersons:

At GNJ, we are committed to work with every pastor and every church that desires to grow its mission and vitality. Today, we are opening the clergy appraisal process.

Based on your feedback from last year, we have made some changes to streamline the process. We have eliminated the number rating system and instead ask you to indicate with a check mark each area that is going well or has strong performance. At the end of each section, there is an opportunity to indicate if you feel your pastor has mastered a skill by marking “strongly agree”, “agree” or “not yet”. Our goal is to create more of a conversation between the SPRC and the pastor about leadership and progress and increase communication about the ministry and mission of the church.

The clergy appraisal is done outside clergy appointment and salary review so that it remains focused on providing the pastor with what she/he is doing well and areas for growth. This appraisal is to be completed by SPRC members without the pastor present and then shared with the pastor once the SPRC has combined the individual appraisals into one document.

Congregations who have completed the evaluation in the last four months and congregations whose pastors will be moving July 1 are excused from completing the evaluation.

The clergy appraisal will be open until May 15, 2018. [Click here](#) to access the appraisal on the website.

We have translated the questions on the downloadable appraisals into Spanish and Korean to be more inclusive of our non-English speaking congregations, however, all answers to the online appraisal must be input in English on the online form.

To download a PDF of the appraisal in English, Spanish or Korean, please [click here](#).

If your church would like an individual to assist your SPRC in completing the evaluation, please inform Nicola Mulligan, my assistant and we will provide a trained person to assist your team. You may contact her at NMulligan@gnjumc.org.

A congregational evaluation is part of your charge conference forms. The congregational evaluation is being updated to model the new process and will be called Congregational Appraisal for 2018. The results will be used as part of the charge conference conversation every fall.

Thank you for your leadership to making disciples of Christ for the transformation of the world.

Keep the faith!

John

John Schol, Bishop
The United Methodist Church of Greater New Jersey