



For Korean translation click [here](#).

For Spanish translation click [here](#).

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 continued feedback, we have made some changes to streamline the process. We are asking you to indicate with a check mark each area that is going well or has strong performance. At the end of the appraisal, there is an opportunity to comment on your ratings. 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, 2019. [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](mailto: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 2019. 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  
United Methodists of Greater New Jersey

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## 2019 GNJ Pastoral Leadership Formation

A review to grow and further shape pastoral leaders

Growth, formation and development of all church leaders are key to healthy vital mission congregations. This review is to be completed in April and May of each year. If you need assistance in complete the review, contact the Bishop's Assistant, Nicola Mulligan at [NMulligan@gnjumc.org](mailto:NMulligan@gnjumc.org).

Many SPRC's complete the review by sending it to each member of the SPRC and ask them to complete the 16 questions assessing the pastor's ability and the pastor's impact. The steps below are to assist the SPRC in the appraisal process.

Steps:

1. Print copies of the pdf version of the appraisal for all members of SPRC.
2. Each member of the SPRC completes the appraisal independently.
3. SPRC gathers to review the appraisals and develop a composite appraisal.
4. Two to three members of the SPRC are to meet with the pastor to share the completed appraisal.
5. SPRC chair inputs the appraisal into the online web form [click here](#).

The appraisal will shape the future vitality and ministry of the congregation and assist your pastor's development as a leader. Engaging in the survey and conversation prayerfully and honestly allows for the best results for your pastor, the congregation and the mission.

If your church is on a charge with one or more other congregations, the pastor and staff parish chair (s) together are to determine if the congregations should work together to complete one appraisal or if it is more appropriate for individual appraisals.

Associate pastors are to be appraised using this form and is conducted by the lead pastor in consultation with the SPRC.



**2019 GNJ Pastoral Leadership Formation**  
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Clergy Appraisal Date:

Name and zip code of the church:

District:

Name of the pastor:

Email of the pastor:

Name of the SPRC chairperson:

Email of the SPRC chairperson

For each question, the SPRC indicates the level of ability and impact of the pastor's leadership by placing a check in the box.

**Seven Essential Leadership Areas for Pastors Leading Congregations to Grow Vital Mission Congregations**

1. Assess the strengths and challenges of the congregation and with congregational leadership, develop a ministry plan to grow congregational vitality, engage the church members with people in the community, and serve the community and world missionally.

<b>Ability</b>	<b>Impact</b>
<input type="checkbox"/> Strongly agree	<input type="checkbox"/> Strongly agree
<input type="checkbox"/> Agree	<input type="checkbox"/> Agree
<input type="checkbox"/> Not yet	<input type="checkbox"/> Not yet

2. Organize a ministry of pastoral care that extends the congregation's Christ-like compassion so that people who need pastoral care are receiving visits by a trained church visitor or a member of the staff.

<b>Ability</b>	<b>Impact</b>
<input type="checkbox"/> Strongly agree	<input type="checkbox"/> Strongly agree
<input type="checkbox"/> Agree	<input type="checkbox"/> Agree
<input type="checkbox"/> Not yet	<input type="checkbox"/> Not yet



3. Lead the congregation to deeper faith and service in the world as evidenced by the pastor:

- a. Developing deeper understanding and faith in others
- b. Exemplifying a deep and growing faith
- c. Preaching and teaching so that people understand the Bible and faith
- d. Inspiring and organizing more people to serve in the community.

<b>Ability</b>	<b>Impact</b>
<input type="checkbox"/> Strongly agree	<input type="checkbox"/> Strongly agree
<input type="checkbox"/> Agree	<input type="checkbox"/> Agree
<input type="checkbox"/> Not yet	<input type="checkbox"/> Not yet

4. Explain faith so that people better understand how to follow Christ and live their faith.

<b>Ability</b>	<b>Impact</b>
<input type="checkbox"/> Strongly agree	<input type="checkbox"/> Strongly agree
<input type="checkbox"/> Agree	<input type="checkbox"/> Agree
<input type="checkbox"/> Not yet	<input type="checkbox"/> Not yet

5. Develop leaders within the congregation as evidenced by the pastor:

- a. Collaborating with congregational and community leaders
- b. Developing, supporting and encouraging congregational leaders
- c. Identifying, training and mentoring new leaders
- d. Encouraging leaders to try new things, take risks and supports them when things do not go well.

<b>Ability</b>	<b>Impact</b>
<input type="checkbox"/> Strongly agree	<input type="checkbox"/> Strongly agree
<input type="checkbox"/> Agree	<input type="checkbox"/> Agree
<input type="checkbox"/> Not yet	<input type="checkbox"/> Not yet



6. Lead and organize the congregation to grow vitality as evidenced by the pastor:
- a. Explaining congregational vitality
  - b. Organizing leaders and the congregation to grow the five markers of vitality - worship, small groups, service in the community, making new disciples and giving to ministry
  - c. Developing a vision and plan for the future growth of the congregation
  - d. Leading the congregation to grow the number of new disciples, worship attendance, participation in small groups and service in the community, and giving is increasing.

<b>Ability</b>	<b>Impact</b>
<input type="checkbox"/> Strongly agree	<input type="checkbox"/> Strongly agree
<input type="checkbox"/> Agree	<input type="checkbox"/> Agree
<input type="checkbox"/> Not yet	<input type="checkbox"/> Not yet

7. Teach and emphasize generous giving throughout the year, lead a yearly stewardship campaign and raise sufficient funds for community and world mission, ongoing congregational ministry, shared ministries and salary and benefits.

<b>Ability</b>	<b>Impact</b>
<input type="checkbox"/> Strongly agree	<input type="checkbox"/> Strongly agree
<input type="checkbox"/> Agree	<input type="checkbox"/> Agree
<input type="checkbox"/> Not yet	<input type="checkbox"/> Not yet

### Core Competencies

8. A visionary leader that others want to follow.

<b>Ability</b>	<b>Impact</b>
<input type="checkbox"/> Strongly agree	<input type="checkbox"/> Strongly agree
<input type="checkbox"/> Agree	<input type="checkbox"/> Agree
<input type="checkbox"/> Not yet	<input type="checkbox"/> Not yet



9. Preach and teach so that people are inspired to change, grow and become involved in ministry.

<b>Ability</b>	<b>Impact</b>
<input type="checkbox"/> Strongly agree	<input type="checkbox"/> Strongly agree
<input type="checkbox"/> Agree	<input type="checkbox"/> Agree
<input type="checkbox"/> Not yet	<input type="checkbox"/> Not yet

10. Connect and relate well with church members/leaders and community residents so that people feel comfortable in the pastor's presence and want to follow the pastor.

<b>Ability</b>	<b>Impact</b>
<input type="checkbox"/> Strongly agree	<input type="checkbox"/> Strongly agree
<input type="checkbox"/> Agree	<input type="checkbox"/> Agree
<input type="checkbox"/> Not yet	<input type="checkbox"/> Not yet

11. Respects people and values the role and service of church leaders and members.

<b>Ability</b>	<b>Impact</b>
<input type="checkbox"/> Strongly agree	<input type="checkbox"/> Strongly agree
<input type="checkbox"/> Agree	<input type="checkbox"/> Agree
<input type="checkbox"/> Not yet	<input type="checkbox"/> Not yet

12. Written and oral communication that motivates people to action.

<b>Ability</b>	<b>Impact</b>
<input type="checkbox"/> Strongly agree	<input type="checkbox"/> Strongly agree
<input type="checkbox"/> Agree	<input type="checkbox"/> Agree
<input type="checkbox"/> Not yet	<input type="checkbox"/> Not yet



13. Understands the Bible and teaches the Bible so that others understand.

<b>Ability</b>	<b>Impact</b>
<input type="checkbox"/> Strongly agree	<input type="checkbox"/> Strongly agree
<input type="checkbox"/> Agree	<input type="checkbox"/> Agree
<input type="checkbox"/> Not yet	<input type="checkbox"/> Not yet

14. Intercultural competence – understands, relates and engages well with people from other cultures and races.

<b>Ability</b>	<b>Impact</b>
<input type="checkbox"/> Strongly agree	<input type="checkbox"/> Strongly agree
<input type="checkbox"/> Agree	<input type="checkbox"/> Agree
<input type="checkbox"/> Not yet	<input type="checkbox"/> Not yet

15. Administers and manages the work and ministry of the congregation so that things are done on time and well.

<b>Ability</b>	<b>Impact</b>
<input type="checkbox"/> Strongly agree	<input type="checkbox"/> Strongly agree
<input type="checkbox"/> Agree	<input type="checkbox"/> Agree
<input type="checkbox"/> Not yet	<input type="checkbox"/> Not yet

16. Understands Wesleyan history, polity and theology so that the ministry of the church is rooted in United Methodist values and procedures.

<b>Ability</b>	<b>Impact</b>
<input type="checkbox"/> Strongly agree	<input type="checkbox"/> Strongly agree
<input type="checkbox"/> Agree	<input type="checkbox"/> Agree
<input type="checkbox"/> Not yet	<input type="checkbox"/> Not yet



### SPRC Comments

### Pastor's Comments



### Pastor's development plan with input from the SPRC

What will the pastor do to further grow and form his/her faith and leadership?

SPRC is to select one of the following:

- Affirms the pastor's leadership and encourages the pastor to continue to lead the congregation forward.
- Affirms the pastor's leadership and will work with the pastor to grow in the areas listed above.
- Has concerns about the pastor's leadership and feels confident that the SPRC can work with the pastor to address the issues through goals and benchmarks.
- Has concerns about the pastor's leadership and requests assistance through the bishop's office to further identify issues, and/or set goals and bench marks, and/or start a quarterly review to assist the pastor to grow and lead well.

The SPRC chairperson or the designated person is to submit the review online by going to [GNJ's website](#).

On rare occasions an SPRC may seek a pastoral change because of fit and effectiveness in the current appointment. This may become apparent during the appraisal. When concerns arise during the yearly appraisal, bench marks and an improvement plan are to be developed by the SPRC and pastor and reviewed monthly. The clergy development plan outlines benchmarks in areas of pastoral leadership growth. A minimum of 3 reviews without sufficient progress is required before any pastoral change will be considered because of fit and ineffectiveness. More information about the clergy development plan can be found here or contact Nicola Mulligan at [nmulligan@gnjumc.org](mailto:nmulligan@gnjumc.org) for support in the process and steps to be taken.