



2020 GNJ Pastoral Leadership Formation *A review to grow and further shape pastoral leaders*

Each year at this time every congregation's leadership engages in a conversation about what is going well in a pastor's leadership, areas for further development, and expectations for the next 12 months. Due to the unique challenges that COVID-19 brings, ongoing feedback was deemed essential for all leaders. The cabinet and GNJ staff are also in the midst of completing quarterly reviews. The cabinet has decided to offer SPRC and pastors an opportunity to discuss what will be most helpful for the mission and ministry of the church, to complete the full review as is the practice or to move to an abbreviated evaluation. The abbreviated evaluation asks three questions to be answered in no more than one page.

1. What is your pastor doing well over the last year and particularly during COVID-19?
2. What have been two important learnings of the pastor in the last six months?
3. What are two areas for growth and development of the pastor at this time?

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 benchmarks, 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 [here](#).

The following is the regular review. The SPRC should make a decision between the abbreviated or the following.

Growth, formation and development of all church leaders are key to healthy vital mission congregations. This year the review should be completed in May and June of each year. The deadline for completing the review is July 1. If you need assistance in completing the review, contact the Bishop's Assistant, Nicola Mulligan at NMulligan@gnjumc.org.



Many SPRCs complete the review by emailing it to each member of the SPRC, asking them to complete the 16 questions assessing the pastor's ability impact. The steps below will assist the SPRC in the appraisal process.

Steps:

1. Share 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 by Zoom or technology to review the appraisals and develop a composite appraisal.
4. Two to three members of the SPRC meet with the pastor via Zoom to share the completed appraisal.
5. SPRC chair inputs the appraisal into the online web form [here](#).

If the pastor is not in agreement with the SPRC's assessment of their leadership, the pastor should email those concerns to Nicola Mulligan at nmulligan@gnjumc.org within 24 hours of the meeting.

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. This is conducted by the lead pastor in consultation with the SPRC.



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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.

Ability

Place a 1, 2, or 3 in the first box. The numbers represent:

1. Strongly agree
2. Agree
3. Not yet

Impact

In the second box place an A, B, or C. The letters represent:

- A. Strongly agree
- B. Agree
- C. Not yet



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

Ability _____ Impact _____

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

Ability _____ Impact _____

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

Ability _____ Impact _____

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

Ability _____ Impact _____

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 support them when things do not go well

Ability _____ Impact _____

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

Ability _____ Impact _____



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

Ability _____ Impact _____

Core Competencies

8. A visionary leader that others want to follow

Ability _____ Impact _____

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

Ability _____ Impact _____

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

Ability _____ Impact _____

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

Ability _____ Impact _____

12. Written and oral communication that motivates people to action

Ability _____ Impact _____

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

Ability _____ Impact _____

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

Ability _____ Impact _____

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

Ability _____ Impact _____



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

Ability _____

Impact _____

SPRC Comments:

SPRC, please 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 benchmarks, and/or start a quarterly review to assist the pastor to grow and lead well

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Pastor's development plan with input from the SPRC

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

- 1.
- 2.
- 3.



On rare occasions an SPRC may seek a pastoral change because of the effectiveness in the current appointment. This may become apparent during the appraisal. When concerns arise during the yearly appraisal, benchmarks 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 three reviews without sufficient progress is required before any pastoral change will be considered. More information about the clergy development plan can be found [here](#) or contact Nicola Mulligan at nmulligan@gnjumc.org.