



## 2022 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. Each year around 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. The review is to be completed in May and June of each year, with a deadline of June 30<sup>th</sup>. If you need assistance in completing the review, contact the Bishop's Assistant, Nicola Mulligan via email: [NMulligan@gnjumc.org](mailto:NMulligan@gnjumc.org).

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

### Steps for Appraisal Process:

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 for clergy appraisals](#).

If the pastor is not in agreement with the SPRC's assessment of their leadership, the pastor will need to email any concerns to Nicola Mulligan via email ([nmulligan@gnjumc.org](mailto: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.



Clergy Appraisal Date: \_\_\_\_\_

Name and zip code of church: \_\_\_\_\_

District: \_\_\_\_\_

Name of Pastor: \_\_\_\_\_

Email of Pastor: \_\_\_\_\_

Name of SPRC chairperson: \_\_\_\_\_

Email of SPRC chairperson: \_\_\_\_\_

For each question, the SPRC indicates the level of ability and impact of the pastor's leadership. Yellow highlights are additions:

**Ability** – assessing ability is a determination that the pastoral leader has the skills, gifts, and experience to carry out the role and work.

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

1. Strongly agree – the overwhelming number of people in the congregation and SPRC believe the pastoral leader exceeds or most of the time meets the goals and expectations of the congregation.
2. Agree – the overwhelming number of people in the congregation and SPRC believe the pastoral leader sufficiently meets the goals and expectations of the congregation and can improve to have even greater impact.
3. Not yet – most people in the congregation and SPRC believe the pastoral leader is not sufficiently meeting the goals and expectations of the congregation and must improve in this area.

**Impact** – the pastoral leader has a significant positive impact in leading the congregation to grow in vitality (worship attendance, small group participation, people engaged in justice and mercy mission, making new disciples, giving, and growing the faith and engagement of the people of the congregation).

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

1. Strongly agree – the overwhelming number of people in the congregation and SPRC believe the pastoral leader exceeds or most of the time meets the goals and expectations of the congregation.
2. Agree – the overwhelming number of people in the congregation and SPRC believe the pastoral leader sufficiently meets the goals and expectations of the congregation and can improve to have even greater impact.
3. Not yet – most people in the congregation and SPRC believe the pastoral leader is not sufficiently meeting the goals and expectations of the congregation and must improve in this area



**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 \_\_\_\_\_

How has the pastor been leading towards ending the sin of racism?

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SPRC Comments:

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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

The SPRC chairperson or the designated person is to [submit the review online](#).

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 by contacting Nicola Mulligan via email: [nmulligan@gnjumc.org](mailto:nmulligan@gnjumc.org).