CLERGY EVALUATION 2009
FOR PASTOR (STAFF) – PARISH RELATIONS COMMITTEE
WESTERN NORTH CAROLINA ANNUAL CONFERENCE

Minister Evaluated _____ Church _____

PURPOSE: To enhance ministry, to assist the pastor in developing his/her potential for effective ministry, and to increase your church's ministry (see paragraphs 350-351 of the 2004 Book of Discipline).

PROCEDURE:During the period suggested by the district superintendent, the Committee should spend an appreciable length of time with each pastor appointed to the church, sharing and discussing with him/her the views of the Committee and helping the minister to set goals for the coming months or year. The senior pastor may be present when another pastor or staff member is being evaluated. This form should be completed and sent to the district superintendent by the date designated by the superintendent, but after discussion with and signing by the minister evaluated.

FREQUENCY OF THE EVALUATION: Unless directed otherwise by the district superintendent, the Pastor (Staff) – Parish Relations Committee should hold an evaluation session with the pastor each year. If your pastor is in his/her first year in your church, the evaluation will, naturally, be on the basis of a limited acquaintance, but it will reflect how the Committee sees the pastor at this point. If your pastor set goals for the current year in the basis of last year's evaluation, close attention should be given in the current evaluation to his/her progress toward those goals.

CAUTION: In no instance should the evaluation be used in a punitive or vindictive way. It should only be used to seek to enhance the effectiveness of both pastor and church.

GUIDE FOR EVALUATION

PASTOR'S STRENGTHS: What do the committee members consider to be the pastor's strengths? Be specific. List them individually. Share these views with the pastor.

AREAS FOR IMPROVEMENT: Again, be specific. List the areas. Share with the pastor the committee's reasons for thinking that he/she needs to improve in these areas.

SUGGESTIONS FOR CONTINUING EDUCATION: These should be related to the areas where growth is needed. The committee may be able to suggest areas and not specific programs of continuing education. The church should be as helpful as possible in enabling the pastor to engage in appropriate continuing education experiences.

COMMITTEE'S PLANS FOR WORKING WITH THE PASTOR: In what ways will the committee work with the pastor in increasing his/her effectiveness and also the effectiveness of the church's ministry? Be specific what the committee will do.

Signed by:

Pastor _____ Date _____

Chair _____ Date _____

Committee Members _____ Date _____

_____ Date _____

_____ Date _____

_____ Date _____

_____ Date _____