

# Northeast Annual Conference Pastor/Church Evaluation

Pastors in the Global Methodist Church commit themselves to “going on to perfection,” being made perfect in love in this life. (Matthew 5:48)

Effective GMC pastors:

- Exhibit a commitment to Christ as Savior and Lord and nurture and cultivate spiritual disciplines and patterns of holiness, including responsible self-control by exhibiting personal habits that are conducive to bodily health, mental and emotional maturity, integrity in all relationships, fidelity in a Christian marriage between one man and one woman, chastity in singleness, social responsibility, and the knowledge and love of God.
- Devote themselves to the work of ministry, effectively communicate the Christian faith, accept the authority of scripture, and work toward competence in the disciplines of Scripture, theology, church history, and polity.
- Possess and practice the essential skills necessary for pastoral ministry.
- Lead in making disciples of Jesus Christ; and spread scriptural holiness across the globe.
- Hold themselves accountable to the church, accept its doctrinal standards, discipline, and authority, and accept the supervision of those appointed to the ministry of oversight.

(Adapted from ¶405, *The Book of Doctrines and Disciplines*)

No pastor possesses all the gifts for ministry expected of pastoral leaders, and no pastor practices those gifts perfectly. However, by equipping all lay and clergy members of the body of Christ to work together and use their gifts for ministry, pastors can help lead churches to make and multiply disciples of Jesus Christ.

The Global Methodist Church seeks to nurture long-term appointments. In a healthy church, in which pastors and lay leaders recognize they are mutually accountable for a successful ministry, annual evaluation becomes essential. Annual evaluations offer opportunities for church lay leaders and pastors to “speak the truth in love,” to communicate with one another concerning pastoral effectiveness in transparent, respectful, loving ways, and identify paths that may lead to more fruitful ministry.

The Book of Doctrines and Discipline of the Global Methodist Church (BoDD) requires that church Pastor-Parish Relations Committees (or their equivalent):

1. “Encourage, strengthen, nurture, support, and respect the pastor(s)... and their family(ies)” (¶345.8.a)
2. “Confer with and counsel the pastor(s)... on matters relating to their effectiveness in ministry; assessing their unique gifts and abilities; priorities in the use of gifts, skills, and

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time; relationships with the congregation; and the person's health and self-care, including conditions that may impede their effectiveness of ministry; and interpret the nature and function of the ministry to the congregation, while interpreting the congregation's needs, values, and traditions to the pastor(s)..." (§345.8.c); and

3. "Provide evaluation at least annually for the use of the pastor(s)... staff to enhance their effective ministry and to identify continuing educational needs and plans" (§345.8. d).

Evaluating pastors annually is required in the Global Methodist Church because it is mutually beneficial for both your pastor and your Pastor-Parish Relations Committee members.

The Book of Doctrines and Discipline of the Global Methodist Church (BoDD) also requires that the Presiding Elder of each district "receive written or electronic evaluations that include each appointed clergy or assigned layperson's continuing education, spiritual practices, current ministry work, and goals for future ministry." (§609.8). Confidential sharing of this evaluation annually with your Presiding Elder provides an important link in our connectional system.

## **Instructions for the Comprehensive Annual Evaluation**

Each church and pastor has been asked to sign a Pastor-Church Covenant which articulates expectations for both the church and the pastor. The following evaluation is heavily based on that covenant and serves as a tool for the pastor and the PPRC (or equivalent body) to provide a fair and beneficial evaluation of one another.

Both the PPRC's evaluation of the pastor, and the pastor's evaluation of the PPRC and church should be completed with open dialogue and in a closed meeting with only the pastor and members of the PPRC (or equivalent) present. The pastor is encouraged to voluntarily excuse him or herself from the meeting when the PPRC finalizes their part of the review. Promptly following completion, the PPRC Chair (or the full PPRC) shall meet with the pastor and share the results of the review and any recommendations.

Once the form is complete, please send it confidentially to your Presiding Elder. The form is otherwise not to be shared outside of the PPRC.

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PASTOR: \_\_\_\_\_ CHARGE: \_\_\_\_\_

DATE OF REVIEW: \_\_\_\_\_

## Review of Pastor

The Northeast Annual Conference Cabinet has established a covenant between each church and the appointed clergy person, which may have additional points that both the pastor and the church agree to. Has that covenant been reviewed and updated since the last review? \_\_\_\_\_  
If not, please do that in conjunction with this evaluation.

Date the Clergy-Church covenant was last completed and reviewed \_\_\_\_\_.

### STEWARDSHIP

*Serves with church leadership in the gathering, maintaining, and appropriate usage of resources entrusted to the church in a way that gives God glory.*

- |   |   |   |
|---|---|---|
| <input type="checkbox"/> Greatly exceeds the basic expectations of leadership | <input type="checkbox"/> Meets basic expectations of leadership | <input type="checkbox"/> Does not meet basic expectations of leadership |
|---|---|---|

In a few words, describe why the above was selected: \_\_\_\_\_

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### SHEPHERDING

*Cares for the church by leading with grace, truth, and love. This involves care for members, visitors, community members, etc...*

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|---|---|---|
| <input type="checkbox"/> Greatly exceeds the basic expectations of leadership | <input type="checkbox"/> Meets basic expectations of leadership | <input type="checkbox"/> Does not meet basic expectations of leadership |
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In a few words, describe why the above was selected: \_\_\_\_\_

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# Northeast Annual Conference Pastor/Church Evaluation

## TEACHING

*Aims to help the church body increase in their knowledge of Christ with the use of classes, books, studies, etc...*

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|---|---|---|
| <input type="checkbox"/> Greatly exceeds the basic expectations of leadership | <input type="checkbox"/> Meets basic expectations of leadership | <input type="checkbox"/> Does not meet basic expectations of leadership |
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In a few words, describe why the above was selected: \_\_\_\_\_

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## PREACHING

*Preaches in a way that is faithful to the Word of God, its meaning, and in a manner that is accessible to the people of the church.*

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|---|---|---|
| <input type="checkbox"/> Greatly exceeds the basic expectations of leadership | <input type="checkbox"/> Meets basic expectations of leadership | <input type="checkbox"/> Does not meet basic expectations of leadership |
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In a few words, describe why the above was selected: \_\_\_\_\_

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## EQUIPPING

*Seeks opportunities to equip people of the church for ministry both within and outside of the body of believers.*

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|---|--|---|
| <input type="checkbox"/> Greatly exceeds the basic expectations of leadership | <input type="checkbox"/> Meets basic expectation of leadership | <input type="checkbox"/> Does not meet basic expectations of leadership |
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In a few words, describe why the above was selected: \_\_\_\_\_

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# Northeast Annual Conference Pastor/Church Evaluation

## **DEFENDER**

*Teaches, preaches, and leads in a manner that promotes the doctrines and discipline of the Global Methodist Church while defending the church against false teachers and false teaching.*

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|---|---|---|
| <input type="checkbox"/> Greatly exceeds the basic expectations of leadership | <input type="checkbox"/> Meets basic expectations of leadership | <input type="checkbox"/> Does not meet basic expectations of leadership |
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In a few words, describe why the above was selected: \_\_\_\_\_

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## **ABOVE REPROACH**

*Lives in a way that prioritizes family, self-care, and the reputation of Jesus and the church.*

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|---|--|---|
| <input type="checkbox"/> Greatly exceeds the basic expectations of leadership | <input type="checkbox"/> Meets basic expectation of leadership | <input type="checkbox"/> Does not meet basic expectations of leadership |
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In a few words, describe why the above was selected: \_\_\_\_\_

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## **PRAYER LIFE**

*Has an active prayer life for both their personal discipleship, their family, and the life and ministry of the church.*

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|---|---|---|
| <input type="checkbox"/> Greatly exceeds the basic expectations of leadership | <input type="checkbox"/> Meets basic expectations of leadership | <input type="checkbox"/> Does not meet basic expectations of leadership |
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In a few words, describe why the above was selected: \_\_\_\_\_

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# Northeast Annual Conference Pastor/Church Evaluation

## HOLINESS

*Strives for a life of holiness, personifies Christ, and is desiring to be made “perfect in love” now.*

- ☐ Greatly exceeds the basic expectations of leadership      ☐ Meets basic expectations of leadership      ☐ Does not meet basic expectations of leadership

In a few words, describe why the above was selected: \_\_\_\_\_

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Any other information or comments regarding the pastor which are appropriate for this review:

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This Review of Pastor was approved by a majority of the PPRC members on \_\_\_\_\_.

PPRC Chairperson

# Northeast Annual Conference Pastor/Church Evaluation

PASTOR: \_\_\_\_\_ CHARGE: \_\_\_\_\_

DATE OF REVIEW: \_\_\_\_\_

## Review of Church

### STEWARDSHIP

*The church responds to God's invitation to give generously and joins with the pastor in walking in faith through the management of resources.*

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|---|---|---|
| <input type="checkbox"/> Greatly exceeds the basic expectations of the pastor | <input type="checkbox"/> Meets basic expectations of the pastor | <input type="checkbox"/> Does not meet basic expectations of the pastor |
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In a few words, describe why the above was selected: \_\_\_\_\_

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### SHEPHERDING

*The church cares for the needs of the pastor and for one another, embodying the servanthood of Christ.*

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|---|---|---|
| <input type="checkbox"/> Greatly exceeds the basic expectations of the pastor | <input type="checkbox"/> Meets basic expectations of the pastor | <input type="checkbox"/> Does not meet basic expectations of the pastor |
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In a few words, describe why the above was selected: \_\_\_\_\_

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# Northeast Annual Conference Pastor/Church Evaluation

## **LEARNING**

*The church displays an eagerness to grow in the knowledge of Christ and shows an attempt to apply what has been learned.*

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|---|---|---|
| <input type="checkbox"/> Greatly exceeds the basic expectations of the pastor | <input type="checkbox"/> Meets basic expectations of the pastor | <input type="checkbox"/> Does not meet basic expectations of the pastor |
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In a few words, describe why the above was selected: \_\_\_\_\_

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## **DISCIPLING**

*The church seeks opportunities to invite others to be in a relationship with Christ, be transformed by Him, and engages in a discipleship process.*

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| <input type="checkbox"/> Greatly exceeds the basic expectations of the pastor | <input type="checkbox"/> Meets basic expectations of the pastor | <input type="checkbox"/> Does not meet basic expectations of the pastor |
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In a few words, describe why the above was selected: \_\_\_\_\_

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## **DEFENDER**

*Leadership teams and ministries of the church actively engage in the learning and administering of the doctrines and discipline of the Global Methodist Church.*

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|---|---|---|
| <input type="checkbox"/> Greatly exceeds the basic expectations of the pastor | <input type="checkbox"/> Meets basic expectations of the pastor | <input type="checkbox"/> Does not meet basic expectations of the pastor |
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In a few words, describe why the above was selected: \_\_\_\_\_

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# Northeast Annual Conference Pastor/Church Evaluation

## **BOUNDARIES**

*The church honors and respects the boundaries between ministry and my home life, and loves and supports me and my family well.*

☐ Greatly exceeds the basic expectations of the pastor

☐ Meets basic expectations of the pastor

☐ Does not meet basic expectations of the pastor

In a few words, describe why the above was selected: \_\_\_\_\_

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## **COMMUNITY**

*The church joins me in connecting with the community where our ministry occurs.*

☐ Greatly exceeds the basic expectations of the pastor

☐ Meets basic expectations of the pastor

☐ Does not meet basic expectations of the pastor

In a few words, describe why the above was selected: \_\_\_\_\_

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## **HOLINESS**

*The church strives to be a place of holiness, personifies Christ, and desires to be made "perfect in love" now.*

☐ Greatly exceeds the basic expectations of the pastor

☐ Meets basic expectations of the pastor

☐ Does not meet basic expectations of the pastor

In a few words, describe why the above was selected: \_\_\_\_\_

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# Northeast Annual Conference Pastor/Church Evaluation

In general, is passionate worship increasing or decreasing at this church? Please feel free to include numbers to support your answer:\_\_\_\_\_

Is the church increasing in faithful giving of time, resources, and prayer? Please feel free to include numbers to support your answer:\_\_\_\_\_

Any other information or comments regarding the church which are appropriate for this review: \_\_\_\_\_

This Review of the Church was completed by the pastor on \_\_\_\_\_.

Pastor