

## CLERGY-CHURCH ANNUAL ASSESSMENT

Of the seven categories, please choose 3-4 that you believe your pastor currently leads/embodies effectively and 3-4 the laity/congregation are currently living out effectively. Next choose two areas that you believe are “development opportunities” (D.O.) for your pastor and two for your congregation. *(Please include key Vital Sign data as a helpful snapshot of some of the “health indicators” of your church.)*

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**WORSHIP** (e.g. provides engaging worship; quality music; strong worship leadership; welcoming to newcomers through hospitality and non-insider language; sermons that are applicable and grounded in Wesleyan theology)

*\*\*Worship attendance change (+ or -) from last year (e.g. +10, -5, no change, etc.)* \_\_\_\_

**DISCIPLESHIP & SPIRITUAL HEALTH** (e.g. engagement in individual spiritual disciplines; engagement in small group ministries for discipleship; regular/intentional practice of prayer; invitation for people to make a commitment to Christ; providing direction and experiences to help others grow in their faith)

*\*POFs in the past year* \_\_\_\_ *# of individuals in small groups* \_\_\_\_

**STEWARDSHIP DEVELOPMENT** (e.g. helping people discover and use talents and spiritual gifts for ministry; inviting people into service and equipping them to lead; preaching, teaching and equipping on Christians practices of financial stewardship; faithfully managing human and financial resources)

*\*Changes in overall giving (+ or -) in the past year (e.g. +5%, -2%, no change, etc.)* \_\_\_\_

**OUTWARD-FOCUS** (e.g. selflessness; seeing beyond individual needs; interest in the needs of the community; visible and impactful in the community; sharing a positive, joyful view of life and faith to others)

**RELATIONAL HEALTH** (e.g. healthy management of conflict; providing effective system of care; supporting members and newcomers in connecting with one another; open to diversity)

**ORGANIZATIONAL HEALTH & LEADERSHIP** (e.g. providing a clear and articulated vision for the church; creating systems and plans to accomplish mission; creating a spirit of responsibility, trust, repentance and forgiveness; willingness to adapt and try new things for the sake of the mission; coachable/open to outside feedback; intentional about continually learning how to be effective in ministry)

**BALANCE** (e.g. Pastor takes days off and vacation; church isn't overly "busy"; willingness to let things end; leaders rotate; members share the load; margin in schedules; attention to physical, mental, and spiritual health)



**Dakotas**

Annual Conference



THE UNITED METHODIST CHURCH

	<b>Church Strength (3-4)</b>	<b>Church Dev. Opp. (2)</b>	<b>Clergy Strength (3-4)</b>	<b>Clergy Dev. Opp. (2)</b>
a1 c1				
b1 c2				
c2 a5 c5				
c2 a4 c4				
b2 b4				
a2 a3 c3 b4 b5				
b2 a5 b5				

## **Questions for the pastor and committee to discuss and respond:**

1. For Pastor: what is most exciting/rewarding about ministry for you right now? What is most draining?
2. For Pastor and Team: what was most exciting about this past year in your church? What was most frustrating?
3. What goals set last year did you accomplish? Are in progress? Are no longer relevant?
4. Based on strengths, development opportunities and missional discernment, what 2-3 goals will you focus on in the coming year? (For multi-point charges, 1-2 goals unique to each church is fine in addition to any parish-wide goals)
5. What will “success” look like if you achieve these goals and what difference will that make?
6. Based on goals set, what strength(s) of the pastor can be leveraged and what development opportunity should the pastor pursue that could most benefit the vitality of the congregation in the next year?
7. What strength(s) of the congregation can be leveraged and what development opportunity can lay leadership pursue that could most help the church accomplish its mission? Which laity will be vital in ensuring this happens?
8. Are there any factors that are getting in the way of the pastor and/or the church thriving?
9. Are there other items the DS should discuss with the pastor during their one-on-one?