



**West Virginia Conference**  
The United Methodist Church

**DISCOVER**

**DEVELOP**

**DEPLOY**

passionate  
spiritual leaders  
who make  
disciples of Jesus  
Christ for the  
transformation of  
the world



## **Evaluation for pastors & staff/pastor-parish relations committees**

The West Virginia Conference  
of the United Methodist Church

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and staff/pastor-parish relations committees**

*Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.*  
*Matthew 28:19-20 NRSV*

**Introduction**

The purpose of a pastoral evaluation, done in collaboration with the staff/pastor-parish relations committee (S/PPRC), is to help the pastor and congregation continue to grow the ability to make disciples of Jesus Christ for the transformation of the world.

Our United Methodist Book of Discipline requires that such an evaluation be done annually.<sup>1</sup> Evaluation is intended to serve as a process to help pastors to assess their effectiveness in ministry and to continue to discern God's call.<sup>2</sup>

This evaluation instrument is a tool which can help facilitate healthy and effective pastoral leadership in congregations. This tool is meant to help the staff/pastor-parish relations committee and the pastor share in the evaluation process through dialogue and prayer. The areas for discussion and response are based upon the pastor's call to lead the congregation, framed through word, sacrament, order, and service.<sup>3</sup>

**Faithful Spiritual Leadership**

The mission of the West Virginia Conference is to *discover, develop, and deploy passionate spiritual leaders who make disciples of Jesus Christ for the transformation of the world*. Fruitful pastoral leaders are focused on the continued ministry of making disciples, in their given context. This ministry includes bearing witness to the love of Christ and proclaiming the Word of God, nurturing others in faith, equipping people to serve, and discovering and developing additional leaders who will help spread the gospel and transform the community.

The *West Virginia Conference Leadership Standards* clarify a set of common values which guide our spiritual leaders. Counting on God's grace, lay and clergy leaders in the West Virginia Conference aim to be:

- grounded in God's calling to serve;
- empowered by the Holy Spirit through the gifts given to each;
- aware of their own unique context and style;
- committed to the values of the West Virginia Conference: reflecting Christ; Wesleyan & United Methodist theology; grace; compassion; repentance; a courageous, risk-taking faith; integrity; intentional spiritual formation and intercultural competency.
- intentionally self-aware, balancing self-confidence and humility.

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<sup>1</sup> Discipline, see ¶¶ 258.2g, 334.2c, 419.

<sup>2</sup> The 2016 Book of Discipline of The United Methodist Church, ¶349.

<sup>3</sup> Discipline, see ¶340.1-2 on relation of ordained and licensed to this framework.

- committed to improving the ministry and mission of the West Virginia Conference and its congregations through a team process of loving, learning and leading.<sup>4</sup>

Effective pastoral leaders give evidence of continued growth in these qualities of spiritual leadership, even as they demonstrate fruitfulness in ministry.

You can find the complete *West Virginia Conference Leadership Standards* at <https://www.wvumc.org/passionate-spiritual-leaders/leadership-standards/>.

## Instructions

As the Staff/Pastor-Parish Relations Committee and Pastor answer these questions, each does so with the Covid-19 pandemic as the context for ministry for most of 2020-2021. In responding to each section, identify not only how the ministry of the pastor and congregation has been impacted by the pandemic, but also celebrate how ministry has adapted and found ways to survive and thrive.

You may plan to complete this evaluation in one setting or more. Please be aware that you must follow the health recommendations if you meet in person. The S/PPRC and pastor will need time to consider and complete responses separately before coming together to share and complete the third section on each page.

1. The staff/pastor-parish relations committee offers reflections, affirmations and examples of your pastor's effectiveness in each of the areas: *Worship & Means of Grace, Congregational Health, Discipleship, Personal Impact of the Pandemic*. Individual responses should be confidential, with only a total committee response shared.
2. The pastor offers reflections about her/his effectiveness for each item of each area.
3. The S/PPRC and the pastor then come together to discuss their answers and look for ways that the pastor's and congregation's ministry may be strengthened.
4. The S/PPRC and the pastor then review the areas to be strengthened, prioritize them, and offer action steps that state measurable goals.

**Please complete the form and return it to the District Office by May 31.**

*Make a copy for use by the staff/ pastor-parish relations committee and pastor. The signature page **MUST** be signed and dated by the S/PPRC Chair and the Pastor and returned with the evaluation.*

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<sup>4</sup> See the WV Conference Leadership Standards. <https://www.wvumc.org/passionate-spiritual-leaders/leadership-standards/>

## **WORSHIP & MEANS OF GRACE**

In the midst of Covid, how has the pastor adapted:

- Proclamation of the good news of Jesus Christ through preaching, leading in worship, teaching, and leadership.
- Teaching and equipping the congregation to make use of the means of God’s grace, so that they might continue to grow as disciples of Christ (study of scripture, prayer, fasting, worship, learning with other Christians), particularly as access to the sacraments has been limited.

S/PPRC, share reflections and affirmations, with examples:

Pastor, offer your reflections:

Together identify ways to strengthen the pastor’s and congregation’s ministry in this area:

# **CONGREGATIONAL HEALTH**

In the midst of Covid, how has the pastor:

- Facilitated the adaptation of the organizational life for the sake of the health of the congregation, ensuring good stewardship with all resources (personal, financial, and facilities) and faithfulness to our sustained apportionment giving.
- Developed financial generosity and alternative means of giving as a vital aspect of discipleship, encouraging alternative methods for giving.

S/PPRC, share reflections and affirmations, with examples:

Pastor, offer your reflections:

Together identify ways to strengthen the pastor's and congregation's ministry in this area:

# **DISCIPLESHIP**

In the midst of Covid, how has the pastor:

- Adapted the discipleship developmental process so that people may understand God's call to love and serve others, offering opportunities during the pandemic for service and leadership in the congregation and with community partners.

S/PPRC, share reflections and affirmations, with examples:

Pastor, offer your reflections:

Together identify ways to strengthen the pastor's and congregation's ministry in this area:

**Who are the emerging leaders you are discovering due to the challenges, changes, and opportunities during the pandemic?**

# ***PERSONAL IMPACT OF THE PANDEMIC***

Consider the following questions in the context of the Covid pandemic:

Pastor, how has the pandemic impacted you: health, mental and emotional well-being, physically, spiritually, and relationally?

Pastor, what challenges and opportunities have you experienced because of the adaptations for ministry?

Together identify ways that the S/PPRC and church can support the pastor's well-being and the congregation's ministry in this area:

***Action Steps for the Coming Year***

In the year ahead we will still be living with the long-term effects of Covid on all aspects of personal, communal, and congregational life. With that reality in mind, please review the ways the pastor's and congregation's ministry will be strengthened (reported above). Prioritize them and list your plans below. State measurable outcomes. Plan to review the priorities and action steps at least quarterly at your staff/pastor-parish relations committee meetings.

Priority 1:

Measurable Action Steps

Priority 2:

Measurable Action Steps

Priority 3:

Measurable Action Steps

How do the priorities and action steps above help you to fulfill the mission and vision of your church?

## Signature Page

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Staff/Pastor-Parish Relations Chair

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Date

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Pastor

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Date

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District Superintendent

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Date

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Charge