

***This is a worksheet only – the final SPRC Committee report must be submitted online at [www.umcnic.org/ClergyLifeForms](http://www.umcnic.org/ClergyLifeForms)***




**To be completed by SPRC.**

**Clergy Evaluated** \_\_\_\_\_ **Church** \_\_\_\_\_

Listed below are the Leadership Qualities and Vocational Competencies that define the effectiveness of clergy in the Northern Illinois Conference. Additional quantifiable/measureable characteristics are included to provide information for discussion of the clergy person’s leadership and resulting effectiveness. Space is provided between questions for comment or an additional page may be attached if needed.

**Please write a brief comment to explain your answer to each question.**

**Leadership Qualities**

-  **Spiritual Authenticity:** Exhibits a disciplined spiritual life, maintaining healthy boundaries, self-awareness, ability to self-assess and accountability for work and actions.  
 **exceeds expectations**    **meets expectations**    **does not meet expectations**    **not observed or applicable**
  
-  **Integrity:** Demonstrates responsible behavior that is aligned with Christian beliefs: self-care, holistic stewardship, professional boundaries and practices and upholds the United Methodist Book of Discipline and the connectional structure.  
 **exceeds expectations**    **meets expectations**    **does not meet expectations**    **not observed or applicable**
  
-  **Sound Theology:** Understands, knows and celebrates the power of Jesus Christ to bring healing and wholeness, forgiveness and reconciliation, justice and peace, to the lives of individuals, congregations, communities and the global context.  
 **exceeds expectations**    **meets expectations**    **does not meet expectations**    **not observed or applicable**

Please write a brief comment to explain your answer to each question.

✚ **Caring Heart:** Exhibits servant leadership that cultivates the gifts of the spirit and empowers others to claim their call and find their place in ministry.

exceeds expectations  meets expectations  does not meet expectations  not observed or applicable

✚ **Relational:** Demonstrates the ability to listen, develop working teams, equip persons for ministry, and manage conflict in a way that leads to healthy resolution.

exceeds expectations  meets expectations  does not meet expectations  not observed or applicable

✚ **Adaptability:** Demonstrates the ability to be flexible through openness to the Holy Spirit along with engagement in life-long learning.

exceeds expectations  meets expectations  does not meet expectations  not observed or applicable

### Vocational Competencies

✚ **Worship and Proclamation:** Demonstrates the ability to communicate and apply the gospel of Jesus Christ in culturally relevant and compelling ways, rooted in UM doctrine and sacramental theology.

exceeds expectations  meets expectations  does not meet expectations  not observed or applicable

✚ **Visioning and Implementation:** Demonstrates the ability to identify and articulate a vision, along with the ability to implement and assess the work of making a vision reality.

exceeds expectations  meets expectations  does not meet expectations  not observed or applicable

Please write a brief comment to explain your answer to each question.

**Service and Mission:** Engages in and mobilizes others in practical hands on involvement in the world/community.  
\_\_exceeds expectations \_\_meets expectations \_\_does not meet expectations \_\_not observed or applicable

**Administration:** Demonstrates administrative skills for the oversight of congregational life.  
\_\_exceeds expectations \_\_meets expectations \_\_does not meet expectations \_\_not observed or applicable

**Evangelism and Discipleship:** Demonstrates the ability to lead the congregation in making and forming disciples of Jesus Christ for the transformation of the world.  
\_\_exceeds expectations \_\_meets expectations \_\_does not meet expectations \_\_not observed or applicable

**Pastoral Care:** Devotes time to pastoral care, encourages and equips laity for the ministry of congregational care.  
\_\_exceeds expectations \_\_meets expectations \_\_does not meet expectations \_\_not observed or applicable

**Accountability:** Covenantal commitment as UM clergy to itineracy, supervision and evaluation.  
\_\_exceeds expectations \_\_meets expectations \_\_does not meet expectations \_\_not observed or applicable

*Please have each SPRC member present sign below:*

_____	_____
_____	_____
_____	_____
_____	_____

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**Measurable Congregational Characteristics Worksheet**

**To be completed by pastor and SPRC together.**

Church \_\_\_\_\_ Date \_\_\_\_\_

*Worship:* Average worship attendance at principal worship services for each of the last five years; average worship attendance as % of membership for each of the last five years.

<b>Worship</b>	2013	2014	2015	2016	2017
Average Worship Attendance					
AWA as % of Membership					

*Stewardship:* Percentage payment of benefits for the past five years; percentage payment of apportionments for each of the last five years.

<b>Stewardship</b>	2013	2014	2015	2016	2017
% Benefits Payment					
% Apportionment Payment					

*Evangelism:* Number of professions of faith for each of the last five years.

<b>Evangelism</b>	2013	2014	2015	2016	2017
Professions of Faith – Adult					
Confirmation - Youth					

*Missions:* Number of persons engaged in mission and financial support for outreach beyond apportionments in the last five years.

<b>Missions</b>	2013	2014	2015	2016	2017
Number of persons engaged in local, national and international mission/outreach activities					
Amount given by local church to other organizations for support of benevolent and charitable ministries beyond apportionments					

*Discipleship:* Number of persons engaged in small groups, Sunday school classes and Bible studies over the last five years.

<b>Discipleship</b>	2013	2014	2015	2016	2017
Number of people involved in small groups and Bible study classes.					
Number of people involved in Sunday School classes.					

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**SPRC/Pastor Report Form: Summary of Evaluation and Action Plan**

**To be completed by pastor and SPRC together.**

Church/Charge \_\_\_\_\_ Date \_\_\_\_\_

*To be submitted to the district superintendent, electronically if possible, along with the measurable Congregational Characteristics Worksheet on assigned date.*

1. Write a brief paragraph summarizing the clergy's evaluation.
  
2. List two strengths and how clergy will continue to develop them.
  
3. List two areas of growth for the clergy with specific ways the clergy will address them.
  
4. What is God calling this church to do in the next 12 months and how can the pastor help accomplish these goals?

Signature of S/PPRC Chair \_\_\_\_\_ Date \_\_\_\_\_

Signature of Pastor \_\_\_\_\_ Date \_\_\_\_\_