

1 Total Number of Pages: 2
2 Suggested Title: Clergy Evaluation Process
3 *Discipline* Paragraph Numbers: ¶ 350.1
4 General Church Budget Implications: No
5 Global Implications: Yes
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7 ***Amend ¶ 350.1 as follows:***

8 *Evaluation* – Evaluation is a continuous process for formulation in servant ministry and servant
9 leadership that must take place in a spirit of understanding and acceptance. Evaluation serves as
10 a process for pastors to assess their effectiveness in ministry and to discern God’s call to
11 continue in ordained ministry.

12 1. The district superintendent, in consultation with the pastor-parish relations committee (or
13 equivalent body), church leaders and clergy peer groups will evaluate annually the pastors’
14 effectiveness for ministry (¶¶ 334.2c, 421, 635.2n, q), using criteria, processes, and training
15 developed by Division on Ordained Ministry, the Board of Ordained Ministry and the cabinet.

16 a) The pastors in local churches shall participate annually in a documented evaluation
17 with the committee on pastor-parish relations for use in an ongoing effective ministry and
18 for identifying continuing education needs and plans, using criteria, processes, and
19 training developed by the Board of Ordained Ministry and the cabinet.

20 b) Since pastoral effectiveness can rarely be separated from the health, vitality and
21 mission of the local congregation, the evaluation process shall include a documented
22 evaluation of the congregation using criteria, processes and training developed by the
23 cabinet and the Board of Ordained ministry. The pastor and several leaders of the
24 congregation shall evaluate the effectiveness of a congregation’s ministry within its
25 missional context and community.

26 c) Peer groups shall be established to promote collegiality, offer mutual support and
27 accountability among the clergy. Annually, the group will review and document each
28 member's ministry and congregation within its missional context using criteria, processes
29 and training developed by the cabinet and the Board of Ordained ministry. For the peer
30 group evaluation process, group members shall not include those who have supervisory
31 authority over the pastor.

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33 Rationale: Much has been written around effective clergy and vital congregations, but little is
34 suggested about using our existing connectional accountability with one another more
35 effectively. This petition addresses constructive ways to nurture rather than punish clergy as they
36 grow toward greater effectiveness.

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