



## Growing Disciple Makers

March 14, 2018

Dear Pastor,

*"The clergy in local churches shall participate annually in an evaluation with the committee on Pastor-Parish Relations to enhance an ongoing effective ministry and to identify continuing education needs and plans..." - The Book of Discipline (2016), ¶349.1*

It is that time of the year once again when we ask pastors and Pastor Parish-Relations Committees (PPRC) to engage in the evaluation process. Copies of the Pastor's self-evaluation and the Staff/Pastor-Parish Committee's evaluation will be due at the district office no later than June 1, 2018. Pastors are responsible to see that this process is completed in a timely manner and that both the Pastor's self-evaluation and the Staff/Pastor-Parish Committee's evaluation forms reach the district office no later than June 1. *This includes pastors who are moving to new appointments.*

The annual PPRC evaluation is a critical tool for local churches and pastors in assessing the effectiveness of the pastor's ministry and leadership in the congregation. Only through honest, reflective evaluation can a local church and pastor identify areas of strength and growth. Effective evaluation leads to goals and plans of action that address areas of growth and build upon assets so that the witness of the congregation and the ministry of the pastor are both strengthened.

The annual evaluation is also a crucial element in the district superintendent's consultation with the pastor about the efficacy of the pastor's ministry. Pastors must continually put themselves in a place of evaluation to assess their ministry development, spiritual formation and personal growth. Through such an evaluation pastors can be coached and encouraged to grow in their effectiveness. The importance of this difficult work cannot be underestimated and must be taken seriously and done with honesty and love knowing that it is Kingdom of God work.

In order to maximize the opportunity for dialogue and reflection, the following evaluation process is recommended:

1. The pastor completes her/his self-evaluation and shares it with the PPRC.
2. The PPRC members complete copies of the evaluation individually.
3. In a meeting, PPRC members share their individual thoughts to arrive at one consensus, and complete a composite evaluation.
4. The pastor and PPRC meet to discuss the pastor and PPRC evaluations.
5. The pastor Evaluation and the PPRC Evaluation are due in the district office June 1, 2018.

In the Northwest Plains PPRCs are required to evaluate the pastor or pastors under appointment in their church every spring. It is our hope that effective and honest evaluations will lead to effective leadership and effective leadership will lead to effective churches. Therefore, we ask every church PPRC to prayerfully enter into this process and do their very best to help the pastor and the church with a yearly evaluation.

If you would like to receive a digital copy of the evaluation please call the district office and we will email a copy to you.

Peace and Grace,

A handwritten signature in black ink that reads "Barry Burns".

Barry Burns  
Superintendent