

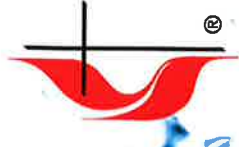
Reflecting, Equipping and Flourishing (REF) is a process of personal and professional renewal for clergy supported by the United Methodist Church and the West Ohio Conference. Each clergy person in full time ministry will participate once every eight years. The process begins with an intense six-month period of each pastor reflecting on his/her skills and needs and putting those into action plans. Each year a cohort of 50 to 60 clergy will be selected by district superintendents to participate in the process.

This change in how pastors are evaluated came about through a 2016 change in the Book of Discipline. In Paragraph 349 states, **“every annual conference is responsible for the creation and implementation of an eight-year assessment and vocational renewal process for all clergy.”**

The **REF process** was designed and refined by a 15-member committee, formed in 2017 consisting of clergy and lay persons from all eight districts in the West Ohio Conference. This process supplements the annual evaluation and only takes its place for the year within which the pastor participates.

The scriptural foundation for this process comes from **James 1:22-25** – **“Do not merely listen to the word, and so deceive yourselves. Do what it says. Anyone who listens to the word but does not do what it says is like someone who looks at his face in a mirror and, after looking at himself, goes away and immediately forgets what he looks like. But whoever looks intently into the perfect law that gives freedom and continues in it – not forgetting what they have heard but doing it – they will be blessed in what they do.”**

What the passage says is that we should be introspective thinkers, looking at our own lives and seeing our flaws and shortcomings in order to become better Christians.



Reflecting / Equipping / Flourishing **REFPROCESS**

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West Ohio Conference
The United Methodist Church

The REF Event will be held during the week. It will include two overnight stays and meals.

Cost for the Event will be supported by the West Ohio Conference and the local church of the pastors selected. The cost to the local church will be approximately \$300. These monies can come from the pastor's Accountable Reimbursement or out of Professional Development if the church has such in its budget.

Questions about the expense should be directed to your District Superintendent.

At the Event, Pastors will attend key-note events, worship and break-out sessions on personal and professional wellness.

After the Event, Pastors will meet with their District Superintendent to plan next steps and action plans. These will then be shared by Pastors with their church.

CHURCHES, PASTORS, DISTRICT SUPERINTENDENTS AND THE WEST OHIO CONFERENCE ARE PARTNERS IN THIS PROCESS.

REF will be founded on openness and communication. Churches will be informed of their pastor's participation at each step along the way. The process begins with selection of the pastors for the year's cohort. The pastor and his/her church will be informed in May or June of their participation to begin in September. The REF Process is required for the pastors who have been selected. The REF kick-off activity will be a multi-day event held at a convenient location in central Ohio.

The format of each REF event may vary over time. Each year, the components of the REF event will be evaluated for effectiveness. The first one will consist of:

- Keynote speaker who is an expert in clergy well-being
- Impactful devotions and worship
- Session on revisiting your call
- Session on Emotional Competence & Social Inventory
- Optional break-out sessions to include:
 - Financial Wellness
 - Body and Mind
 - Coaching for growth
 - Leadership—Supervision of Staff and Volunteers