

2023 CLERGY GOAL SETTING AND SELF-ASSESSMENT

Know thyself. The idea comes down to us from Socrates and the ancient Greeks (and perhaps others less well known). It can mean different things to different people, but self-awareness has long been recognized as a key to authentic engagement with all of Creation—surely no less true today than ever. This assessment tool is meant to provide spiritual leaders a means by which to do some healthy self-reflection on a yearly basis.

The degree to which this tool is helpful parallels the degree to which it is taken seriously. Please do so. The insights gleaned from this exercise are not meant as fodder for shaming or beating oneself up. On the contrary, the tool should serve as an avenue to growth and year-over-year vocational development. In this season of high stress in ministry, we don't need more heavy burdens to bear. Let's lean into Jesus' light burden and easy yoke.

Your setting is unique to you and should be incorporated into your review: Elder, Deacon, LLP, or Lay Supply; senior or associate; large or small; urban or rural; single or multiple point; full or part time; local church or extension ministry. The categories tend to tilt heavily toward pastoral ministry in a local church setting. If you are in a different setting, it is expected that you will interpret, even modify, these categories to best fit your context. This instrument provides a guide. You know your situation and how you and your people have managed the last twelve months together. Be sure to include narratives of extraordinary circumstances faced during this year.

There is space for both quantitative (1 to 5, providing a calculable means to compare from year to year) and qualitative (written) assessment. Reflect on each of the nine categories. Detailed descriptions are available in the appendix sent to you along with this instrument if you would like further explanation or suggestions as to what a particular category is looking for. Comment as appropriate and rate your ministry 1 to 5 or NA according to the following rating system:

- 5 Exceptional Performance, extremely fruitful
- 4 Consistently Exceeds Expectations
- 3 Fully and Consistently Meets Expectations and goals
- 2 Improvement Needed in some areas
- 1 Underperforming, well below expectations
- NA Not applicable/Not known/Insufficient information to score

S.M.A.R.T. goals allow us to highlight particular areas of attention for the coming year, then later to reflect on our effectiveness in achieving those goals. Basic instructions may be found in the separate appendix if you are unfamiliar with this form of goalsetting and would like some hints at how to compose them. Remember, goals are meant to be helpful targets. They can be modified along the way as circumstances dictate.

Please share this completed form with your SPRC after that team has completed its review of your and your church's ministry using the *SPRC Goal Setting and Ministry Assessment* form. This is an opportunity for open discussion of how you and the church, centered in Christ and led by the Holy Spirit, are making disciples and transforming the world. Together you can develop a plan of action to address both your growth and the direction of your church family in coming months. May God bless you in this important work.

Completed forms should be signed and turned in to the district office by June 5th, 2023.

To be signed upon completion and following sharing between pastor and SPRC:

Clergyperson's Signature _____ Date _____

SPRC Chairperson Signature _____ Date _____

DS Signature _____ Date _____

I. MINISTERIAL RATING

{Feel free to use as much space as you need for written comments.}

1. Spiritual Formation & Personal Care Rating []
Comments:

2. Preaching & Teaching Rating []
Comments:

3. Leading the Congregation in Passionate Worship Rating []
Comments:

4. Equipping Laity for and Participating in Missional Engagement Rating []
Comments:

5. Equipping Laity for and Engaging in Radical Hospitality Rating []
Comments:

6. Leading Laity in Intentional Discipleship and Extravagant Generosity Rating []
Comments:

7. Leading the Congregation, Staff & Lay Leadership Rating []
Comments:

8. Interpersonal Skills Rating []
Comments:

9. Connectional Matters Rating []
Comments:

II. COMPARE, CONTRAST, and COLLABORATE:

As you look to discuss this review with your SPRC team, where do you find your strengths and areas of growth to fit, or not, the congregation's strengths, needs, and desires?

How can you and the leadership of the church work together to ensure fruitful collaboration and distribution of accountability between the congregation and pastor in carrying out your joint mission and ministry?

III. S.M.A.R.T. GOAL SETTING

List at least three S.M.A.R.T.—specific, measurable, attainable, realistic, and timely (tied to a deadline)—goals YOU would like to achieve, with the help and/or support of the congregation, in the months and/or year ahead:

1.

2.

3.

IV. MARGIN MAKING

What will you have to stop doing to achieve the goals you set (recognizing it is unrealistic to pile more on without thoughtfully and intentionally making space in one's life to focus on priorities)?