

2023 SPRC GOAL SETTING AND MINISTRY 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 for congregations collectively than individual clergy or laity. This assessment tool is meant to provide congregations and their 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 up on anyone (though it's been taken as an opportunity for such by some in the past). On the contrary, the tool should serve as an avenue to growth and year-over-year development of mission and ministry.

Your setting and appointed spiritual leader are unique to you and this distinctiveness 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 these categories as best fits your context. This instrument provides a guide. You know your situation and how you have managed the last twelve months together.

There is space for both quantitative (1 to 5, providing a calculable means to compare from year to year) and qualitative (written) feedback concerning ministry in your context. Reflect on each of the nine categories for the pastor. Detailed descriptions are available in the appendix accompanying this instrument if you would like further explanation or suggestions as to what a particular category is looking for. The SPRC's role involves more than constructively critiquing the pastor's role, however. It is also vital to assess the congregation as a whole in its collaborative relationship with the pastor. You are asked to rate your congregation on five factors, paralleling the clergy factors somewhat, using the same scale. You're all in this together, after all.

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 appendix if you are unfamiliar with this form of goalsetting and would like some hints as to how to compose them. Your pastor will set personal goals, and you will set goals for your SPRC team in light of mission and ministry in your context. 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 pastor after they have completed their self-assessment. This is an opportunity for open discussion of how you, the congregation, and the pastor—together, centered in Christ and led by the Holy Spirit—are making disciples and transforming the world. Be sure and discuss your assessments of both the pastor's role and the congregation's engagement and support. Together you can develop a plan of action to address areas of strength and growth in coming months. May God bless this important work.

NOTE: It is suggested that the SPRC Chair and Pastor review progress toward both the pastor's and the SPRC team's goals at least quarterly.

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

Mile High Metro: metro@mtnskyumc.org
Montana East: montana@mtnskyumc.org
Montana West: montana@mtnskyumc.org
Peaks/Pikes Peak: peaks@mtnskyumc.org

Trinity: trinity@mtnskyumc.org
Utah/Western CO: utahwco@mtnskyumc.org
Wyoming: wyo@mtnskyumc.org

Clergyperson's Signature _____ Date _____

SPRC Chairperson Signature _____ Date _____

I. MINISTRY RATING

Comment as appropriate and rate your pastor's ministry in each area as 1 to 5 or NA according to the following rating system:

- 5 Exceptional Performance, extremely effective and 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 *[If your pastor does not engage in a certain task because it falls under the responsibility of another person (for example, in a church with multiple pastors or staff or active laity), or if your pastor is part-time and not responsible for all these tasks, please write NA (Not Applicable) in the box by that task area.]*

Please use as much space as necessary to complete the comment sections.

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
Comments:

Rating []

8. Interpersonal Skills
Comments:

Rating []

9. Connectional Matters
Comments:

Rating []

II. CONGREGATIONAL RATING

1. Compassionate and Consistent Support and Advocacy for Pastor's Wellbeing
Comments:

Rating []

2. Collaboration with Pastor in Providing Opportunities for Passionate Worship
Comments:

Rating []

3. Participation in and Support of Ministry and Outreach Beyond the Church Walls
Comments:

Rating []

4. Extending Welcome and Hospitality Beyond the Church Doors
Comments:

Rating []

5. Intentional Deepening of Our Faith Journeys and Generosity in Financial Giving
Comments:

Rating []

III. COMPARE, CONTRAST, and COLLABORATE:

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

How can your SPRC team 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?

IV. 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 your SPRC team would like to achieve, with the help and/or support of your pastor, in the months and/or year ahead:

1.

2.

3.