

"We envision churches where all God's people are welcomed at table, nurtured and transformed to be Christ to others in the world."

Virginia Conference Vision Statement

Guiding Questions

Evaluation by the Staff Parish Relations (PPR) or Personnel Committee

Please refer to the attached guidelines for this feedback session. Remember to begin and end with prayer. The following are suggested questions to be asked by the chair. Please review the Standards for Clergy Leadership in the Virginia Conference as you evaluate these areas of leadership.

I. Personal Faith in Christ

1. To the SPRC: As feedback, let's share with _____ (name of probationer) ways we have seen him/her live out a personal faith in Christ. This area includes conduct, personal actions, and witness in preaching and/or teaching.
2. To the clergy: How do you see yourself living out your personal faith in Christ?
3. To the SPRC: Are there things we could share with _____ (name of probationer) that would strengthen her/his ministry in this area?

II. Worship Leader

1. To the SPRC: The second area for feedback involves the area of worship leadership. How can we affirm _____ (name of clergy) as a worship leader. For elders, this area involves preaching, the order of worship, the use of prayer and music as well as sacraments. For deacons, this area involves assisting in worship and in the sacraments. Let's give feedback in all of these areas about how you have appreciated her/his leadership.
2. To the clergy: How do you see yourself as a worship leader?
3. To the SPRC: Are there things we could share with _____ (name of clergy) that would strengthen her/his ministry in this area?

III. Pastoral Care

1. To the SPRC: Now let's move on to pastoral care. This area includes visitation ministry, availability, crisis skills, etc. Let's share our affirmations in this area.
2. To the clergy: How do you see yourself in pastoral care ministry?
3. To the SPRC: Are there things we could share with _____ (name of clergy) that would strengthen her/his ministry in this area?

IV. Teaching

1. To the SPRC: The next area is teaching. In this area, let's illustrate with specific personal examples our affirmations of _____ (name of clergy)'s teaching ministry.
2. To the clergy: How do you see yourself in providing leadership in teaching ministry?
3. To the SPRC: Are there things we could share with _____ (name of clergy) that would strengthen her/his ministry in this area?

V. Administration

1. To the SPRC: This area is administration. This area includes faithfulness to United Methodist doctrine and polity, timely reports, time management, communication, managing the life of the church, etc. Please share affirmations of _____(name of clergy)'s leadership in administration.
2. To the clergy: How do you see yourself in providing leadership in administration?
3. To the SPRC: Are there things we could share with _____(name of clergy) that would strengthen her/his ministry in this area?

VI. Making Disciples

1. To the SPRC: The next area is Making Disciples. This area includes leading the church in disciple-making ministries. Let's take another look at our Virginia Conference vision statement as we discuss this area. Please share affirmations of _____(name of clergy)'s leadership in disciple-making.
2. To the clergy: How do you see yourself in providing leadership in making disciples?
3. To the SPRC: Are there things we could share with _____(name of clergy) that would strengthen her/his ministry in this area?

VII. Self Care

1. To the SPRC: The next area is self-care. This area includes spiritual disciplines, physical and emotional health and well-being, taking time off, continuing education, etc. Please share affirmations of _____(name of clergy)'s attention to self-care.
2. To the clergy: How do you see yourself being faithful to self-care?
3. To the SPRC: Are there things we could share with _____(name of clergy) that would strengthen her/his self-care?

VIII. Order of Deacon only

1. To the SPRC: Deacons are called to give leadership in inter-relating the life of the church with the needs of the world. Please share affirmations of _____(name of clergy)'s leadership in this area of ministry.
2. To the clergy: How do you see yourself in providing leadership in building a bridge between the altar and the marketplace?
3. To the SPRC: Are there things we could share with _____(name of clergy) that would strengthen her/his ministry in this area?

Attachment: Standards for Clergy Leadership in the Virginia Conference