A Letter Concerning the Pastoral/SPRC Leadership Assessment Form and Process
Sept. 30, 2013

Dear Staff Parish Relations Committee Members,

Thank you for your faithfulness as members of your church’s SPRC. Your ministry is a vital part of your local church and your California-Nevada Annual Conference.

Included with this letter are these documents:

1) “Transformational Clergy Leaders” document. This document is known to our Annual Conference pastors. It describes the standard by which you are making your assessment.
2) Pastor/SPRC Leadership Assessment Form. This form is in alignment with the “Transformational Clergy Leaders” document and the “Vital Congregations” initiative of the United Methodist Church.
3) Pastor/SPRC Report. You will notice that questions #3 and #4 are key to this assessment process as these questions assist everyone in moving forward in becoming a more vital congregation.

Please use these documents and this process to make your assessment

- Review the “Transformational Clergy Leaders” document with SPRC members.
- Give a copy of the “Pastor/SPRC” Assessment Form to each SPRC member and to the pastor(s). While this form is not for distribution to the congregation, the SPRC, in consultation with the pastor and the District Superintendent, may have discretion in how information is gathered.
- Tally the responses of the SPRC members and the pastor. For example:

<table>
<thead>
<tr>
<th>Rarely meets expectation</th>
<th>Sometimes meets expectations</th>
<th>Meets expectations</th>
<th>Consistently exceeds expectations</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>I</td>
<td>II</td>
<td>III</td>
</tr>
<tr>
<td></td>
<td>I</td>
<td>II</td>
<td>IIII</td>
</tr>
</tbody>
</table>

- Take time to discuss various responses made by the pastor and SPRC members. Focus on the pastor’s strengths and gifts to explore ways in which your pastor might grow and develop in order to make disciples of Jesus Christ for the transformation of the world. Discuss ways in which the SPRC and the church leadership might give support to the pastor in this endeavor.

- Discern with the SPRC members and pastor(s) a vital action plan for making disciples of Jesus Christ. Your answers to questions #3 and #4 on the Pastor/SPRC Report concerning the development of an action plan is of great importance. Please attach additional sheets of paper to describe this action plan.

- Send to your District Superintendent (by way of the District Administration Center) the Pastor/SPRC Leadership Assessment Form with tally marks and the SPRC/Pastor Report. The due date is December 15, 2013.

God bless you!

Schuyler Rhodes
Bridges District Superintendent

Kristie Olah
El Camino Real District Superintendent

Mariellen Yoshino
Central Valley District Superintendent

David Samelson
Great Northern District Superintendent
Pastor/SPRC Leadership Assessment Form  
California-Nevada Annual Conference  
This assessment is in alignment with the “Transformational Clergy Leaders” document of the California-Nevada Annual Conference and the “Vital Congregations” initiative of the United Methodist Church.

Name of Church: ___________________________  Name of Pastor: ___________________________

**Fruitful Practice**

1. The pastor is grounded in a growing, vital relationship with Jesus Christ.  

<table>
<thead>
<tr>
<th>Rarely meets expectation</th>
<th>Sometimes meets expectations</th>
<th>Meets expectations</th>
<th>Consistently exceeds expectations</th>
</tr>
</thead>
</table>

2. The pastor demonstrates compassion for the poor, the oppressed and the marginalized.  

<table>
<thead>
<tr>
<th>Rarely meets expectation</th>
<th>Sometimes meets expectations</th>
<th>Meets expectations</th>
<th>Consistently exceeds expectations</th>
</tr>
</thead>
</table>

3. The pastor has a healthy self-knowledge and a disciplined spiritual life.  

<table>
<thead>
<tr>
<th>Rarely meets expectation</th>
<th>Sometimes meets expectations</th>
<th>Meets expectations</th>
<th>Consistently exceeds expectations</th>
</tr>
</thead>
</table>

4. The pastor is committed to his/her own life-long learning and growth.  

<table>
<thead>
<tr>
<th>Rarely meets expectation</th>
<th>Sometimes meets expectations</th>
<th>Meets expectations</th>
<th>Consistently exceeds expectations</th>
</tr>
</thead>
</table>

5. The pastor solicits feedback and is willing to be held accountable.  

<table>
<thead>
<tr>
<th>Rarely meets expectation</th>
<th>Sometimes meets expectations</th>
<th>Meets expectations</th>
<th>Consistently exceeds expectations</th>
</tr>
</thead>
</table>

6. The pastor is willing to take risk, and persevere with grace through hardship and opposition.  

<table>
<thead>
<tr>
<th>Rarely meets expectation</th>
<th>Sometimes meets expectations</th>
<th>Meets expectations</th>
<th>Consistently exceeds expectations</th>
</tr>
</thead>
</table>

7. The pastor celebrates diversity and models cross cultural awareness.  

<table>
<thead>
<tr>
<th>Rarely meets expectation</th>
<th>Sometimes meets expectations</th>
<th>Meets expectations</th>
<th>Consistently exceeds expectations</th>
</tr>
</thead>
</table>

**Fruitful Action**

1. The pastor leads collaboratively to encourage a deepening relationship with Jesus Christ through meaningful worship, fellowship, spiritual practice, and missional service.  

<table>
<thead>
<tr>
<th>Rarely meets expectation</th>
<th>Sometimes meets expectations</th>
<th>Meets expectations</th>
<th>Consistently exceeds expectations</th>
</tr>
</thead>
</table>

2. The pastor preaches and teaches the Gospel of Jesus Christ with passion and inspiration.  

<table>
<thead>
<tr>
<th>Rarely meets expectation</th>
<th>Sometimes meets expectations</th>
<th>Meets expectations</th>
<th>Consistently exceeds expectations</th>
</tr>
</thead>
</table>

3. With the congregation, the pastor offers pastoral care, visitation and prayer.  

<table>
<thead>
<tr>
<th>Rarely meets expectation</th>
<th>Sometimes meets expectations</th>
<th>Meets expectations</th>
<th>Consistently exceeds expectations</th>
</tr>
</thead>
</table>

4. With the church leadership, the pastor attends to the administrative needs of the church.  

<table>
<thead>
<tr>
<th>Rarely meets expectation</th>
<th>Sometimes meets expectations</th>
<th>Meets expectations</th>
<th>Consistently exceeds expectations</th>
</tr>
</thead>
</table>
5. The pastor encourages creative and strategic ministry addressing the missional needs of the greater community and the world.

6. The pastor equips persons for leadership and Ministry by offering learning opportunities that Lead them into God’s purpose through spiritual Formation and discipline.

7. With the congregation, the pastor boldly invites and welcomes persons to invite all people into Christ’s church and to Christ’s table.

Fruitful Outcome

1. Has there been an increase of mission outreach and services in our church? Give some examples.

2. Has our church increased in the number of small group learning/accountability groups? Give some examples.

3. Has our church fulfilled our financial covenants with our local church, our district and our conference? If yes, why? If no, why not?

4. Has our worship service attendance increased in this year? If yes, why? If no, why not?

5. In this year, has our church made new disciples for Jesus Christ for the transformation of the world? Please give some examples of this fruitful outcome!
**Pastor/SPRC Report**

Please return to your District Superintendent by December 15, 2013

Districts Administration Center, P.O. Box 980250, West Sacramento, CA 95798

<table>
<thead>
<tr>
<th>Name of Church: ___________________</th>
<th>Name of Pastor: ___________________</th>
</tr>
</thead>
</table>

Date of this assessment with Pastor and SPRC Members: ___________________

1. What are the pastor’s strengths?

2. What are the pastor’s areas for growth?

3. What are the pastor’s goals for the next year?
   a) Related to Fruitful Practice?
   b) Related to Fruitful Action?
   c) Related to Fruitful Outcome?

4. How can the SPRC work in partnership with the pastor to achieve these goals? What is your action plan? (Please use an additional page to include steps and dates)
Transformational Clergy Leaders
Of the California-Nevada Annual Conference

We are one body in Christ. We are also a body of diverse peoples, geographies and cultures, serving a mission that is different at this time than at other times. The need of the California-Nevada Annual Conference at this time is for transformational leaders who will **revitalize, inspire and extend** Christian life and mission into new communities of faith within and beyond existing churches.

**Transformational Clergy Leaders**

1. **Are persons of spiritual depth, character and integrity who:**
   a. Are grounded in a relationship with Jesus Christ that is growing in vitality and depth
   b. Are bold, passionate and decisive about the invitation of all into Christ’s church
   c. Demonstrate compassion for the poor, the lost and the marginalized
   d. Have a healthy self-knowledge and a disciplined inner life
   e. Are committed to their own life-long learning and growth
   f. Are willing to be held accountable
   g. Are willing to take risks and persevere with grace through hardship and opposition

2. **Are persons who demonstrate leadership by:**
   a. Creating an environment that invites a deepening relationship with Jesus Christ through worship, community and spiritual practice
   b. Articulating and interpreting God’s movement in the life of the faith community
   c. Encouraging creative and strategic thinking about integrating Christ’s mission into the life of the larger community
   d. Proclaiming God’s good news for creation with passion and inspiration
   e. Building collaborative relationships
   f. Equipping others for leadership and ministry
   g. Modeling and inviting commitment to spiritual formation and disciplines
   h. Celebrating diversity and modeling cross-cultural competence

3. **Are persons who bear fruit by leading communities of faith that are:**
   a. Intentional about making disciples of Jesus Christ
   b. Focused on spiritual formation
   c. Centers of eager invitation and welcome
   d. Increasingly integrating faith into their daily lives and value systems
   e. Effectively engaged in inspiring, equipping and sending disciples into service in the world