

Adapted from *Who Cares for the Pastor?* by the Rev. Dennis R. Winkleblack, D.Min

Note to SPR Committee: This document consolidates and replaces two forms (Documents 1 and 3) that, up until now, have been required by the Cabinet each year. **Please complete this single form on your computer (if possible)**, using as much or as little space as is required for your answers, and **return this document (along with Document 2) to your District Superintendent's email account no later than December 15.**

The purpose of this document is two-fold. It should serve as a source of information for your committee as it gives feedback in the annual evaluation of your pastor. Additionally, this document will assist the Bishop and all the District Superintendents in having a clearer picture of your congregation with regard to your church's pastoral appointment needs in the coming year.

CHURCH: _____

PASTOR: _____

1) a - How would you describe the present spiritual health of your congregation (worship, Christian education, care and nurture, mission and outreach)?

b - How would you describe the present financial health of your congregation?

c - How would you describe the physical health of your buildings (sanctuary, education building, parsonage, etc.)?

2) What are the most significant current ministries of your church (mission and outreach, education, evangelism, worship, youth/seniors ministry, pastoral care, interfaith, justice, etc)?

3) What are the most significant challenges facing your church now and as you move into the future?

4) What are the most important skills and experience that the pastor of your church will need to best lead you as you move into the future?

5) With an eye to the future, prioritize the following ministries in order of importance for your church: *preaching, teaching, administration, visitation, evangelism, justice ministries, ecumenism, community involvement.*

- 6) What are the most appreciated talents and skills of your present pastor?

- 7) a - What are the areas of growth/improvement that your pastor should focus on?
 - b - What will these areas require from the pastor/congregation (time, money, special training)?

- 8) What do you want the pastor to make a priority in your ministry together during the remainder of his/her appointment?

- 9) How does your pastor keep herself/himself emotionally, physically, spiritually refreshed (days off, vacation, recreational activities, spiritual renewal opportunities, continuing education)?

- 10) Are there any special factors about your congregation, or the area served by your congregation, that should be considered by the cabinet in the appointment making process?

2013 Pastoral Compensation

Cash Compensation The full amount before any exclusions or reductions are taken.	
Reimbursement line item in church budget	
Housing Allowance (if provided in place of parsonage and utilities)	
Additional forms of compensation, if any:	

Additional Staff: (Pastors, program, music, clerical, custodial)

Position with brief description of duties	Hours per week	Compensation

(With the exception of 2013 data, the information for the following 2 tables can be found in the Local Church Expenditure and Statistical Reports filed each year with the Annual Conference by your Pastor and Treasurer.)

Membership and Participation

	2013	2012	2011	2010	2009
Official Church Membership					
Average Worship Attendance					
Church School Membership					
Church School Average Attendance					

Assets *(For what year was your church's last financial audit completed? _____)*

	2013	2012	2011	2010	2009
Unrestricted funds					
Restricted funds					

Housing (Description of parsonage or nature of housing allowance. Location and condition of parsonage. Are there any unique factors about the housing? (eg. handicap accessible))