



The Anglican Diocese of Central Newfoundland Ministry Evaluation

Introduction

Being a member of the body of Christ involves accountability. Accountability should be seen can be seen in contrasting ways.

First perhaps as a challenging thing as one might discern from Proverbs 27:17:

17 Iron sharpens iron, and one person sharpens the wits of another. (New Revised Standard Version)

It may also be seen as a loving community standard - Colossians 3:16:

16 Let the word of Christ dwell in you richly; teach and admonish one another in all wisdom; and with gratitude in your hearts sing psalms, hymns, and spiritual songs to God. (New Revised Standard Version)

Accountability is also an essential part of self-evaluation in relation to Vocation. Ephesians 4:
Unity in the Body of Christ: 4 I therefore, the prisoner in the Lord, beg you to lead a life worthy of the calling to which you have been called, 2 with all humility and gentleness, with patience, bearing with one another in love, 3 making every effort to maintain the unity of the Spirit in the bond of peace. 4 There is one body and one Spirit, just as you were called to the one hope of your calling, 5 one Lord, one faith, one baptism, 6 one God and Father of all, who is above all and through all and in all. (New Revised Standard Version)

Also in 2 Corinthians 13:5:

5 Examine yourselves to see whether you are living in the faith. Test yourselves. Do you not realize that Jesus Christ is in you? —unless, indeed, you fail to meet the test!
(New Revised Standard Version)

and in 2 Peter 1:10-11:

10 Therefore, brothers and sisters,[a] be all the more eager to confirm your call and election, for if you do this, you will never stumble. 11 For in this way, entry into the eternal kingdom of our Lord and Savior Jesus Christ will be richly provided for you.

As members of the Body of Christ We are all given gifts to build community in which healing, nurture and maturity can take place. As leaders in the Church, we are called to guide these processes, and in most cases have the added responsibility of administration through being inducted as the constitutional Rectors of parishes. There is a definite demarcation of the roles of being a priest, and being a Rector. In our Diocese, however, the two roles nearly always merge.

Because the climate, expectations and realities of Church leadership are being challenged in ways we are still discovering, it is important to provide our diocesan Clergy with clear and common expectations which can be defined and evaluated. This work is meant to be a tool to help our leaders in our work. It provides a forum for you to share a common foundation with the entire diocese, state your concerns, ask for specific direction and provision to enable a joyful and prosperous ministry.

The following exercise is drawn from the Ordinal and focuses on the priesthood but also serves as an evaluation guide for our deacons. We reflect on vows we made before God and the people of our Church at ordination. We recall that ministry involves all the baptized, and ask for Grace to focus on our priestly vocation of enabling and preparing the saints for ministry. In other words, as Ephesians chapter four tells us, we have a specific vocation of edifying the Church (BAS, p. 647), and are responsible for recruiting, training, inspiring and equipping all God's people for God's mission in the world. We are working on identifying that mission as it relates to our Church in the Diocese of Central Newfoundland.

It is my sincere prayer that this evaluation tool, unsatisfactory an instrument as it is, will lead us to growth and to worship, and wellness among our leadership. Please read through the next three sections carefully before you begin, and call your Bishop at any time through your process.

To John: Central Newfoundland

Purpose of the Evaluation

1. To impress upon our Clergy and people that healthy ministry and leadership depends on clearly defined expectations.
2. To help us realistically recognize personal limitations, and ensure others are resourced, trusted, and commissioned to do what we cannot.
3. To assist clergy and the congregations they serve in clarifying mutual expectations.
4. To deepen trust and mutual accountability between clergy, their parishes, their colleagues, and their bishop.
5. To affirm priorities that are outlined in the *Policy On Sustainable & Strategically Missional Ministry*
6. To provide a tool for assessing the professional development needs of clergy in the diocese, and a means to request help to fill these needs.
7. To assist clergy in reflecting truthfully and objectively on the stewardship of their time, resources, education and gifts.
8. To help our Clergy work through the many contrasts of ordained ministry by identifying strengths, weaknesses and possibilities, then to and enable a helpful response to what they see is needed to make their entire lives more fulfilling, and ministries more effective.
9. To assist congregations and parishes in a truthful, thoughtful and objective reflection on the stewardship of their time, resources, education and gifts, and enable a helpful response to what to what they see is needed to make parish life more fulfilling and ministries more effective.

A Tool of Trust

Over the years as a member of the clergy in our Diocese I deeply appreciated the times when I could sit and talk with our Bishop about my personal and vocational concerns. It was always good to be asked “How are you doing?”, and be asked about my visions and hopes for future ministry. **I always had a sense however, that a formal process to enable this important conversation was essential.**

The Clergy Ministry Evaluation is meant to be entirely pastoral tool.

There is no doubt however, that as well as highlighting strengths it will identify underlying issues that may require further discernment, change, or intervention. In order for the intent of this process to be fulfilled, we must depend on the building of an environment of trust.

We trust that that together we are seeking to be what God is calling us to be in our Community and Vocation. A vital reference for this consideration is found under “Hopes and Expectations” in *The Diocese of Central Newfoundland Policy On Sustainable Ministry Page 8 – 9.*

The Inventory Process

The Inventory will take place on rotational basis. If desired, you should arrange your meeting with the Bishop near the anniversary of the ordination to the priesthood, or near the anniversary of the beginning of an incumbency. The time will be set in consultation with the Bishop. You may wish to schedule time with the bishop when he is visiting your parish. The onus is on our clergy to schedule a time, but if you do not make the appointment the Bishop's office will be in touch to schedule one.

The self-evaluation process should involve a preparation founded in prayerful self-examination. It is advisable for you to do so in an intentional way through a retreat or quiet time setting, using the ordinal as a primary focus of reflection.

The expectation is that you will create an occasion to develop a set of ministry goals for a specific length of time (perhaps a year in the parish) using the guidelines and form provided in this document. The incumbent will reflect upon how well the previous year's goals were met before setting new goals for the coming year.

1. Following this exercise, the incumbent will share the review with the Bishop to discuss his or her analysis of the prior year's goals and the proposed goals for the year to come.
2. The outcome of the review will be the creation of inspirational document containing an evaluation of last year's goals, and a statement of goals for the coming year or time frame. This document will be signed by the incumbent and bishop.
3. The review will be shared with community leadership in a manner determined by the incumbent, Bishop, and Archdeacon in the way that benefits the parish.
4. The Bishop and Archdeacon will undertake an annual personal review as well.

Area of Ministry - Personal Life.

Ordinal Reference:

- ‘Will you do your best to pattern your life and that of your family in accordance with the teachings of Christ, so that you may be a wholesome example to your people?’ (BAS, p. 647)
- (‘Will you persevere in prayer, both in public and in private?’ BAS, p. 647)

Aspects for Consideration

- Capacity to deal maturely in personal relationships with family and friends.
- Personal formation in the midst of the expectations of public ministry.
- Level of being aware and respectful of community values.
- Personal or financial issues that may affect well-being or witness
- An honest look at physical health including limitations and possibilities.
- Quality of personal prayer life; taking retreats and/or spiritual direction
- Involvement in the community outside of church.
- Faithful observance of the Sabbath
- Taking holidays and days off; clearly communicating times away from the parish.
- Reflects with insight on her or his personal strengths and weaknesses, gifts and vulnerabilities.

Goals

Based on a personal reflection of this area of Ministry, in response to the vision and ministry objectives of the parish, congregations and diocese I serve, my ministry objectives and goals for development as a disciple of Christ are:

Needs

In order to fulfil this goal(s) I will need:

What (if anything) is required from the Diocese, Bishop or the parish in order for you to accomplish this goal?

Area of Ministry – Study

Ordinal Reference:

'Will you be diligent in the reading and study of the holy scriptures, and in seeking the knowledge of such things as may make you a stronger and more able minister of Christ?' (BAS, p. 647)

Aspects for Consideration

- Discipline and pattern in daily Bible reading: Has read and continues to read the whole Bible in a systematic way.
- Intentional study of subjects related to effectiveness of ministry and use of opportunities for continuing education.
- Study of the changes we are experiencing under “What is prompting us to do this now? “in *The Diocese of Central Newfoundland Policy On Sustainable Ministry* Page 10 - 11

Goals

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Needs

In order to fulfil this goal(s) I will need:

What (if anything) is required from the Diocese, Bishop or the parish in order for you to accomplish this goal?

Area of Ministry - Leadership of Worship

Ordinal Reference: 'You are to preach, to declare God's forgiveness to penitent sinners, to pronounce God's blessing, to preside at the administration of holy baptism and at the celebration of the mysteries of Christ's body and blood (BAS, p. 646).

Aspects for Consideration

Quality of liturgical leadership and effectiveness of preaching. ('Endeavour so to minister the word of God and the sacraments of the new covenant, that the reconciling love of Christ may be known and received' BAS, p. 647).

Goals

Based on a personal reflection of this area of Ministry, in response to the vision and ministry objectives of the parish, congregations and diocese I serve, my ministry objectives and goals for development as a disciple of Christ are:

Needs

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What (if anything) is required from the Diocese, Bishop or the parish in order for you to accomplish this goal?

Area of Ministry – Teaching

Ordinal Reference:

'Now you are called to work as a pastor, priest and teacher' (BAS, p. 646).

Aspects for Consideration

- Effective training of lectors, servers and other lay ministries.
- The mission of the Church as outlined by Matthew 28:19–20, and reflected upon in “Practical Considerations and Visioning” in the *Diocese of Central Newfoundland Policy On Sustainable Ministry* Page 12
- Shows a commitment to search out and embrace wisely resources that are available to support ongoing lifelong learning to enable a teaching ministry.
- A strong witness of living the things you teach.
- Models all aspects of stewardship as a spiritual discipline in response to God’s gifts.
- A witness to the standard of the tithe as a minimum for giving, and if not doing so, commit to developing a plan to doing so within a set time.

- **Goals**

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Needs

In order to fulfil this goal(s) I will need:

What (if anything) is required from the Diocese, Bishop or the parish in order for you to accomplish this goal?

Area of Ministry – Evangelism and Mission

Ordinal Reference:

'It will be your task to proclaim by word and deed the gospel of Jesus Christ' (BAS, p. 646)

Aspects for Consideration

- Bears witness to his or her own experience of God's love and grace in acts of evangelism.
- Able to recognize that as a pastor and leader, the responsibility to help others work through conflict lies with the priest. How effective are you at modelling that in the community?
- Effectiveness in developing a missional focus for the parish and making disciples ('Proclaim the gospel of your salvation' BAS, p. 649).
- Effectiveness of faithful preparation for baptism, confirmation and marriage.
- A vision formed in unity with the parish from reflections on, or implementation of the "Worksheet on Congregational Sustainability" in *The Diocese of Central Newfoundland Policy On Sustainable Ministry* beginning on Page 14.

Goals

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In order to fulfil this goal(s) I will need:

What (if anything) is required from the Diocese, Bishop or the parish in order for you to accomplish this goal?

Area of Ministry - Pastoral Engagement and Visitation

Ordinal Reference: 'You are to love and serve the people among whom you work, caring alike for young and old, strong and weak, rich and poor' (BAS, p. 646)

Aspects for Consideration

- Diligence and faithfulness in visitation ('In all that you do, you are to nourish Christ's people from the riches of his grace, and strengthen them to glorify God in this life and in the life to come' BAS, p. 646)
- Effectiveness of counselling, recognizing appropriate boundaries ('Seek for Christ's sheep that are dispersed abroad, and for his children who are in the midst of this sinful world' BCP, p. 649)
- Maintenance of confidentiality
- A Theology of visiting which includes an understanding that a nurturing, caring and pastoral community is our goal, the regularity and visibility of Clergy visitation is vital.
- Communication of clear boundaries for the wounded you seek to help, and the self.
- Use of time given to others. Whose affirmation do you seek?

Goals

Based on a personal reflection of this area of Ministry, in response to the vision and ministry objectives of the parish, congregations and diocese I serve, my ministry objectives and goals for development as a disciple of Christ are:

Needs

In order to fulfil this goal(s) I will need:

What (if anything) is required from the Diocese, Bishop or the parish in order for you to accomplish this goal?

Area of Ministry – Collegiality and Diocesan Life

Ordinal Reference:

'Will you, in accordance with the canons of this Church, obey your bishop and other ministers who may have authority over you and your work?' (BAS, p. 645)

Aspects for Consideration

- Involvement in the affairs of your deanery and the diocese ('Take your share in the councils of the Church' BAS, p. 646)
- Quality of your relationships with fellow clergy (labouring 'with your fellow ministers' BAS, p. 647)
- Building communities as outlined in our goals shared in *The Diocese of Central Newfoundland Policy On Sustainable Ministry* Page 5.
- Demonstrates a healthy, loyal and uncritical relationship to her or his bishop, diocese, province and the national church.

Goals

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In order to fulfil this goal(s) I will need:

What (if anything) is required from the Diocese, Bishop or the parish in order for you to accomplish this goal?

Area of Ministry – Parish Administration

Ordinal Reference:

“to perform the other ministrations entrusted to you.” (BAS, p. 646)

Aspects for Consideration

- Effectiveness in identifying and nurturing the gifts of others.
- Effectiveness in leadership of church groups, including participation in church boards.
- Faithfulness in fulfilling the administrative responsibilities of your position.
- Ensuring diocesan forms and reports are carefully completed and promptly submitted)
- Effectiveness in promoting healthy communication in the parish.
- Effectiveness in promoting healthy communication through the deanery, diocese and beyond.

Goals

Based on a personal reflection of this area of Ministry, in response to the vision and ministry objectives of the parish, congregations and diocese I serve, my ministry objectives and goals for development as a disciple of Christ are:

Needs

In order to fulfil this goal(s) I will need:

What (if anything) is required from the Diocese, Bishop or the parish in order for you to accomplish this goal?

Clergy Inventory Review Acknowledgement

We, the undersigned, have reviewed the Clergy Inventory for:

Incumbent's Name:

Incumbent's signature:

Bishop

Date: _____