

**NEW YORK ANNUAL CONFERENCE PASTOR/STAFF-PARISH COMMITTEE  
EVALUATION & CHURCH PROFILE**

**2016**

*(Document 1 of your consultation with the District Superintendent)*

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

Note to SPPR Committees: This document (“Document 1”) replaces and consolidates two forms that have been requested in prior years and it has a two-fold function. First, it should serve as one of the sources of information as your committee gives feedback and evaluation to your pastor, and as you communicate to your District Superintendent your hopes with regard to continuance or change of your pastor’s appointment. That request should be noted on Document 2. Secondly, this document helps the Bishop and Superintendents to have a clearer picture of your congregation with regard to your church’s pastoral appointment needs in the coming year. Please send both Document 1 and Document 2 to your DS by email a week prior to your church’s charge conference this Fall or Winter, (or by December 1, 2016 for churches with a charge conference in December or January).

**Please fill out this form on your computer, using as much or as little space as you wish for each question.**

**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.)?

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- 3) What are the most significant challenges facing your church now and in the next 5 – 10 years?
- 4) What are the most important skills and experience that the pastor of your church will need to best lead you now and in the next 5 – 10 years?
- 5) With an eye to the future, prioritize the following pastoral 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*)?

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- 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?

**2016 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

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*(The information for the following two 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 & Participation**

	2015	2014	2013	2012	2011
Official Church Membership					
Average Worship Attendance					
Church School Membership					
Church School Average Attendance					

**Assets**

	2016	2015	2014	2013	2012
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 – e.g., handicapped access).*