

# *Evaluation of Ministry Effectiveness*



*A tool used by the  
Free Methodist Church of North America*

*Section 2 - The Faith Goal  
Worksheet*

*Prepared by the Board of Bishops*

2001

# Evaluation of Ministry Effectiveness

## Section II - The Faith Goal Worksheet

Filled out by the Pastor in preparation for the annual Evaluation Session

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### The Mandate from the Book of Discipline

#### Book of Discipline, A/403.3.a

A pastoral evaluation will be conducted annually by the superintendent\* to assist the pastor in **setting goals and objectives** for his/her ministry. ... Periodically the superintendent will **review progress** with the pastor.

The pastor will review the evaluation with the Pastor's Cabinet and/or local board of administration.\*\*

#### Book of Discipline, A/510

Ministers should examine themselves in light of these ... qualities and skills.... (I.e. those listed in A/502-506).

#### Book of Discipline, A/404.1-3

All structures, ministries and personnel of the church shall:

1. **Reflect these non-negotiable fundamentals** of the Free Methodist Church:
  - a. We may not live in violation of the Scriptures.
  - b. We may not live in violation of the Articles of Religion, the Constitution, the Membership Covenant, or the Mission....
  - c. Our pastors may not live in violation of their ordination vows.
  - d. Our leaders may not lead the church in ways, which detract or divert from our mission.
  
2. **Reflect these operational values** (Study A/404.2, for an elaboration of these values).
  - a. We are a connectional church.
  - b. We believe our mission drives everything we do.
  - c. We proclaim a grace that is free ... the poor have the gospel brought to them.
  - d. We strive to make the gospel relevant to our culture.
  - e. We accept all who come to us.
  - f. We see smaller groups and cells ... as the best environment for ... care....
  - g. We view our local churches as mission outposts.
  - h. We see ourselves as an apostolic movement.
  - i. We are Wesleyan in our doctrine and in our practice.
  - j. We are to be a holy people.
  
3. **Produce these Expected Outcomes** (Study A/404.3, please for elaboration, or see the more complete listing on the next page: I.e. - Instructions).

\*Or his/her agreed upon designee(s).

\*\*Or the appropriately designated personnel group for your local church, so as to provide a means of ongoing accountability for the growth of the pastor.

## Instructions

Section II is based primarily upon our denominational Expected Outcomes (Book of Discipline, A/404.3 or B/449.6) The goal is to assist you, the pastor to critically analyze the outcomes being produced by your leadership, and then to proactively re-direct your influence in a more effective Kingdom direction.

Section II will assist you to develop a plan for the next twelve months in guiding your church toward being

**a healthy biblical community of holy people,  
multiplying disciples, leaders, groups and churches.**

Your plan should include commitments to three of these eight following Expected Outcomes, as fleshed out by Natural Church Development concepts.

1. Worshipping as a vibrant community (NCD - Inspiring worship).
2. Enfolding all, producing disciplined, growing, holy people.
  - a. Includes development of holistic small groups (NCD)
  - b. Includes training in developing loving relationships (NCD)
  - c. Includes training in developing passionate spirituality (NCD)
  - d. Includes training in gift-oriented ministry (NCD)
  - e. Includes the systematic empowering of leadership (NCD)
3. Reproducing itself in leaders, groups and new churches.
4. Reaching the lost for Christ, regularly. (NCD - need-oriented evangelism).
5. Engaging in our FM world missions movement (FMWM).
6. Seeking justice and showing mercy to the poor and disenfranchised.
7. Organizing to best accomplish its purpose and mission (NCD - functional structures).
8. Praying: characterized by intercession.

Being evaluated on leading the church toward the Expected Outcomes. It is most effective to strengthen the weak areas of your corporate life. As you work on the Faith Goal Worksheet, select one primary and two secondary Expected Outcomes from your churches weakest areas on which to focus for next year.

Take three documents with you to the Evaluation Session and be prepared to discuss all three:

1. Section I - The Evaluation of Ministry Effectiveness
2. Last year's Section II - Faith Goal Worksheet
3. This year's Section II - Faith Goal Worksheet.

In addition, if your church has recently undergone a Local Church Evaluation by the Board of Administration or by selected members of the congregation (See Section III as mandated in A/403.3.b), you might also wish to discuss its results as it impacts your ministry and expresses any unique challenges you face in working with this congregation. Use this opportunity to tell your leaders how they can assist in countering sinful attitudes or casual commitments to the work.

As you review the two Faith Goal Worksheets, you should seek to come to agreement with your evaluators as to what progress or regress has occurred. You will plan together what your goals will be for the coming year as you lead the church toward a greater expression of and ownership of the Expected Outcomes.

If there is little progress on a particular chosen Faith Goal, remember that it is acceptable to carry a Faith Goal forward from last year and work on it again. Some goals are difficult to reach in just one year.

Agree on the things you discuss and write them down. Start a file folder titled: Annual Evaluation and Faith Goals. Put these documents in it and add notes as you progress from one checkpoint to the next. If the superintendent is going to periodically review progress with you (A/403.3.a) you will need an ongoing record of the things to which you agree.

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Mark the following scales to help express your opinion regarding progress made on last year's targeted Expected Outcomes (1 = Low; 5 = High)

Primary Focus	1 2 3 4
First Secondary Focus	1 2 3 4
Second Secondary Focus	1 2 3 4

**The Faith Goal Worksheet - Discuss with Superintendent or Evaluator(s)**

**Pastor:** \_\_\_\_\_ **Conference Year** \_\_\_\_\_

I have chosen Expected Outcome (E.O.) # \_\_\_\_ as my primary focus this year.

I have chosen Expected Outcomes (E.O.)# \_\_\_\_ & # \_\_\_\_ as my secondary foci.

**My Primary E.O. Focus This Year:** \_\_\_\_\_

**Faith Goal:**

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**Plan or Action Steps to reach the Faith Goal:**

- 1.
- 2.
- 3.
- 4.

**My Secondary Focus:** \_\_\_\_\_

**Faith Goal:**

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**Plan or Action Steps to reach the Faith Goal:**

- 1.
- 2.
- 3.
- 4.

**My Other Second Secondary Focus:** \_\_\_\_\_

**Faith Goal:**

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**Plan or Action Steps to reach the Faith Goal:**

- 1.
- 2.
- 3.
- 4.