

Intercultural Challenges Eight-Year Assessment Process 2016 BOD 349 Evaluation

Six-month process conducted every eight years. Designed by cabinet and BOM in consultation with chairs of Orders of Deacons and Elders and Fellowship of Local Pastors and Associate Members. District Superintendent review and potential for meeting with bishop and cabinet. Designed by January 1, 2020.

Two elements

1. Formal Review including:

- Self-evaluation
- Metrics appropriate to ministry settings
- Trends over the past eight years
- 360 Evaluation

2. In-depth renewal opportunity:

- Time apart for prayer and reflection
- Reflection in covenant group
- Coaching
- Celebration of milestones
- Discernment of future
- Psychological assessment

Equity



How will you ensure that the diversity of those who will partake of the process are heard in the planning and design?

What processes will be in place to ensure that support is provided to those who have limited financial resources?

What safeguards will be in place to ensure fairness in the application of the process, especially those whose culture is different from the majority?