

EIGHT-YEAR ASSESSMENT





WELCOME



Rev. Dr. Kim Cape General Secretary

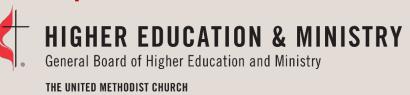




A Holistic and Transformative Process



- Assessment, Evaluation, Supervision, and Formation: intellectual engagement, spiritual and character formation, leadership development, and well-being;
- An Ecology of Call: from the first moment of discernment to the decision to enter the retired relationship;





A Holistic and Transformative Process

- ► Paired Contrasts: responsible grace and structured freedom, capacity building and competency training, education and formation, doctrine and practice, identity and vocation, being and doing;
- Learning Experience: initiate, inform, inspire, integrate, innovate, implement, and impact;
- Know your Why! (Michael Jr.)

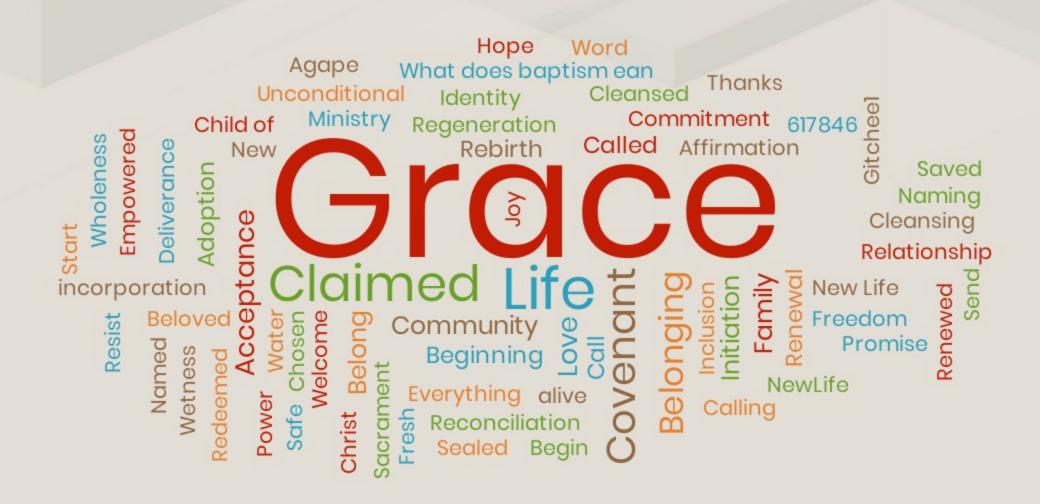


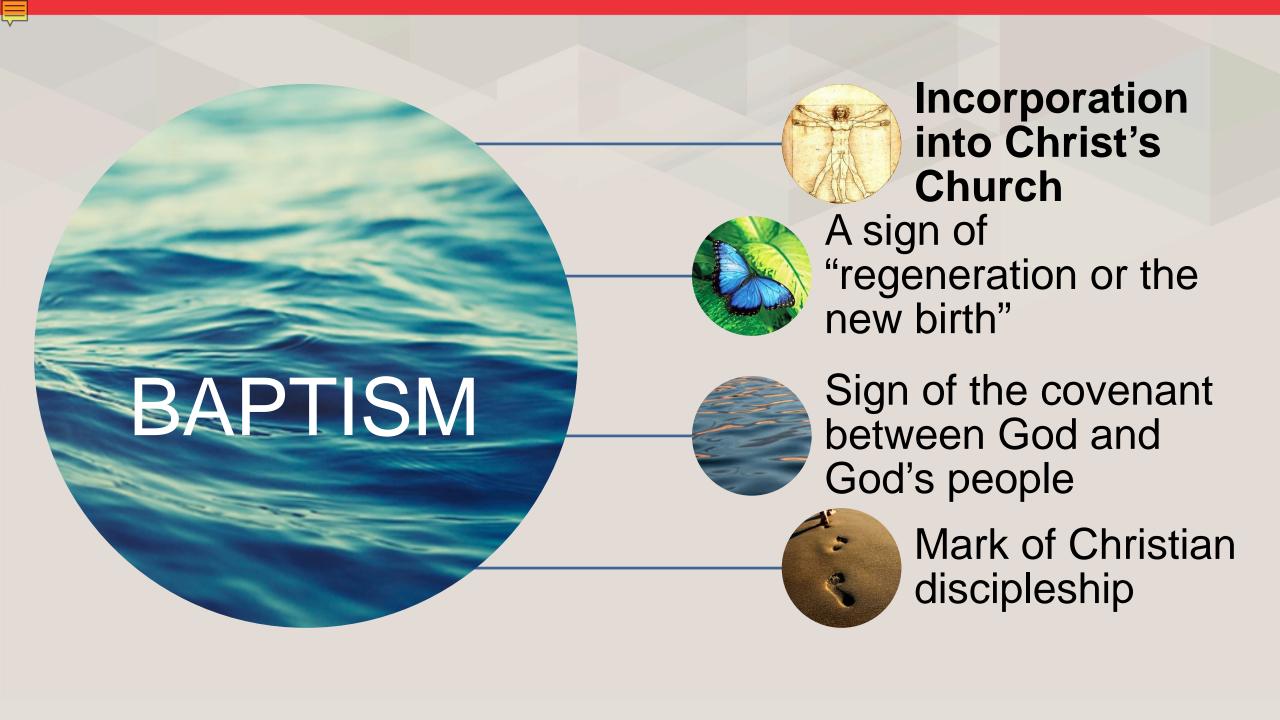


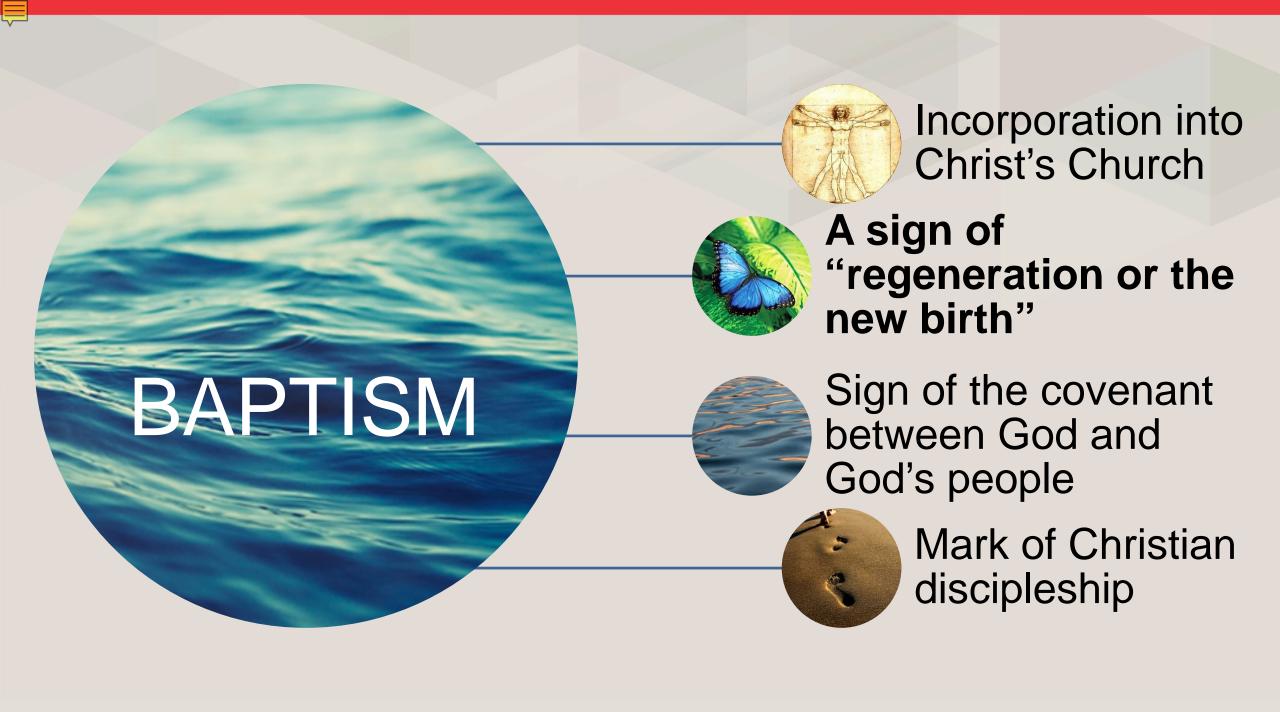
Mentimeter

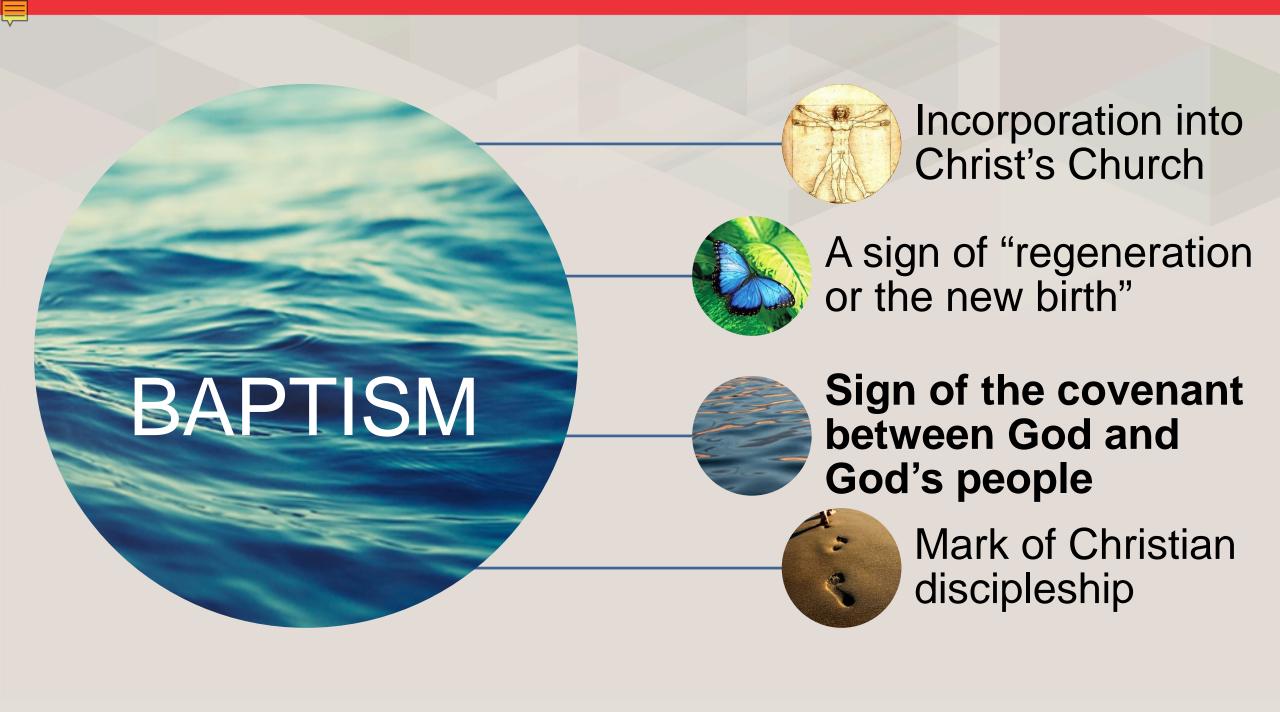
- Pick up your device and hold it in your non-dominant hand. If you're using a computer, just leave it on the table. Don't try to hold it in one hand.
- Type "menti.com" in the web browser using your dominant hand.
- 3 Enter the EYA code **61 78 46** in the box labeled, "Please enter the code".
- Select, "Submit" (this is an important step)
- Type your answer for a word cloud or make your selection for multiple choice.
- Select, "Submit" again (this is another important step)
- 7 Give your neighbor a high-five because you just did something awesome.

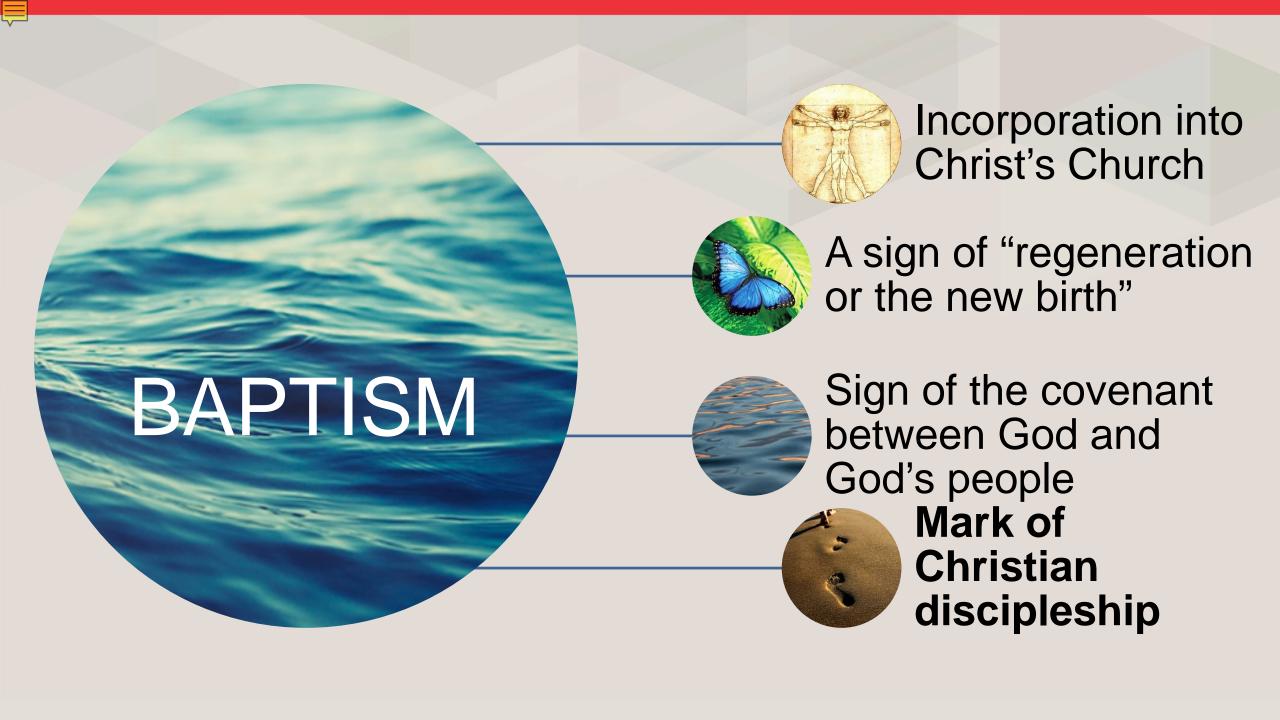
In one word, what does baptism mean to you?









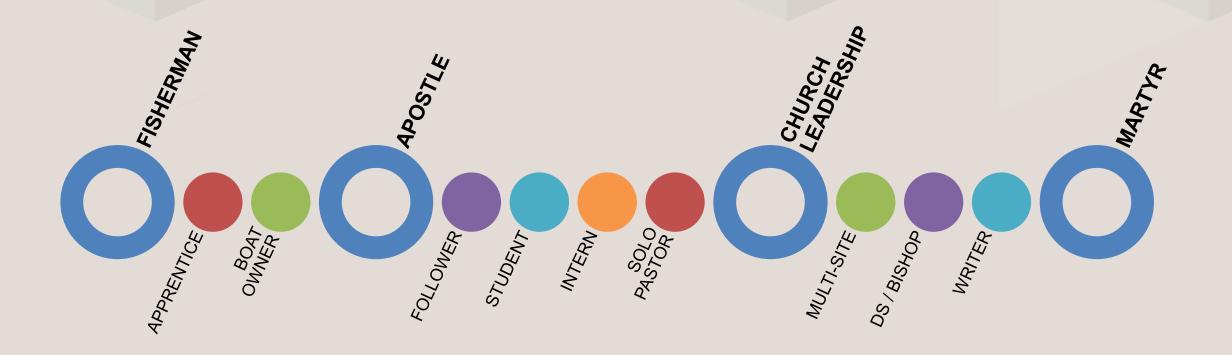


Know where you are but also know you probably won't stay there.

- a very wise person



AN APOSTOLIC TIMELINE





THE UNITED METHODIST CHURCH

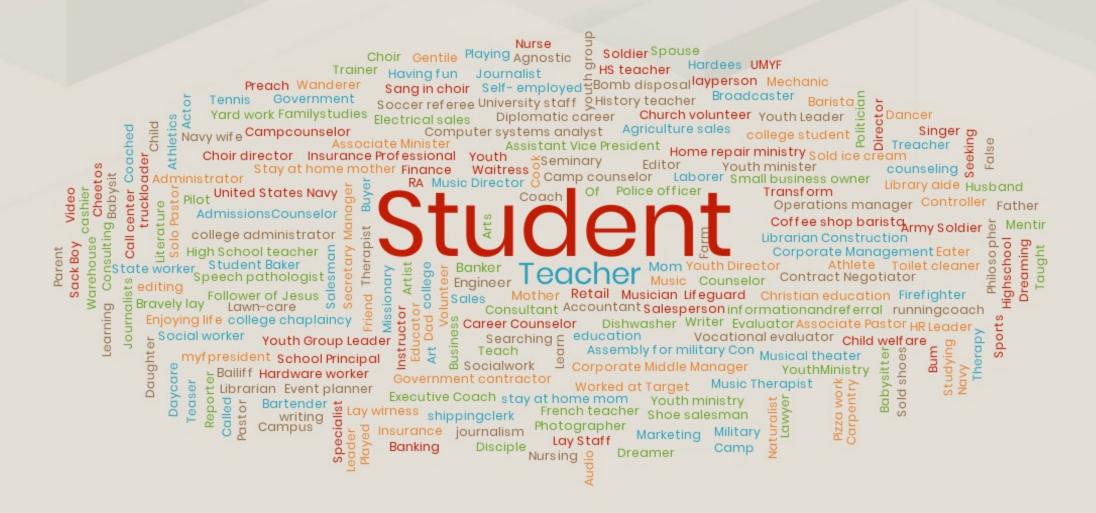


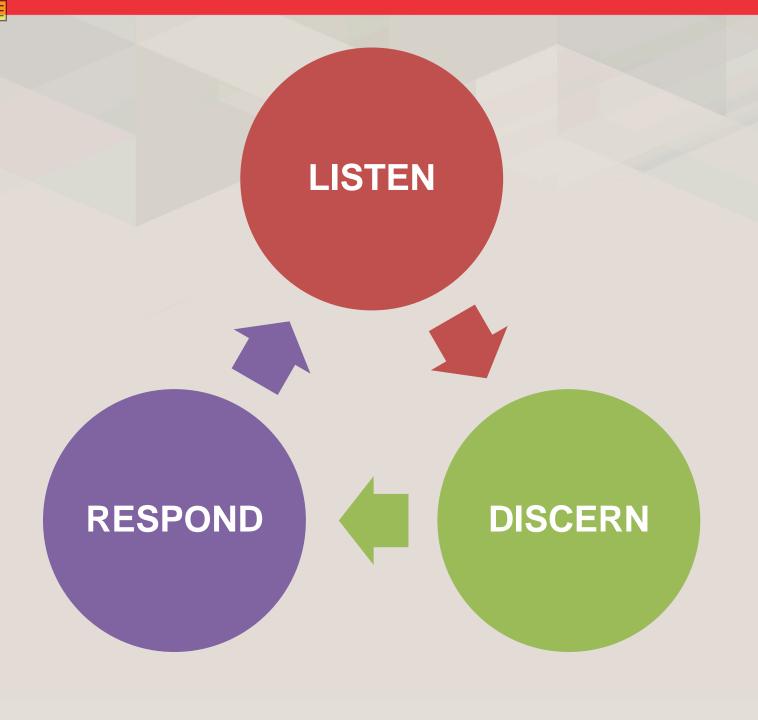






What did you do before vocational ministry?







THE UNITED METHODIST CHURCH





RESPOND

to assessment findings



DISCERN
6 mo
assessment



THE UNITED METHODIST CHURCH



- the same wise person that said the other thing





TEAM DISCUSSION

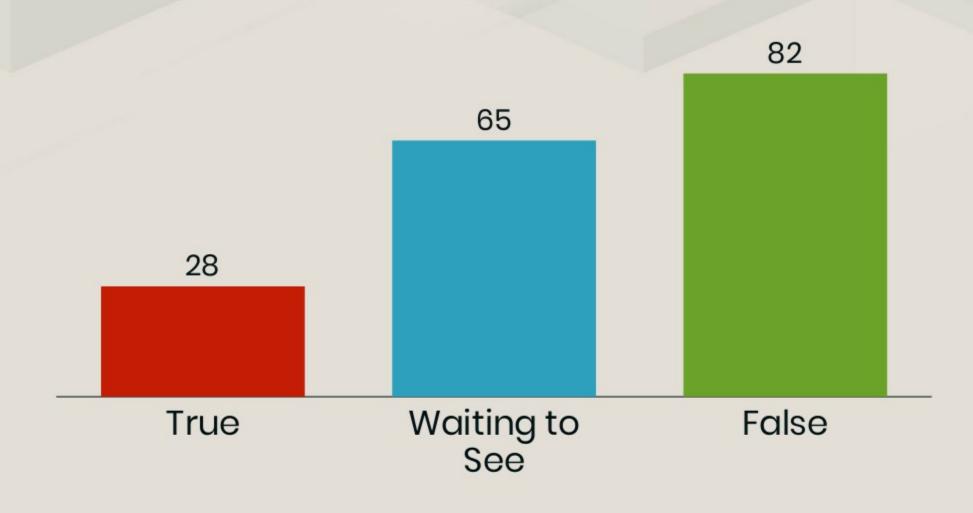
- Beyond the Book of Discipline requiring this work, why will your annual conference offer the Eight-Year Assessment process?
- What are the Biblical and theological underpinnings of this work for your annual conference?
- For whom is the Eight-Year Assessment process designed?





STUDY OF MINISTRY COMMISSION

I believe the EYA has been developed to weed out ineffective clergy.







Background and Proposal

Is this a good thing or a bad thing?

- Study on Ministry Background subgroup on the Nature and Grounding of the Elder
- Pneumatological sense of call Holy Spirit led
- Academic cycle of assessment, research, learning, and retooling
- Need for all clergy to assess and retool
- Sense of isolation among clergy after residency





Background and Proposal

Possible components

- Supportive groups
- Mentoring and coaching
- In-depth look at last eight years
 - Tools such as 360 Review, Strength Finders, Psychological Assessments, etc.
- Formation goals and planning for the next eight years



Desired Outcomes

Denominational Change

- Clergy who flourish in ministry and in life
- Shift away from blaming clergy
- Greater accountability from all
- Healthier congregations and annual conferences





The Elephant in the Room

The Perceived Punitive Feel of This

- Each Annual Conference formulates the process and sets the tone: Launch in 2020
- Bishops, Cabinets, BOM members create a positive tone and be the first to do the assessment
- ¶ 419.1 The role of the DS as Chief Missional Strategist for the District





TEAM DISCUSSION

- What kind of leadership does your annual conference need in the next 10 to 20 years?
- What change would you most like to see in clergy who participate in the Eight-Year Assessment process?
- What change would you most like to see in the annual conference as a result of the Eight-Year Assessment process?



Kind of clergy leadership needed in the next 10-20 years?





RESOURCES

- Gil Rendle article
- Resources from this event
- Strategic Planning sheet
- Cross-conference Learning Labs



¶ 349

Evaluation-Evaluation is a continuous process for formation in servant ministry and servant leadership that must take place in a spirit of understanding and acceptance. Evaluation serves as a process for pastors clergy to assess their effectiveness in ministry and to discern God's call to continue in ordained ministry.

- 1. For clergy serving local churches, the district superintendent, in consultation with the pastor-parish relations committee, will evaluate annually the pastors' each clergy's effectiveness for ministry (¶¶ 334.2c, 419, 635.2o, r), using criteria, processes, and training developed by the cabinet and the Board of Ordained Ministry. The pastors clergy in local churches shall participate annually in an evaluation with the committee on pastor-parish relations for use into enhance an ongoing effective ministry and for to identifying continuing education needs and plans (¶ 258.2g[5]), using criteria, processes, and training developed by the Board of Ordained Ministry and the process of evaluation shall include self-assessment and appropriate metrics, and the General Board of Higher Education and Ministry will offer models to guide cabinets and Boards of Ordained Ministry in the evaluation process.
- 2. Deacons in appointments beyond the local church and elders and local pastors Clergy serving in appointments to extern ministries will undergo annual evaluation by their immediate supervisors, engage in annual self-evaluation, and include copies of these patients in the annual report submitted to their bishop, district superintendent, and the Board of Ordained Ministry (¶ 344.2a). When possible shall have an annual conversation with their district superintendent about their ministry.
- 3. Every clergyperson shall also engage in a six-month process of personal and professional assessment and development every eight years. The process will be designed and implemented by the cabinet and Board of Ordained Ministry for each annual conference in consultation with the Chairs of the Orders of Deacon and Elders and Fellowship of Local Pastors and Associate Members. The process shall include both a formal review and an in-depth renewal opportunity, such as a retreat or series of coaching and mentoring sessions.
- a. The formal review shall include a self-evaluation, metrics appropriate to the ministry settings to which clergy are appointed, observations of trends from the previous eight years, and reviews or interviews with people close to the ministry of the clergy being reviewed.
- b. The in-depth renewal opportunity shall be designed by the cabinet and Board of Ordained Ministry in a form appropriate to the conference. The renewal opportunities shall include a combination of elements, such as: time apart for prayer and reflection, reflection with a covenant group, meetings with a coach, celebration of ministry milestones, and discernment of future ministry challenges and opportunities. When deemed important to help in the evaluation process, psychological assessments may be requested by the cabinet or Board of Ordained Ministry.
- c. The district superintendent shall review the portfolio and provide the initial report of the eighth year review of effectiveness. When recommended by the district superintendent, a meeting with the bishop and members of the cabinet may be held.
- d. Each annual conference shall develop and initiate a plan for such assessment by January 1, 2020.

BOMLIBRARY.ORG

Eight-Year Assessment Training



Materials for Individual Workshops

EYA Agenda

EYA Workshop Sessions

EYA Learning Labs

Discipline Handout

RESOURCES

|Eight-Year Assessment Training|

|Action Outline Forms|

|Behavioral Health Guidelines|

|Board of Ordained Ministry

Handbook

|Book of Discipline & Legislation|

|Candidacy & Conference Relations

Forms

|Candidacy & Conference Relations

Resources

|Checklist for Administrative Fair

Process

|dCOM Resources|

|Deacons|

|Educational Requirements &



THE UNITED METHODIST CHURCH



RESOURCES

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BLESSING AND SENDING FORTH