



Office of Clergy
Excellence

Florida Conference The United Methodist Church
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EIGHT YEAR ASSESSMENT (EYA) 3Rs FLOURISHING IN MINISTRY PROPOSAL BOD 349.3*

The 3Rs of FLOURISHING IN MINISTRY: REVIEW, RENEW, RETOOL

Our goal is to help clergy flourish in ministry over a lifetime of service.

Jesus said: "I came that they may have life, and have it abundantly." — John 10:10
The water that I will give will become in them a spring of water gushing up to eternal life." — John 4:14
. . . so that they may take hold of the life that really is life. — 1 Timothy 6:19

We acknowledge that this is a challenging time in our denomination's history to be initiating a new personal and professional development process, and it would be easy for this to be seen as just one more thing to do on our check list. The EYA Task Force has taken this into consideration in the design of the **3Rs of Flourishing In Ministry** process that we are proposing.

EYA Team Members: Durwood Forshea, Bob Bushong, Arlindall Burks, Tapaiwa Mucherera, Montreuil Milord, Anne Burkholder, Melissa Cooper, in consultation with the Chairs of the Order of Elders, Dionne Hammond; Order of Deacons, Justin La Rosa; and the Chair of the Fellowship of Local Pastors and Associate Members, Will Clark. OCE Staff support: Sara McKinley and Holly Finley.

3Rs of Flourishing In Ministry Participants: All clergy who have been serving in Licensed, Commissioned or Ordained ministry for eight years will be invited to participate in a six-month **3Rs Flourishing In Ministry** process. We would like to celebrate, recognize and resource those who have reached their eight year mark in ministry so that they might be prepared to flourish in the next eight years of their ministry. **We invite the cabinet to pilot this process.**

Many clergy are already flourishing in ministry. They are members of active and effective clergy covenant groups. They are engaged in fruitful and rewarding ministries to which they feel called. They have established a healthy work-life balance with deep personal and familial relationships. They have a well-developed continuing education and professional development plan. They are working with Spiritual Directors, Counselors or Coaches, and are attending to their physical, emotional, intellectual, relational and spiritual development. These clergy need to continue what they are already doing and certainly don't need one more thing to do! (We would like to celebrate with these clergy, though, and hear about what they are doing that helps them to flourish in ministry! — see the form below)

However, we also acknowledge that some clergy are struggling with depression, loneliness, trying to revitalize dying churches, dealing with the “death tsunami” with frequent funerals, handling conflict, and are overwhelmed by the sheer diversity of pastoral tasks, while essentially working for multiple bosses. The uncertainty around the Denomination’s future is weighing heavily upon them.

In a recent survey of active clergy serving in the North Carolina Conference, as many as 15.3% of clergy scored in the **high burnout range** of emotional exhaustion on the Malach Burnout Inventory. (*Faithful and Fractured* by Rae Jean Proeschold-Bell and Jason Byassee, Baker Publishing Group, unpublished manuscript, p. 29)

There are also many clergy who fall within these two extremes of flourishing and burnout.

We propose a **3Rs Flourishing In Ministry** process that is pastor-driven, bottom-up, rather than top-down. Our goal is to resource clergy to become the person God is calling them to be in their next eight years of ministry.

We offer \$750 per quadrennium for clergy renewal or continuing education.

The **3Rs Flourishing In Ministry** process of **REVIEW, RENEW and RETOOL** begins with a time of **REVIEW**.

1. REVIEW

This is a time for the clergy person to reflect back on their prior years of ministry and **REVIEW** their overall health in all aspects of their lives and ministry.

This includes a **REVIEW** of their:

- Spiritual health
- Physical health
- Emotional health
- Relational/Social health
- Financial health
- Ministry health
- Overall well-being

A series of tools are recommended below for the clergy person to select from to **REVIEW** themselves, or to have others **REVIEW** them using 360 evaluations, in each of these many areas of health. Each clergy person is invited develop a proposal to submit to their DS for approval, listing the tools they will utilize in their **REVIEW** process (see form below), as well as their plan for **RENEWAL** (see section 2. Below). A development plan for **RETOOLING** (see section 3. Below) and a **FINAL REPORT** that will be sent to the DS following the six month **3-Rs Flourishing In Ministry** process of **REVIEW, RENEW and RETOOL**.

\$750 of MEF funds per quadrennium are available through the Office of Clergy Excellence to assist with associated costs if these have not been used by the clergy person for other purposes.

	Online -Pay	Online Free	Trained Coach/ Facilitator (Pay)	Licensed MH professional	Medical Doctor
Spiritual Health	UMC.org spiritual gifts assessment	FACT, 7X7 Spiritual Assessment, FICA	Spiritual Direction	Mental Health Counseling/ Therapy	
Physical Health		WebMd Health Assessment https://www.wespath.org/center-for-health/resources/five-dimensions-of-health-financial/			Comprehensive Physical
Emotional Health	Emotional Intelligence 2.0 http://www.talentsmart.com/test/GBHEM EM360 , Maslach Burnout Assessment https://www.mindgarden.com/330-maslach-burnout-toolkit-for-human-services		Barons Emotional Intelligence	Barons Emotional Intelligence EQi 2.0 360	Comprehensive Health
Relational /Social Health	(Career Assessment Online) MBTI, Strong Inventory, Firo B, DISC Thomas Kilman Conflict Style Inventory http://www.kilmandiagnostics.com/catalog/thomas-kilman-instrument-one-assessment-person , Intercultural Dev Inventory,	DISC https://discpersonalitytesting.com/free-disc-test/ , Johari http://kevan.org/johari Enneagram https://www.enneagraminstitute.com/type-descriptions/ Myers-Briggs MBTI https://www.mbtionline.com/TaketheMBTI	Enneagram (Justin LaRosa and Magrey DeVega are trained facilitators), Intercultural Effectiveness Scale, MBTI; Kolbe (Janet Earls - Trained coach);	Firo B Strong Inventory, DISC, Thomas Kilman, Intercultural Dev Inventory	
Financial Health	Financial Peace University, Crown Ministries	Wespath Financial Health Assessment https://www.wespath.org/center-for-health/resources/five-dimensions-of-health-financial/	Financial Peace University, Crown Ministries, The Florida Methodist Foundation		
Ministry Health	Lewis Center LPLI 360 https://www.lpli.org	Strengths finder https://www.gallupstrengthscenter.com	Connective leadership; Leadership Circle 360; GBHEM EM 360; Birkman Assessment of Personality & Leadership, IDI Intercultural Development Inventory https://www.idiinventory.com		
Overall Wellbeing		Flourishing In Ministry Assessment http://well-being.nd.edu/flourishing-in-ministry/	Wellbeing at Work		

Examples of tools available are:

1. Wellbeing at Work: Flourishing in Ministry Assessment - Matt Bloom University of Notre Dame <http://wellbeing.nd.edu/flourishing-in-ministry/>
2. GBHEM EM360 - http://www.bomlibrary.org/wp-content/uploads/2018/02/EM360.Flyer_.pdf
3. Connective Leadership 360 <https://www.connectiveleadership.com/assessments/>
4. Leadership Circle 360 <https://leadershipcircle.com/assessment-tools/profile/>
5. Lewis Center LPLI - 360 <https://www.lpli.org>
6. IDI Intercultural Development Inventory <https://idiinventory.com> (\$18)
7. Intercultural Effectiveness Scale IES <https://www.kozaigroup.com/intercultural-effectiveness-scale-ies/>
8. FIRO-B <https://shop.cpp.com/products/firo-b/index.aspx>
9. Wespath Financial Health Assessment (free to all UMC clergy) <https://www.wespath.org/center-for-health/resources/five-dimensions-of-health-financial/>
10. WebMD online Health Assessment <https://www.webmdhealthservices.com/product/health-assessment/>
11. Annual Physical or Comprehensive Health Assessment with a physician
12. Baron EQi 2.0 360 Emotional Intelligence Assessment <https://tap.mhs.com/EQi20.aspx>
13. Emotional Intelligence 2:0 Self assessment <http://www.talentsmart.com/test/> (\$10.79)
14. Johari Window <http://kevan.org/johari> (Free)
15. Kolbe Assessment <https://www.flumc.org/kolbeassessment> (\$45 - Janet Earls, trained facilitator)
16. DISC <https://discpersonalitytesting.com/free-disc-test/> (Free version is available)
17. Enneagram <https://www.enneagraminstitute.com/type-descriptions/> (Justin La Rosa and Magrey Devega are trained facilitators)
18. Birkman Assessment of Personality and Leadership Style (see <https://www.txcumc.org/files/fileslibrary/birkmanflier.pdf>)
19. MBTI Myers-Briggs <http://www.myersbriggs.org/my-mbti-personality-type/mbti-basics/home.htm?bhcp=1> (Terri Hill is a trained facilitator)
20. Thomas-Killman Conflict Style Inventory <http://www.kilmanndiagnostics.com/overview-thomas-kilmann-conflict-mode-instrument-tki>
21. strengthsfinder <https://www.gallupstrengthscenter.com>
22. MCORE Motivational Core Assessment <https://motivationalcore.com>
23. Maslach Burnout Assessment <https://www.mindgarden.com/330-maslach-burnout-toolkit-for-human-services>
24. Other:

IMPORTANT NOTE: Unless there is a coaching or mentoring process involved to REVIEW the results and to assist the clergy person in interpreting the results of these tests for the purposes of implementing a development plan for RETOOLING, their effect will be minimal.

See step 2: RENEW below

2. RENEW

The **RENEW** period is designed for clergy to schedule time away from their regular duties to reflect, discuss with others, and learn from their **REVIEW** materials. Some suggestions follow:

1. Peer Group Review - Clergy review results of the **REVIEW** with a group of peers
2. **REVIEW** with a supportive SPPRC group
3. Spiritual Directors - individual or as a covenant group <https://www.flumc.org/shadeandfreshwater>.
4. Licensed Mental Health Counselors
5. individual Retreats
6. Time of renewal leave for Continuing Education and Spiritual Growth BOD 350 (A limited number of grants for leave are available from the Office of Clergy Excellence with a May 31st application deadline)
7. Covenant Group Retreats
8. Clergy Mentors
9. Continuing Education events
10. Other:

The clergy person should submit their report to their DS outlining their plan for **RENEWAL**. (See form below).

3. RETOOL

The third step of this six-month **3Rs of Flourishing In Ministry** process is to develop a plan for **RETOOLING**. This plan should be submitted to your DS (See form below). Since it may take longer than 6 months to work the plan, a final report on the clergy person's learnings and insights should be submitted to the DS after the plan has been implemented or with 3-month interim reports following the conclusion of the 6-month **3Rs of Flourishing In Ministry** process. There are many options and resources available. Some could include:

1. Webinar or course on Leadership and Administration
2. Coaching available through Melissa Cooper, Anne Burkholder, Janet Earls
3. Spiritual Direction <https://www.flumc.org/shadeandfreshwater>
4. Great Beginnings <https://www.flumc.org/greatbeginnings>
5. Five Day Spiritual Academy <https://www.flumc.org/fivedayacademy>
6. UMC online courses <http://www.umc.org/search/gcse?q=Online%20UMC%20courses>
7. Financial Coaching with The UM Foundation
8. Weight loss programs
9. Other:

NOTE: Some of the following continuing education events are by invitation only. Contact your DS if you are interested in being considered.

10. Courage to Lead <https://www.flumc.org/couragetolead>
11. Institute of Preaching <https://www.flumc.org/instituteofpreaching>
12. Marcy Preaching Institute <https://www.flumc.org/marcypreachingfellowship>
13. Wesley Study Retreat in England <https://www.flumc.org/wesleystudyretreat>
14. Reynolds Leadership Program <https://www.flumc.org/reynoldsleadershipprogram>
15. Generative Leadership Academy New Church Development Office, Florida Conference.

**The 3Rs of Flourishing In Ministry: Review, Renew, Retool –(EYA)
REVIEW PROPOSAL**

To address the Spiritual, Physical, Emotional, Financial, Social/Relational, Ministry Health and Overall Wellbeing of Clergy In Ministry for Eight Years.

Clergy Name: _____ Date of proposal _____

Name of Appointment: _____ Date of appointment: _____

Date Licensed/Commissioned in the UMC: _____ Clergy status: _____

1. Wellbeing Issues I would like to address during my 3Rs Flourishing in Ministry Process:

2. Tests, Assessments, and Methods I would like to use to REVIEW my overall wellbeing:

DS Approval of REVIEW Proposal: _____ Date: _____

RENEW PROPOSAL

1. Specific ways I would like to spend my time of RENEWAL:

2. How I would like to process the information gleaned from my REVIEW process:

DS Approval of RENEW Proposal: _____ Date: _____

RETOOL PROPOSAL/REPORT

1. My RETOOLING plan to address issues identified through my REVIEW/RENEW process is:

2. I have learned the following as a result of implementing my RETOOLING plan:

Attach the results of any tests or assessments you wish to share from your **REVIEW** process (optional).

3. The next steps in my development plan for Flourishing In Ministry are:

DS Approval of RETOOL Proposal: _____ Date: _____

2016 Book of Discipline

***349.3.** 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 Deacons 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.
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