

Performance Review

The Rector, Wardens, and Vestry recognize and affirm the fact that Clergy Evaluation is an entirely separate process from the Mutual Ministry Review, and that the Rector is entitled to regular Performance Review. This process is designed to focus on his/her own personal gifts and skills, effectiveness in applying those gifts to the stated demands of his/her particular ministries, and the identification of areas for future goals and professional development.

Clergy evaluation will occur regularly on the basis of goals and expectations developed by the clergy and parish leadership. The development or review of a Position Description can be helpful in this process. These reviews are principally for the purpose of review, goal-setting and professional and personal development, and will informally cover the following items:

1. What are the areas of ministry where you experience the greatest excitement, challenge, opportunity and satisfaction?
2. Who do you partner with in your ministry and what do you value about them?
3. How have your expectations and goals been met, exceeded or remained unmet in the past year?
4. What new, renewed or revised goals and expectations will be set for the next year?
5. What resources or support will be necessary to accomplish these goals?

The Annual Performance Review Process may be conducted in conversation with the Wardens or other designated representatives, or with the assistance of an outside consultant, and the findings and recommendations communicated in a meeting between the Wardens and the Rector.