

Salem Presbytery Personnel Committee 2010 Evaluation Summary

The personnel committee appreciates the participation growth this year. We received a total of 50 evaluations and hope we can encourage you to participate next year if you did not this year.

Evaluations are structured in three parts. Recognizing that the work of ministry is done in partnership between presbytery staff, ministers and lay members of the Salem Presbytery, the evaluation form is structured to evaluate our ministry together and not only the job performance of the staff.

Part one recognizes that progress in the mission and ministry of Salem Presbytery (SP) centers on the partnership that exists between Salem staff and the churches of the presbytery. Questions focus on the goals set by the churches of SP and the needs they have. All the questions have a place for the churches to respond and identify places and ways they might better participate in the mission and ministry of SP. Information gleaned this year from part one of the evaluations includes:

- I. Almost everyone could articulate the mission statement of “reach, equip, send” which is a huge increase from last year when almost no one could.
- II. Most respondents communicate through electronic sources and phone calls.
- III. Strengths include relationships between churches, staff, and different mission projects, the most frequently named being Pennies for Hunger and the Mexico mission trip.
- IV. Needs include “pastor to pastors” and the need for education in different areas. The most commonly expressed were CLP education, stewardship education, conflict management education, and further strengthening of relationships at all levels.
- V. The anxiety expressed most often stemmed from financial issues.

(Note: most respondents answered the questions but very few offered participation in helping address issues. We as a presbytery might just want to think about how our churches might be called to participate in resourcing these issues. We are Salem Presbytery and solutions must come from our covenanting to work together to discover and implement those solutions.)

Part two of the evaluation is a check list of responsibilities that come from the job descriptions of our staff. Our staff is meeting those responsibilities.

Part three is based on the goals our staff made in the previous year. Your answers help the staff see where they have made progress and where work needs to continue. Progress in building relationships with churches has both been made and continues to need to be strengthened. Congregations that participated in the Acts 16:5 Initiative and the Stewardship workshops have found those things generally helpful. (The Acts Initiative has received very positive feedback.) Your feedback has already helped Sam and the Council make changes to how we are working with Tom Norwood that benefit the presbytery. The Personnel committee sees progress being made toward the goals of the staff and helped set goals with them for the coming year based on your feedback.

We appreciate the feedback we received and again, encourage more participation next year. If you have suggestions on the evaluation process, please contact the moderator of Personnel, Beth Utley, at foresthillsdce@northstate.net.