



- c. Send (doing mission in the community and the world)?

IV. What are the needs of the Eastern Neighborhood? (or the presbytery)

- a. Church needs?

- b. Pastor/staff needs?

- c. What do you consider the most pressing need of the Eastern Neighborhood (or the presbytery) this coming year?

- d. What resources do we have or do we need to meet these needs?

V. Manage Conflict and Anxiety

- a. Where are areas of conflict and anxiety in Salem Presbytery or the Eastern Neighborhood?

- b. How have these been addressed?

- c. What resources or support are needed to address the conflict?

## VI. Roles and Responsibilities of the EQUIP associate

Does it	Doesn't do it	Don't know
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### LEADERSHIP

1. Sets direction for the presbytery by articulating the vision for Salem's mission and ministry through written and oral communication.
2. Sets presbytery goals with program staff and council and work to accomplish those goals.
3. Works with associates and council to evaluate the progress of Salem Presbytery toward implementation of the new model.
4. Works with churches and neighborhoods to further effective leadership development and educational opportunities in Salem Presbytery.
5. Works effectively and openly with racial, cultural and theological matters.
6. Is available to the people of the Eastern neighborhood for advice and encouragement.
7. Is available to the people of Salem Presbytery in the EQUIP specialized area.

Comments:

Does it	Doesn't do it	Don't know
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### ADMINISTRATIVE

1. Interacts with and enables neighborhood connectors in serving and connecting the neighborhood churches.
2. Maintains oversight of applicable budget items.
3. Staffs assigned committees or advocacy groups.
4. Staffs the required Book of Order committees.

Comments:

Does it      Doesn't do it      Don't know

### **NEIGHBORHOOD RESPONSIBILITIES (Eastern)**

1. Be in regular conversation with neighborhood churches.
2. Encourage neighborhood churches to identify and share their gifts, talents, resources, and strengths with the presbytery.
3. Build relationships with neighborhood churches.
4. Encourage neighborhood churches to build relationships with each other.

Comments:

Does it      Doesn't do it      Don't know

### **"EQUIP" RESPONSIBILITIES**

1. Serves as a resource to individual churches in matters related to Christian Education, Worship, Stewardship and Fellowship, and Leadership Development.
2. Works to connect churches in the presbytery to resource each other related to Christian Education, Worship, Stewardship and Fellowship, and Leadership Development.
3. Develops programs that encourage the development of professional educators.
4. Creates relationships with and between professional educators for support and continuing education.
5. Identifies people with educational and leadership development skills and recruits them to serve the presbytery.
6. In conjunction with Salem churches, develops programs in Christian Education and leadership development for use by Salem churches.
7. In conjunction with staff, advocacy groups, and churches, develops workshops for needed subjects and/or skills.

Comments:

VII. Based on the goals that Jim set last year, answer these questions to the best of your ability:

- a. Developing relationships
  - i. Has the relationship between your church and Jim grown in the past year?
  - ii. If your church has a weak relationship with Jim or no relation, is there a way that that relationship could be strengthened?
  - iii. What do you or your church need from the associate for the Eastern neighborhood?
- b. Working with other presbyters to clarify the integration of the reach, equip, and send responsibilities with the neighborhood responsibilities.
  - i. How has integration been further defined and clarified?
  - ii. How has the eastern neighborhood furthered the “reach, equip, and send” of the mission statement in the neighborhood?

*The personnel committee and staff of Salem Presbytery thank you for your time and effort!  
If you would like to comment on the evaluation form itself, please feel free.*

Now, Click the SAVE button below to save this completed form to your computer.  
Then, e-mail this form as an attachment to Beth Utley at [foresthillsdce@northstate.net](mailto:foresthillsdce@northstate.net).