

## SALEM PRESBYTERY

### Partnership Performance Review with the General Presbyter (Reach)

*In this partnership format for review, the members and leaders of Salem Presbytery have the opportunity to live into the theology of the Priesthood of Believers and the Body of Christ, in order to discern where the presbytery is and where God wants it to go, support each other, hold each other accountable in love, and help each other grow in shared ministry.*

*Questions are designed to evaluate performance and growth in all areas of the life and ministry of Salem Presbytery, to celebrate the arrival of God's Kingdom and to listen to God's call to new or better work and relationship.*

*The personnel committee asks for your name on this evaluation. Anonymous comments are sometimes easier on the surface, but in modeling healthy relationships and in the effort to support each other's ministries, we feel open communication is critical.*

*(Foundation ideas are used with gratitude from The Pastor's Institute-Action Guide by Marylyn Huff.)*

Name: \_\_\_\_\_ Date: Spring 2010 Neighborhood: \_\_\_\_\_

- I. Can you state Salem Presbytery's mission statement? How is it being communicated to your church? Do you see the work of the presbytery revolving around this mission statement?
  
  
  
  
  
  
  
  
  
  
- II. What is the primary way you communicate with the presbytery and learn what is happening with the churches of the presbytery? (i.e., web site, word of mouth, phone, e-mail, etc.)
  
  
  
  
  
  
  
  
  
  
- III. What are the strengths of the Western Neighborhood? (or the presbytery if you are not in the Western neighborhood)
  - a. Reach (being a visible witness to our community)?
  
  
  
  
  
  
  
  
  
  
  - b. Equip (preparing leaders and churches for the needs of ministry?)

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

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

a. Church needs?

b. Pastor/staff needs?

c. What do you consider the most pressing need of the Western Neighborhood (or 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 Western Neighborhood?

b. How have these been addressed?

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

## VI. Roles and Responsibilities of the GP

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

### **LEADERSHIP**

1. Set direction for the presbytery by articulating the vision for Salem's mission and ministry through written and oral communication.
2. Set presbytery goals with associate presbyters and council and work to accomplish those goals.
3. Work with associates and council to evaluate the progress of Salem Presbytery toward implementation of the new model.
4. Represent Salem Presbytery to all boards of the PCUSA.
5. Works effectively and openly with racial, cultural and theological matters.
6. Be available to the people of Salem presbytery for advice and encouragement.

Comments:

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

### **ADMINISTRATIVE**

1. Serve as head-of-staff and work to create a team atmosphere among staff members.
2. Maintain oversight of Salem's budget.
3. Evaluate support staff in conjunction with the Personnel committee.
4. Staffs the required Book of Order committees.

Comments:

Does it      Doesn't do it      Don't know

### **NEIGHBORHOOD RESPONSIBILITIES (Western)**

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

### **"REACH" RESPONSIBILITIES**

1. Create and implement goals (with churches) to assist in their growth and development.
2. Create and implement goals with Salem presbytery volunteers and churches to establish new church developments.
3. Create and implement goals with churches to become more visible witnesses to Christ in their communities.

Comments:

VII. Based on goals set for this year, answer the following to the best of your ability.

- a. Care of clergy and church professionals:
  - i. How do you see Salem Presbytery caring for clergy and church professionals? (new ways? more effective way?, same ways but more consistent? ways that are problematic or ineffective?)

- ii. What are your best suggestions for care of clergy and church professionals in the Presbytery? Is there a way you are willing to be involved in the process of caring for clergy and church professionals?

b. Training congregational leaders for the development of congregational health:

- i. How do you see Salem doing this and what do you think the effectiveness has been?

- ii. Has your church been involved and to what extent? (clergy, lay?)

- iii. What are your best suggestions for developing healthy congregations and is there a way you are willing to be involved?

c. Acts 16:5 Initiative (if your church is participating):

- i. What growth have you seen at the congregational level and at the presbytery level?

- ii. What are your best suggestions for bringing transformation to more congregations and is there a way you are willing to be involved?

