

SALEM PRESBYTERY

Partnership Performance Review with the Associate Presbyter (Hispanic Evangelist)

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. How has the Hispanic Evangelist raised awareness of Salem's ministry in your congregation or at presbytery meetings? Are there ways you would like to learn about these ministries? Are there ways you would like to be involved?

- IV. What are the strengths of the Hispanic congregations?
 - 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)?
- V. What are the needs of the Hispanic congregations?
- a. Church needs?

 - b. Pastor/staff needs?

 - c. What do you consider the most pressing need of the Hispanic congregations this coming year?

 - d. What resources do we have or do we need to meet these needs?
- VI. Manage Conflict and Anxiety
- a. Where are areas of conflict and anxiety in Hispanic congregations?

b. How have these been addressed?

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

VII. Roles and Responsibilities of the Hispanic Evangelist 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 advocate for and nurture Hispanic congregations.
5. Works effectively and openly with racial, cultural and theological matters.
6. Is available to the people of Salem presbytery for advice and encouragement regarding Hispanic ministry.

Comments:

Does it
Doesn't do it
Don't know

ADMINISTRATIVE

1. Provides leadership with and support to the Hispanic churches of Salem.
2. Maintains oversight of applicable budget items.
3. Staffs assigned committees or advocacy groups.

Comments:

Does it
Doesn't do it
Don't know

"HISPANIC EVANGELIST" RESPONSIBILITIES

1. Serves as a resource to Hispanic churches in Salem Presbytery
2. Works to connect churches in the presbytery to resource each other related to Hispanic ministry in Salem Presbytery.
3. Recruits elders to serve as Commissioned Lay Pastors of Hispanic fellowships and congregations.
4. Develops and operates a Spanish CLP Training program.
5. Provides pastoral supervision to CLP's serving Hispanic fellowships and congregations.
6. Helps organize and supports local Mission steering committees.
7. Works ecumenically in the provision of services to Hispanics.

Comments:

VIII. What are this associate's greatest strengths?

IX. Are there areas in this associate's life and ministry that need attention (weaknesses)?

*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.