

APPENDIX D

Salem Presbytery

CRE Mutual Ministry Review

This review is conducted by the Session of _____

and Commissioned Ruling Elder _____

and the CRE's mentor _____

on _____ (date).

This review is NOT a report card. It is a mechanism to review the ministry of the congregation, the Session and the CRE. It is also a tool to further discussion as the congregation moves forward in service to Jesus Christ. In each category there is an opportunity to assess the pastor, the Session and the congregation.

	Well done	Adequate	Needs improvement
1. Understanding of ministry			
Pastor demonstrates a clear understanding of responsibilities in this area:			
• preaching			
• administering the sacraments			
Session members demonstrate a clear understanding of their responsibilities in this area:			
• stating the congregation's mission, conducting long-range planning, and evaluating the Session's activities			
• maintaining supportive relationships with the pastor and staff and assisting in annual evaluation of their ministries			
• modeling a faithful lifestyle			
The climate or culture of the congregation encourages members to use their gifts for ministry in the congregation and community.			

	Well done	Adequate	Needs improvement
2. Caring for the needs of the congregation			
Pastor demonstrates a clear understanding of responsibilities in this area:			
• conducting worship			
• providing pastoral care			
• visiting the sick and conducting funerals			
Session members demonstrate a clear understanding of their responsibilities in this area:			
• seeking to involve all members of the congregation in congregational life			
• overseeing the administration of the congregation			
• keeping accurate records on baptisms, marriages, burials, and membership			
• arranging for pastoral services in the pastor’s absence			
• handling the congregation’s financial and property matters			
• submitting a comprehensive report at the annual meeting			
The climate or culture of the congregation encourages members to assume responsibilities and leadership roles and follow through on their commitments.			
3. Taking Christ’s mission into the world			
Pastor demonstrates a clear understanding of responsibilities in this area:			
• speaking for poor and oppressed people, calling for justice, and proclaiming God’s love for the world			
• encouraging qualified individuals to consider ordered ministry			
• encouraging the congregation to support the Presbytery and the churchwide organization			
Session members demonstrate a clear understanding of their responsibilities in this area:			
• encouraging partnership with the Presbytery and the larger church body			
• inviting qualified individuals to consider ordered ministry			
Members of the congregation are willing to actively invite others to worship and other ministry opportunities, serve non-members in the name of Christ, and carry out the work of Jesus Christ in the world today.			

	Well done	Adequate	Needs improvement
4. Mutual ministry			
Pastor demonstrates a clear understanding of responsibilities in this area:			
• supervising staff members			
• communicating well with the Session			
• moderating the Session			
• caring for our mutual life together in ways that create a positive climate			
Session members demonstrate a clear understanding of their responsibilities in this area:			
•communicating well with the pastor			
•caring for our mutual life together in ways that create a positive climate			
The climate or culture of the congregation encourages members to care for one another and for our mutual life together in ways that create a positive climate.			
5. Overall ratings			
Overall, the pastor is functioning effectively.			
Overall, the Session is functioning effectively.			
Overall, our congregation is functioning effectively.			

Comments: _____

CRE

Mentor

Clerk of Session

COM Moderator