

CLERGY Goal 2.3

CLERGY EVALUATION PROGRAM

- a) Within 12 months, we will develop a *Clergy Evaluation Program* with specific and comprehensive criteria for Clergy evaluation; and
- b) Within 12 months thereafter, we will fully implement our *Clergy Evaluation Program*.

CLERGY GOAL 2.3 ACTION PLAN			
<u>Specific Key Actions Necessary To Achieve Clergy Goal 2.3</u>	<u>Who Must Do Each Action</u>	<u>Timetable: How Many Months or Days To Finish Action From Previous Action</u>	<u>How Will We Know When This Action Has Been Completed</u>
1. Recruit of Clergy Goal 3 Task Force (“CTF3”) (including Metropolis Senior Clergy/Lay leaders)	Clergy Strategic Planning Task Force and the Goal Captain	1 month after Start Date	CLTF3 members agree to serve
2. Identify Key Stakeholders/Decision Makers (“KS/DM”) to determine Clergy Success Measures (“CSM”)	TFC, GC & Metropolis Senior Clergy and Lay Leaders	1 month after step 1	10 initial individuals identified to be interviewed
3. KS/DM Interviewed to identify the What (Clergy performance / goals check-in) and the How (the effective Clergy management styles, leadership approach and skills)	CTF3	4 months after step 2	All interviews complete and notes formatted
4. Indices are compiled and a broader scope of KS/DM are identified and surveyed (online) to narrow down indices and create a draft management / leadership model	CTF3	4 months after step 3	All surveys administered and completed
5. 3 hour workshop with initial KS/DM to finalize the Clergy management / leadership model and finalize Clergy performance / goals check-in	CTF3, Metropolis and KS/DM	2 months after step 4	Competency model and clear Clergy goals completed and evaluated by Metropolis
6. Train Clergy evaluators in evaluation process	CTF3	6 months after step 5	Training completed
7. Set a timetable and process for evaluating Clergy on the What and How on a regular basis	CTF3	3 months after step 6	Clergy are evaluated on a regular basis , in a timely manner
8. Create a feedback mechanism to determine effectiveness of the process and tools.	CTF3	3 months after step 7	Feedback mechanism embedded in evaluation process