

Guidelines for Bishop Evaluations

In order to promote personal and professional growth of all bishops, The Board of Bishops adopted the following policy as guidelines for the evaluation of the ministry of bishops/ overseers.

Evaluations can be a way for pastors to affirm the work of their bishop. Evaluations can also be a way of identifying growth areas. In order to be effective, evaluations should be based on an approved ministry description. When done carefully, evaluations can help identify 'expectation drift' and point to needed revisions in job descriptions or changes in expectations.

Policy for Bishop Evaluation:

1. Each Bishop District is expected to form a Bishop/District Relations Committee (BDRC). The function of this committee will be similar to that of a Pastor/Congregation Relations Committee (PCRC) except with a focus on the relationship between the bishop and the district. Resources for effective PCRC's are available at the conference office
2. The BDRC will work with the bishop and district leaders to develop or update and approve a ministry description for the bishop. This ministry description must include aspects of conference-wide leadership responsibilities bishops are expected to assume.
3. On a three-year cycle, the BDRC will give leadership to conducting an evaluation of the bishop. This evaluation should not have a direct connection to terms of service or tenure. Rather, the evaluation should have as it's objective the growth and development of the bishop. Obviously, evaluations over time can impact issues of tenure.
4. The BDRC will share with the bishop a summary of feedback along with recommendations that may emerge. The raw data gathered in the evaluation should always be summarized, never shared directly with the one being evaluated.
5. The BDRC may wish to work with the bishop to develop a growth plan and regularly assess progress.

Report to the Bishop Board Executive Committee:

A summary report of the evaluation and resulting recommendations should be forwarded to the conference office.