



Dakotas-Minnesota Area

The United Methodist Church

For Such a Time as This: Dakotas Annual Clergy Evaluation & Support Conversation 2025

“Who knows? Perhaps you have come to your royal position for such a time as this.” — Esther 4:14

These are both challenging and hopeful times to be in ministry. Like Esther, clergy are called to lead with courage, clarity, and faithfulness in uncertain and urgent moments. This tool is offered as a sacred space for reflection, accountability, and encouragement—for those who have said yes to set-apart ministry for such a time as this. May it foster honest conversation, nurture well-being, and support the ongoing journey of faithful leadership.

This form is intended for use by both Clergy and the SPRC. Clergy will fill out their sections first. Upon saving those and indicating that you have finished those sections, the SPRC fields will become available, and the link can be sent to your SPRC Chair for further conversation with your SPRC.

Clergy Information

***First Name**

***Last Name**

***Email**

***What district are you in? (if your charge belongs to more than one district, please pick the one that corresponds to your supervising DS)**

- Northeast (Kris Mutzenberger)
- Northwest (Joel Winckler)
- Southeast (Brandon Vetter)
- Southwest (Dan Bader)

***Church/Charge**

Select your church from the list. Begin typing the name of your church to jump to it.
Multiple Churches and Other are at the top of the list.

Check this box when you are ready to complete the SPRC section

***SPRC Contact Name**

***SPRC Contact Email**

Section 1: Vocation, Call & Disciplined Life

Focus: Vocational alignment, hobbies, passions.

Questions for Clergy

***How is ministry going for you?**

***Where do you feel most aligned with your call? If something is out of alignment, what do you need?**

***What would you name are your strengths in ministry (preaching, generational ministries, administration, community outreach, small group leadership, stewardship, leadership development, faith formation / discipleship, etc.)?**

***What hobbies or interests do you engage in to stay whole (we are more than our role as clergyperson)?**

***When was the last time you took your short-term leave, 4 weeks every quadrennium as outlined in BOD 351.2?**

SPRC Reflection Prompt

***Where do you see your clergyperson thriving in ministry (gifts and passions)?**

*** Are there any areas of growth or formation that you would like to see?**

***Is there anything else you would add?**

Section 2: Intellectual and Emotional Well-being

Focus: Lifelong learning, emotional intelligence, mindset, resilience, and mindfulness

Questions for Clergy

***What have been your most meaningful formal or informal learning experiences this year (classes, workshops, books reading, podcasts, conferences, etc.)?**

***How would you describe your emotional well-being? Where do you feel supported? Where are you stretched?**

***In what ways are you cultivating self-awareness and mindfulness in your life and leadership?**

***What Continuing Education Units (CEUs) were earned this past year? What future CEUs are you interested in? (Please either upload here or plan to bring your CEU certificates to your one-on-one meeting with your Superintendent.)**

If you have not earned any, please be prepared to talk with your Superintendent about why this is important, and how to plan for future CEUs.

Upload CEUs Here

pdf, doc(x), xls(x), jpg/gif/png, ppt - up to 25 MB

***Have you been certified in any areas of ministry (i.e. Prepare Enrich, Disciple, Spiritual Direction, Reflective Supervision, Clergy Coach, Candidacy / Clergy Mentor, etc.)?**

SPRC Reflection Prompts

***How do you see your clergyperson engaging in life-long learning and applying it to their ministry setting? (Every clergyperson is required to earn 2.0 CEU's annually.)**

***Are there are areas of continuing education that you would recommend?**

*** If conflict shows up or a hard conversation is needed, how are you and the clergyperson working together to navigate them?**

***How do you see the clergyperson's self-awareness / emotional intelligence (the ability to understand, use and manage your own emotions, and understand and respond to the emotions of others) showing up in their practice of ministry?**

***How are you practicing the three simple rules?**

Section 3: Physical Well-being

Focus: Vitality, energy, body awareness, access to healthcare, and sabbath rhythms.

Questions for Clergy

***How are you attending to your physical health and wellness?**

***What habits or routines are life-giving to your body?**

***Are there barriers (insurance, time, trauma, energy) to you living with greater physical vitality?**

SPRC Reflection Prompts

***How might we encourage or support our clergyperson's physical well-being?**

***How are you as the SPRC creating space for your clergyperson's renewal? How are they making or taking time to honor sabbath, vacation, etc.?**

Section 4: Spiritual Identity & Formation

Focus: Spiritual disciplines, theological grounding, Wesleyan discipleship.

Clergy Questions

***What spiritual disciplines are sustaining you in this season?**

***What theologians and authors are influencing your ministry in this season?**

***How are you leading in a Wesleyan way, and forming others in their spiritual identity?**

***Where do you feel spiritually dry or disconnected? Where are you alive?**

***How did you use your 1 week of spiritual formation / continuing education (par. 351.2) this year? What formation or learning occurred?**

(You may have already answered this question in section 2.)

***Are you engaged in spiritual direction, coaching or reflective supervision?**

SPRC Reflection Prompts

***How do we witness our clergyperson's spiritual depth and faithfulness?**

***Where do you see your clergy person and how are you engaged in personal piety and social holiness? (If you are unsure of what this means, ask your clergy person.)**

Section 5: Relationships

Focus: Personal, family, connectional, ecumenical, interfaith, and social relationships

Questions for Clergy

***What relationships are most life-giving to you right now?**

***Are there areas where you feel isolated or relationally depleted?**

***How are you cultivating relationships beyond the local church?**

SPRC Reflection Prompts

***How are we encouraging a healthy relational life and boundaries for our clergy person?**

***Is your clergy person's use of social media enhancing or distracting from the ministry of the church?**

***How do you practice the Rule of Christ in your congregation?**

***Are there any relational concerns in the life of the church that you want your Superintendent to be aware of?**

***How are you maintaining healthy boundaries in the congregation?**

Section 6: Context & Connection

Focus: clergy time spent as 60% local church, 30% community connection, 10% conference & general church

Questions for Clergy

***What district/conference boards or agencies are you a part of? What conference ministries are you engaged in?**

***What community organizations, partnerships or systems do you connect/relate to (i.e. volunteering in an elementary school, serving at a food pantry, sitting on a board supporting the unhoused, etc.)?**

***In what ways do you engage the Mission Insite Report/Community-based asset mapping?**

SPRC Reflection Prompts

***In what ways do you see your clergy person engaging in the greater community?**

***How can we support our clergy person as they invest time in the community, in the annual conference and beyond?**

***In what ways do you see the congregation engaged in your community in a way that your community knows the impact of your United Methodist Church?**

***Is your staff and their skill sets aligned with accomplishing your church goals?**

***Has your congregation had a CAT (Congregational Assessment Tool)?**

Closing Reflections

Clergy

***What are one or two personal or professional development goals you'd like to set for the coming year?**

***What support do you need from the SPRC, or congregation?**

***What support do you need from the conference?**

*Clergy Development/Training Opportunities

Please mark all those you are interested in.

- Community Organization & Development
- Rural Ministry
- Generational Ministry with those under 30: Zillennials (born 1992-1996 late millennials), Gen Z (1997-2012) and Alpha (2013-ongoing)
- Well-Being Ministry – Mental Health- loneliness, isolation, depression, anxiety
- Creation Care/Eco-Justice/Disaster Response
- Faith Formation in the Wesleyan Tradition – Discipleship models, spiritual disciplines, prayer, leading small groups

- Evangelism, Outreach, & Church Renewal – fresh expressions, second campus, campus ministry, etc.
- Stewardship/Financial Ministry/Generosity/Apportionments
- Worship (liturgy, preaching, design)
- Creating a team strategy for pastoral care, visitation, congregational support
- Engaging Ministries of Justice, Advocacy, Compassion, & Redemption (i.e recovery ministry, care team, legislative advocacy)
- Developing a Ministry Action Plan (vision, strategy, leadership development) for the church
- One Board Church Council Model Training
- SPRC Training
- Rule of Christ/Other Conflict Training
- Anti-Racism Training
- Cross Racial/Cross Cultural Training

SPRC

***How will we support our clergyperson in their personal and professional development goals in the coming year?**

***What do we need for our own development as an SPRC?**

***SPRC Development/Training Opportunities**

Please mark all those you are interested in

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***I Have Completed Both the Clergy & SPRC Sections (check no if you are still working on this form)**

If you are newly appointed in your setting, serving in extension ministry where you do not have an equivalent team to an SPRC, or have a status where you do not have an SPRC (honorable location, on leave, etc.) please check yes when you are finished with the clergy sections of this form.

- Yes
- No

Save