

3rd Year Pastor Evaluation for Kate Heinzl:

Report to UMC Congregation, May 2021

The Leadership Team, functioning as an evaluation committee, has completed the 3rd year Pastor Evaluation for Kate Heinzl. This report summarizes the results of the evaluation.

Evaluation Committee Members: Rick Stehouwer, Cathy Bresee, Leland Glenna, Rosita Derstine, Meredith Wideman, Laura Litwiller

The evaluation process comprised the following steps:

1. Small group discussion of three open questions on the congregation evaluation form. This was done at our February 21 congregational meeting.
2. Congregational evaluation of Pastor Kate using the evaluation questionnaire. This was completed on March 7.
3. Pastor Kate completed a self-evaluation following the same questionnaire used by the congregation.
4. The evaluation committee reviewed results of both the congregational survey and Kate's self-evaluation on March 17. A summary of the results was provided to Pastor Kate.
5. The evaluation committee met with Pastor Kate on March 29 to review the evaluation results and discuss all issues and questions that arose in the evaluations.
6. The evaluation committee prepared the following report and recommendation for the congregation.

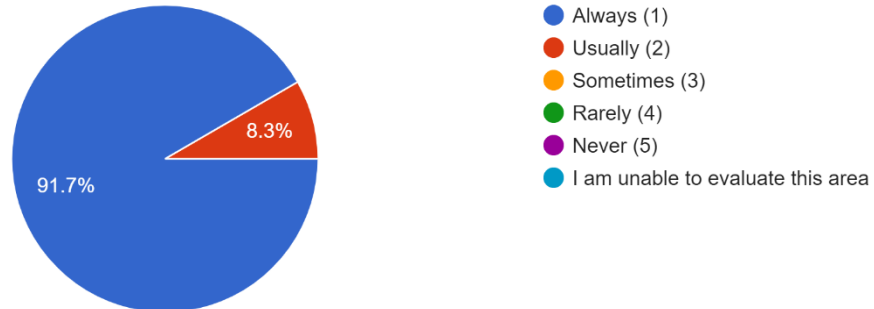
Summary of the Congregational Evaluation

The congregational evaluation consisted of two parts: 12 questions with ranked responses and optional comments, and 3 open questions. Provided here are the results of the ranking questions. We decided not to share the comments and responses to the open questions since these were provided in confidence and anonymously.

The survey results show an overwhelming affirmation of Pastor Kate's ministry at UMC during the past 2½ years. As you might expect from the ranking results, the comments were also overwhelmingly affirming of Pastor Kate's ministry and leadership with just a few that were critical or suggested some needed change. Written responses to the first two open questions that asked about the important contributions Kate is making to UMC and what she should focus her energy on in the next 3 years were likewise strongly affirming of her ministry with a few suggestions for needed changes.

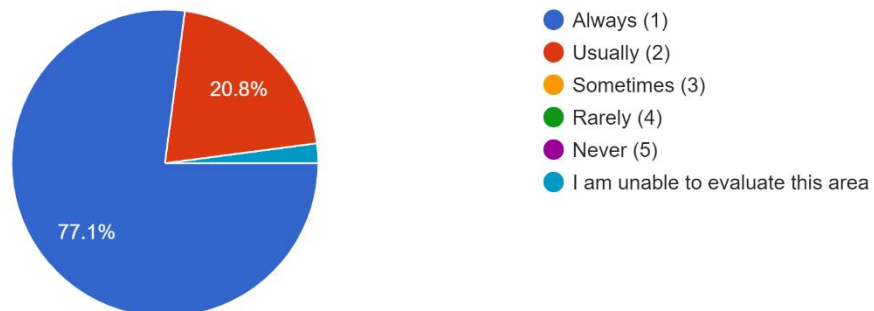
INTEGRITY-TRUST-AUTHENTICITY – Inspires trust and confidence, is perceived as sincere, honest, and open.

48 responses



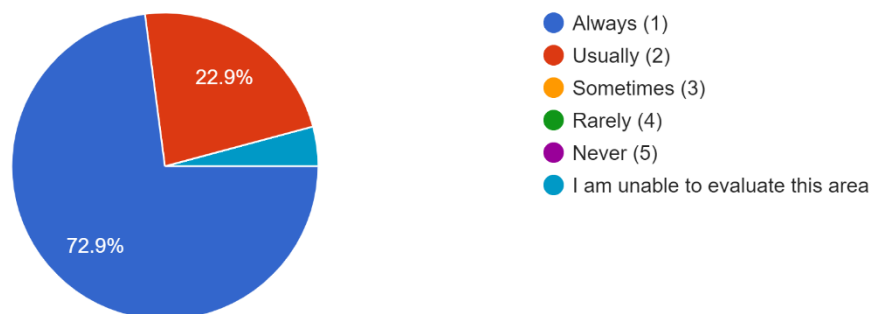
COMPETENCE – Demonstrates the skills necessary to serve effectively in a leadership position.

48 responses

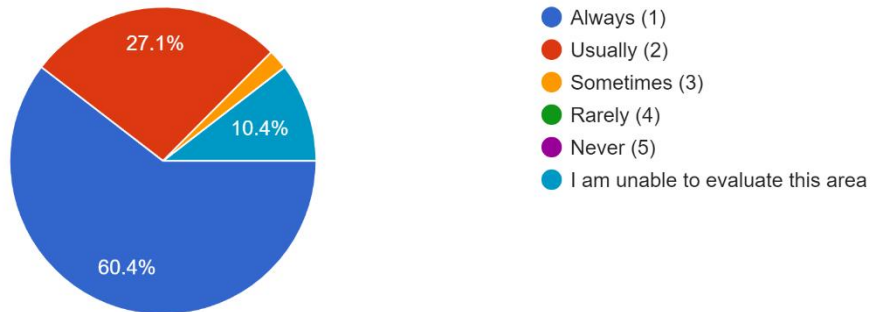


PARTNERSHIP – Works with the congregation as a partner with a sense of commitment to common goals.

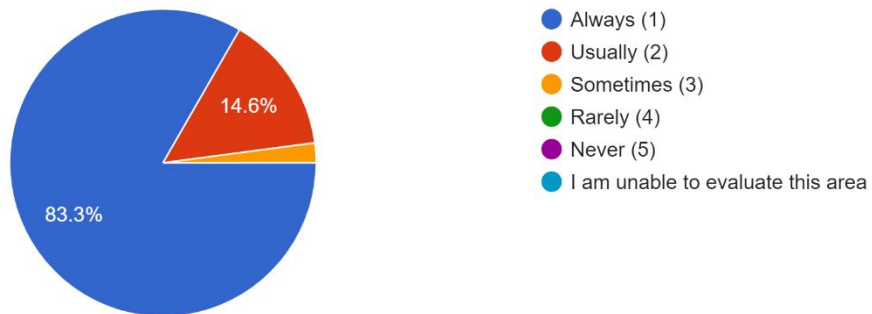
48 responses



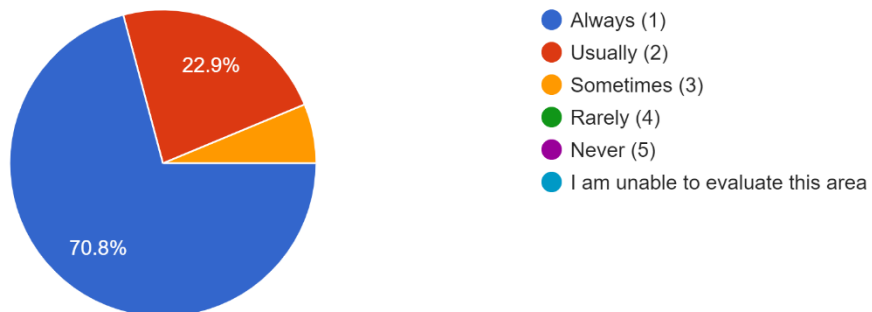
TEACHING – Accurately reflects the theology of our Anabaptist-Mennonite faith heritage.
48 responses



ATTITUDE – Demonstrates a positive, congenial, and hopeful spirit.
48 responses

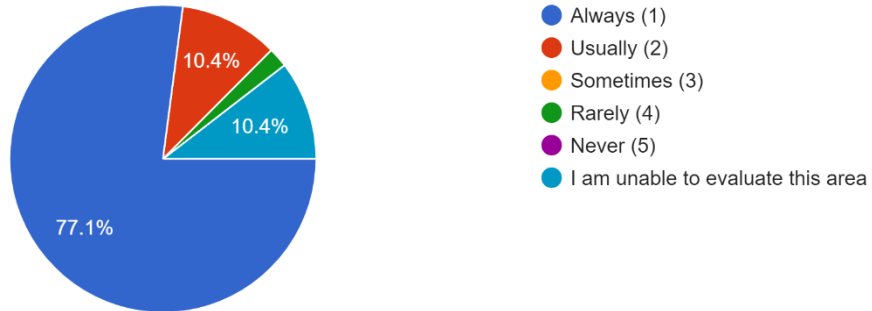


PREACHING AND LEADING WORSHIP – Provides meaningful and inspirational sermons and worship time.
48 responses



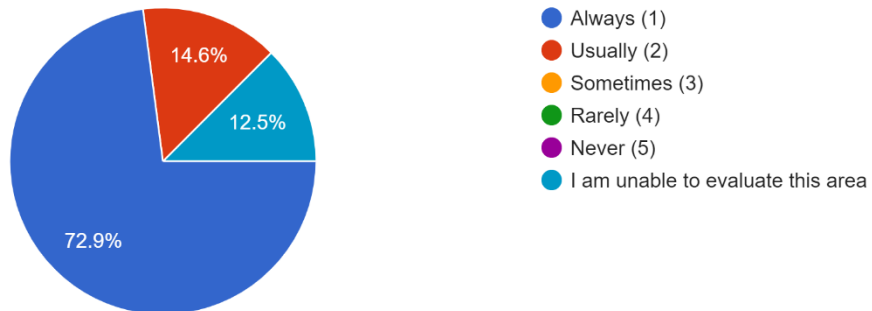
PASTORAL CARE – Nurtures personal and spiritual relationships, especially in times of personal need or crisis.

48 responses



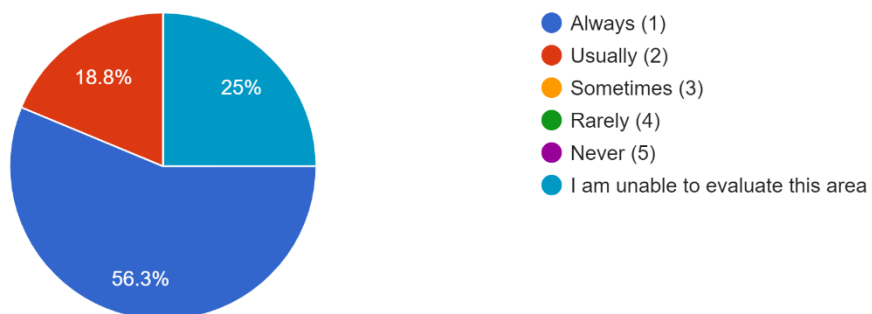
ACCESSIBILITY – Is available and accessible during regularly scheduled times and responds appropriately to special needs and emergencies.

48 responses



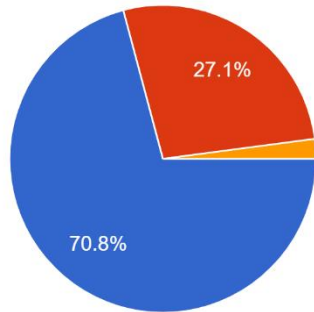
ADMINISTRATIVE DUTIES – Reliably leads and coordinates programs, committees and activities of the congregation.

48 responses



VISION –Leads the congregation with energy and vision.

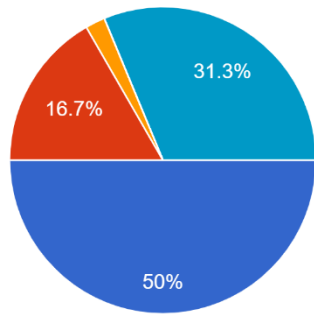
48 responses



- Always (1)
- Usually (2)
- Sometimes (3)
- Rarely (4)
- Never (5)
- I am unable to evaluate this area

OUTREACH - Connects with new attendees, Penn State students, and others in the local community.

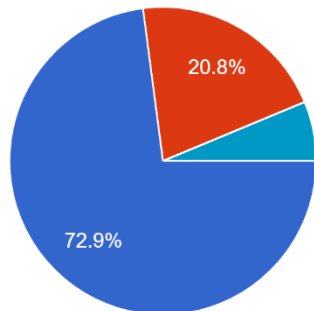
48 responses



- Always (1)
- Usually (2)
- Sometimes (3)
- Rarely (4)
- Never (5)
- I am unable to evaluate this area

SERVICE- Equips members of the congregation to use their gifts in service to others through encouragement and leading by example.

48 responses



- Always (1)
- Usually (2)
- Sometimes (3)
- Rarely (4)
- Never (5)
- I am unable to evaluate this area

Pastor Kate's self-evaluation

In her self-evaluation Pastor Kate ranked herself slightly below the congregation's ranking for the 12 questions above. This reflects a healthy self-awareness and recognition of her gifts and abilities while also recognizing that there is always room for improvement. Kate also provided thoughtful and insightful written comments for the ranking questions as well as the three open response questions. We will not include those in this report. Pastor Kate will share some of these thoughts and ideas, particularly those related to question 3 concerning where God is calling us as a congregation, in another forum. We include here three goals Pastor Kate had when she started her ministry at UMC.

"My initial goals when I came to UMC were 3-fold. The first was to get to know the congregation – as a community and as individuals making up the body. Developing relationships so that when the challenges and suffering came, there would be a relationship begun from which to provide meaningful support.

My second goal was to grow in my ability to regularly preach sermons that reflected the ethos of UMC which were thought provoking and faith deepening.

And lastly to embed myself in various parts of the community (both locally and in the conference and life of MCUSA) as a way of living into our shared call of being the hands and feet of Christ".

The evaluation committee believes that Pastor Kate has largely accomplished these goals.

Evaluation committee meeting with Pastor Kate

Prior to our meeting with Pastor Kate, we provided her with the pie chart results of each of the 12 ranking questions along with a summary of the comments received for each question. The summaries preserved the anonymity and confidence with which the comments were provided, and we were careful to preserve the essence of each comment in our summaries. We provided her with all of the responses to the final three open questions, including those we heard in the small group discussions. In our review of the evaluation results we emphasized the overall conclusion that the congregation is strongly affirming of her ministry, and also discussed all areas of concern that were raised in the comments received. We also asked Kate to articulate goals for her ministry in the coming 3 years. Kate will share these (which intersect with her thoughts and ideas of where God is calling our congregation) with the congregation in another forum.

Additional matters from the evaluation process

The evaluation committee encourages members of the UMC community to regularly bring any concerns they have regarding Pastor Kate's ministry or leadership to her directly, or to the elders, rather than waiting for a formal evaluation to occur.

As we began this pastor evaluation process the Leadership Team recognized we also needed to conduct a congregational self-evaluation. Now that the pastor evaluation is completed, we will turn our attention to the congregational evaluation.

Evaluation Committee Recommendation

Considering the strong affirmation of Pastor Kate's ministry by both the UMC congregation and the Evaluation Committee, we bring the following recommendation to the UMC congregation as a motion to consider at our May 16 congregational meeting.

We move that UMC ask Kate Heinzl to continue her ministry as our Pastor for another 3 years, from September 1, 2021 to August 31, 2024 and that this be formalized by signing another 3-year covenant between UMC and Pastor Kate Heinzl.