

Bethany Presbyterian Church

**Annual Review**

**Self-Evaluation Form**

Updated 1/19/23

Name: \_\_\_\_\_ Supervisor: \_\_\_\_\_

Appraisal Period From: \_\_\_\_\_ to: \_\_\_\_\_

This page is to be completed only by the person being interviewed.

**How would you describe your job performance this past year? To what extent did you accomplish your goals?**

**Please name some of the ways you equipped, trained and resourced lay leaders this past year.**

**What factors contributed to your ability to meet or not meet these goals?**

**What are your goals for this next year? Is there anything you didn't accomplish this past year that you want to work on in the coming year? As you write your goals identify where there is synergy with the Session discerned directions.** (see attached "Purpose, Character and Direction" statement).

**Please look at your position description. In what areas do you need to improve? Does the position description accurately describe what you have done this past year? (Use back of form and/or additional sheets if necessary.)**

**Please be prepared to share answers with us to the following questions:**

1. Is there anything we can do to be helpful to you in the performance of your job? (Communication & supervision? Resources?)
2. Is there any training you need to help you do your job?
3. What do you feel good about in relation to your job?
4. What frustrations do you have, if any, in relation to your job?
5. Any concerns about the bigger picture at Bethany? Your deepest prayer for Bethany?
6. How is the adequacy of your compensation?

**Please return to Steve Jones, Personnel Chair by January 31, 2023: [a.steve.jones@gmail.com](mailto:a.steve.jones@gmail.com).**

Bethany Presbyterian Church  
***Purpose, Character and Direction***  
*Revised July 3, 2019*

### **Our Purpose**

We believe God intends for our worshipping community to be grounded in God's love, centered on Jesus Christ, and empowered by the Holy Spirit in order to be a blessing to our world, our city and one another.

### **Our Character**

Character, or code, is not what we aspire to be, rather it is who we are.

- Corporate worship is the heart of Bethany, linking us to God and one another.
- Bethany's unity is centered on Christ, which allows for diverse and creative approaches to worship and Christian life together.
- Small group fellowship and using our gifts in service is our doorway to community and connection in the church and world.
- Bethany values and practices lay leadership in all areas of ministry.
- We pray, listen, study scripture and actively wait, anticipating that the Holy Spirit will guide us.

### **Our Direction**

*The following Statement of Direction points towards particular areas, or "growing edges," in which Session believes God is calling us to participate. In the past, the creation of such a statement has been useful: as a discipline in helping us look and listen for where God is already at work; as a tool for budget preparation; and as a means of encouraging different ministry areas to work together towards the same priorities. This Statement is not an attempt to list all of Bethany's ministries, nor should it be seen as marginalizing any of them.*

**We believe that God is always leading us into deeper discipleship and community, nurturing us and teaching us through the reading and study of scripture, worship, prayer, creation care, arts, small groups, classes, and relationships of many kinds.** As we seek to follow Christ and share God's message of redemption and reconciliation in the world, we believe God calls us to be intergenerational, invitational, and incarnational. Specifically, in this time and place, God is calling us to:

- **Invite** newcomers into a welcoming church family of worship, relationships, and service.
- **Invest** in seniors (65+) and emerging adults (20s) who hold Bethany's history and steward our growing ministry future.
- **Immerse** ourselves in scripture as an authority for our lives and a means of discernment.
- **Incarnate** Jesus' mercy by caring compassionately for refugees and asylees in our community.
- **Incarnate** Kingdom justice by *understanding* the privileges we have inherited as a predominantly white church as well as the systems of institutional racism that surround us and *practicing* antiracism through compassionate and informed action.