

2025 PASTOR SELF-EVALUATION

Pastor's Name: Andy Bryan

District: Northeast

Church(es): Maplewood; _____; _____

- 1. What can you celebrate this year in the life of the church(es) you serve that demonstrated fruitfulness in ministry? Describe one ministry that connected your church to your community/mission field.**

Just one? The Community Unity Center here at Maplewood UMC has demonstrated consistent fruitfulness in ministry this year. The steering committee is intentionally comprised of one half church members and one half community residents. The vision of the CUC is a thriving community where all are celebrated, and the dinners, newsletter, facebook group, community meetings, etc. that the CUC facilitates are all geared toward making that happen. The addition in February of a VISTA in service to the Community Unity Center will multiply the impact in the Maplewood-Richmond Heights area.

- 2. What has been your greatest challenge(s)? How did you address those challenges?**

One of our challenges was managing the pastoral transition. We addressed the challenge by being very transparent in our communications, and affirming that I have a different leadership style than Rev. Shirar, which means things will feel different. Being as honest as possible about our differing approaches to ministry has helped make for a smooth transition.

- 3. What goal did you (and leadership) accomplish last year? How do you feel it went?**

A specific goal for Maplewood, one that we continue to work on, is the creation of policy and process for ministry. The congregation has grown to a point at which it can no longer be a pastor-centered church. Building structure for the church's mission and ministry has been a part of addressing the challenge of the pastoral transition, as mentioned above. I feel that the Ad Council and other ministry leaders are fully supportive of this change, and of the culture shift that goes along with it. And so, while we cannot say we have "accomplished" this goal, because it is a major project, we have begun, which is in and of itself an accomplishment.

- 4. What are the ONE, TWO or THREE specific goals you believe are critical for the church(es) you are serving to accomplish in this next appointment year? [Attach a separate page if needed.](#)**

1 - Prioritize creating and updating policies and procedures, including monthly Ad Council review. The plan is to present a policy/procedure set each month, for approval the next month. The idea is that we would be approving a set and taking a new set into consideration each month.

2 - Create an Outreach Team to oversee, coordinate, and publicize our existing and new service ministries. The team would communicate both internally for church member awareness and externally to invite new people to take part. The goal would be tracked via member engagement, money committed, hours served, people served, generations that are involved, increased attendance, etc.

3 - Identify next steps for spaces in the parsonage, including budget estimates, and potential for ministry. The goal is for the Parsonage Task Force to make recommendation to Ad Council for approval by July 1st.

- 5. What learning opportunities have you participated in during 2024-2025 appointment year and how have those learnings impacted your ministry?**

I have been participating in a church leadership class at the Gathering, a part of the Church Planter's Lab they have been doing this year. It has really helped me in a lot of ways. Many of the topics we discussed were directly applicable to work at Maplewood, which is in many ways a "re-start" of a congregation. It has also been an opportunity for me to share some of my experience with some of the younger pastors, with Matt's encouragement. All in all it has been a truly collaborative experience and I commend it to any pastor, not just those starting new sites.

I also attended the Beyond conference, and gained a lot of insight into how the church can embrace this particular social moment as an opportunity to really have an impact in the world for God's sake.

What are your continuing education plans in the coming appointment year?

I intend to begin work on a DMin. At this moment, I am still discerning where that will happen but I am very close to narrowing down my decision. I have been in prayerful discernment and have had numerous conversations both with colleagues and also with professors at several seminaries. I would like to focus on preaching, specifically on what it looks like to preach justice from a place of privilege, with an eye toward what that looks like in the current socio/political climate.

6. Reflect on your self-care.

a. What day of the week do you take as your Sabbath? Friday

b. How do you use your 24-hour Sabbath as a time to stop, rest, contemplate and delight?

I usually go on a hike in solitude. The time alone surrounded by God's creation always reminds me of the inherent worth of all things, myself included. The rest of the day I rest, napping, reading, playing or composing music.

c. How many times a month do you have 2 days off in a row? 3-4

d. How much vacation did you take during the 2024-2025 appointment year? 4 weeks

e. Are you involved in a Wesleyan Discipleship Band or some other group for mutual support and spiritual growth? Yes

f. In what other ways do you care for your emotional, spiritual, and physical health?

Exercise 3-4 times per week, See a therapist, Daily walks

7. In what ways are you supporting the broader UMC connection (i.e. beyond the local church):

Head of the Delegation for the Missouri AC, Conference Episcopacy Committee, Jurisdictional Episcopacy Committee, Jurisdictional Task Force (Working on conference boundaries and Episcopal Area assignments)

a. Are you interested in serving in district and Conference leadership? Yes/No : Yes

b. Is there a new way you would be interested in serving the district or conference? Nominate yourself at: www.moumethodist.org/nominate.

8. Is there anything else you would like to share with the District Superintendent?

Pastor Adrienne, I would like to share with you that you are beloved. Your pastors and the congregations we serve have your back, and are here for you for whatever you need. The demands of the superintendency are enormous, and it is a stressful job that has really worn down a lot of our colleagues. Ask for what you need, and we'll be here for you.

9. Are there any concerns the District Superintendent should be aware of regarding the congregation(s) you serve?

The Maplewood congregation is experiencing a culture shift as we move from a pastor-centered model to a ministry-based structure. Not only are we working on the technical changes of creating policy and process, but navigating the adaptive changes that come along with doing ministry in a new way. I am sure that we will stumble along the journey, as frequently happens when congregations experience a culture shift. But the leadership of Maplewood is so supportive, and

ready to lean into the guidance of the Spirit and the grace of God as we grow.

Would you like to have a one-on-one meeting with the District Superintendent? Y/N N

10. Are there other joys, needs or prayer concerns you wish to share so we might be in prayer with you?

Gratitude for the growth this congregation has experienced in the last several years. Wisdom for ways to nurture and build upon that growth into the future. Patience for the expected set-backs, and perseverance to get back at it afterward. Discernment of ways to deepen the connections in our community and create spaces where people can have authentic encounters with Christ, discover their Spiritual gifts, and use them for God's glory.

11.

Pastor's Signature _____ **Date** _____

The signature(s) below indicate this evaluation has been shared and discussed with the following members of the Pastor Parish Relations Committee (PPRC). This evaluation is to be shared with AT LEAST the PPRC chair before returning to the District Superintendent.

_____	_____	_____
_____	_____	_____
_____	_____	_____

I have reviewed and discussed this evaluation with the pastor.

District Superintendent: _____ **Date:** _____