

2025 Pastor-Parish Relations Committee Evaluation

Pastor's Name: R. Andy Bryan

Church(es): Maplewood UMC

District: Northeast

*NOTE: If church is using "simplified structure",
all elected leaders participate in evaluation conversation.*

1. What can you celebrate this year in the life of your church/the churches on your charge that demonstrated fruitfulness in ministry? Describe one ministry that connected your church to your community/mission field.

Pastor Andy was immediately supportive of the ongoing work of the Community Unity Center, which supports community gatherings and meals. Additionally, the meet and greet sessions were a great success and helped the congregation and Maplewood community members get to know Andy.

2. What has been the greatest challenge(s)? How did the pastor and church leadership address those challenges?

As a small congregation, we continue to be challenged financially with safety and accessibility concerns with our main building, the disrepair of the parsonage building, and ability to provide salary commensurate with pastor's experience. Additionally, while we've had a fairly smooth transition to our new pastor there are some challenges with adjusting to changes after a long tenured pastor. To address the financial concerns, we have invested in the Methodist Foundation which has provided investment income, accepted grants to cover some of the salary gap for our pastor's first year of service, and formed a parsonage task force. For the transition, had meet and greets with Pastor Andy and the congregation to get to know one another and have worked toward updates and better documentation of processes.

3. What goal did you accomplish this past year? How did it go?

1. Improve worship attendance - both online and in person worship attendance have increased since Pastor Andy began in July. Held membership class and added 6 new members in addition to the xx that were added prior to the class.
2. Parsonage Stabilization - tore down the unsafe porch, cleaned up backyard, formed a Parsonage Task Force to review, replaced roof.

4. What are the ONE, TWO or THREE specific goals your church (each church on the charge) believes are critical to accomplish in this next appointment year? (There may need to be a conversation with the pastor and/or the Church Council to identify the church's goals.) [Attach a separate page if needed.](#)

1. Prioritize creating and updating policies and procedures, including monthly review.
2. Create an Outreach Team to oversee, coordinate, and publicize our existing and new service ministries.
3. Identify next steps for parsonage space, including budget estimates, and potential for ministry.

5. How is your pastor and leadership team developing leaders within your congregation?

Give an example from any of the following areas that fit your ministry setting. Share a story of one person stepping up into leadership:

- a. Through creating new places for new people (e.g., small groups, recovery ministries, missional communities, new worship services or new church/multi-site)
Community Unity monthly dinners and potlucks that are open to both the congregation and community members. Held a membership class - for incoming members, as well as a renewal class for existing members. Additionally, in 2025 we began offering a second Adult Sunday School class due to the increased

attendance.

b. Mentoring new leaders.

We have a new Lenten series which is being led by an existing member who has previously participated in this type of ministry as well as a new member of the congregation.

c. Developing apprentices who are ready to step up as leaders.

Spencer Wilson has stepped into a leadership role by creating a Young Adult Bible Study group that meets on Saturday mornings.

d. How many new leaders (never led in your church or churches previously) have stepped into leadership roles in the past year?

unknown

7. Are you aware of how the congregation is growing? _____

- In discipleship (through grow in Bible literacy, mission and service opportunities, financial giving): We have grown in discipleship and book study attendance, by reaching out to more people and offering online sessions in addition to in person meetings.
- In the financial state of the church: remains steady
- In reaching new people: From 7/1-12/31/24 we had 45 visitors register vs 15 in the period from 1/1-6/30/24
- In average attendance for worship: Our average attendance has grown by 34% since 7/1/25, vs the first half of 2024.

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

We appreciate Pastor Andy and his contributions to the church and community during his short tenure so far!

9. Are there any concerns the District Superintendent should be aware of regarding your pastor?

We are concerned that the budget of our congregation does not support a more substantial salary package for a tenured pastor.

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

Joy - we continue to pay apportionments ahead of time, the congregation is growing, and new people are getting involved in church programs!

Those participating in this evaluation conversation are asked to sign below.

Date:

| | | |
|-------|-------|-------|
| _____ | _____ | _____ |
| _____ | _____ | _____ |
| _____ | _____ | _____ |

The pastor has signed this form indicating he/she has read/discussed this evaluation.

Pastor: _____ **Date:** _____

I have reviewed and discussed this evaluation with the pastor.

District Superintendent: _____ **Date:** _____