



SELD-820

# BEST PRACTICES IN NURTURE AND EVALUATION

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JULY 16, 2019 2:00 – 3:00 PM

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# INTRODUCTION

**BACKGROUND—**  
Secretariat and Human Resources within the Seventh-day Adventist organization are aligned to ensure the organization's strategy for optimum efficiency.

**TARGET  
AUDIENCE—**  
Secretariat and Human Resources

**FOCUS—**This seminar considers a blend of best fit and best practices strategies. Emphasis is given to extensive training, information sharing, employment security, selective hiring, reduction of status differences, establishing appropriate reward systems and performance appraisal.

# NURTURE

## DREAM BUILDERS

"You can dream, create,  
design and build the most  
wonderful place in the world...  
but it requires people to make  
the dream a reality."

*Bob Dole*

## NURTURE & VALUATION

Why?

If anyone has material possessions and sees  
a brother or sister in need but has no pity on them,  
how can the love of God be in that person?  
Dear children, let us not love with words or speech  
but with actions and in truth.

1 JOHN 3:17-18



# NURTURE & VALUATION

Why?

You get what you expect!

You get what you inspect!

# NURTURE

Self-cultured, self-controlled, under discipline in the school of Christ, having a living connection with the great Teacher, they will have an intelligent knowledge of practical religion; and keeping their own souls in the love of God, they will know how to exercise the grace of patience and Christlike forbearance. The patience, love, long-forbearance, and tender sympathies are called into activity. They will discern that they have a most important field in the Lord's vineyard to cultivate. **They must lift up their hearts unto God in sincere prayer, Be thou my pattern, and then by beholding Jesus they will do the work of Jesus Christ. Jesus said, "The Son can do nothing of himself, but what he seeth the Father do." [John 5:19.]** So with the sons and daughters of God; they steadfastly and teachably look to Jesus, doing nothing in their own way and after their own will and pleasure; but that which they have, in the lessons of Christ, seen him, their pattern, do, they do also. Thus they represent to the students under their instruction at all times and upon all occasions the character of Jesus Christ. They catch the bright rays of the Sun of Righteousness and reflect these precious beams upon the children and youth whom they are educating. The formation of correct habits is to leave its impress upon the mind and characters of the children, that they may practice the right way. It means much to bring these children under the direct influence of the Spirit of God, training and disciplining them in the **NURTURE** and admonition of the Lord. The formation of correct habits, the exhibition of a right spirit, will call for earnest efforts in the name and strength of Jesus. The instructor must persevere, giving line upon line, precept upon precept, here a little and there a little, in all long-suffering and patience, sympathy and love, binding these children to his heart by the love of Christ revealed in himself. {CE 152.1}

# VALUATION

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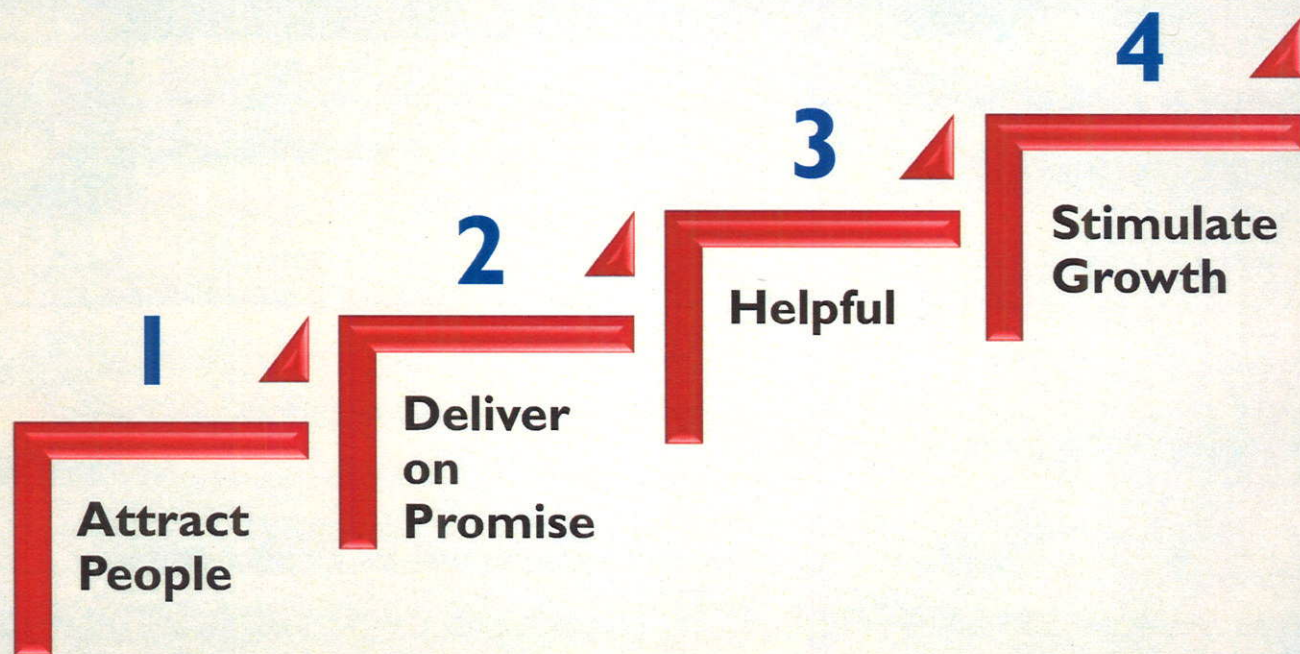
"If you don't know where you are going, any road will do."

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Where are you going?

# EVALUATION

- PROGRAM EVALUATION
- Personnel Evaluation



**STEP-UP Model for Evaluating Church Programs and Activities**

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# ACTIVITY

- (1) Complete **My Leadership Beliefs**
- (2) What is your leader type?
- (3) For each category, identify a leader in Scripture who typifies each leadership style.

# EVALUATION

- Program Evaluation

- **PERSONNEL EVALUATION**

## BENEVOLENT

- Protects followers
- Continually tells followers what they should and should not do
- Comes to follower's rescue whenever needed

## CRITICAL

- Takes a critical approach to followers and does not tolerate mistakes, low-quality work, undisciplined behavior, or individual peculiarities.

## SELF-DISPENSING

- Has confidence in followers, helps them set broad goals, and allows them to work on their own.
- Guidance is provided only when requested by followers.

**Leader Types & Approaches to Personnel Evaluation**

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# **PURPOSE FOR EVALUATION**



**DEVELOPMENTAL  
OR  
ADMINISTRATIVE**

# EVALUATION

- Program Evaluation
- **PERSONNEL EVALUATION**

**Your  
Leadership  
Belief  
Matters**

- **BENEVOLENT?**
- **CRITICAL?**
- **SELF-DISPENSING?**

**Leader Types & Approaches to Personnel Evaluation**

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## SUMMARY

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- ✓ Christian leaders are **nurturers** who have high expectations for self, followers, peers, and supervisors.
- ✓ Christian leaders are **self-aware**, knowing their attitude towards followers and are capable of anticipating the behaviors that followers are likely to experience.
- ✓ Christian leaders provide **feedback** to followers. Feedback may be for administrative or developmental purposes.