

CHURCH/PASTORAL REVIEWS

PART II --PASTOR EVALUATION (To Be Completed By the Church Board)

JOB RESPONSIBILITIES

1. Work Ethic: does more than is expected. 1 2 3 4 5

2. Communication skills: teaching and preaching are clear and understandable. 1 2 3 4 5

3. Influence: ability to influence, motivate, and inspire others. 1 2 3 4 5

4. Team work: ability to select, train, and develop volunteer staff. 1 2 3 4 5

5. Productivity: is accomplishing the objectives of his/her job description. 1 2 3 4 5

6. Church Growth: leading the church in growth. 1 2 3 4 5

PASTORAL CARE

7. Interpersonal relations are positive and cooperative. 1 2 3 4 5

8. Provides spiritual leadership for those who look to him/her. 1 2 3 4 5

9. Makes scripture meaningful and helpful. 1 2 3 4 5

10. Is approachable; I would gladly seek his/her help in solving a personal problem. 1 2 3 4 5

11. Is available when really needed. 1 2 3 4 5

12. Is a good listener. 1 2 3 4 5

13. The ability to plan, organize and start new ministries through the church. 1 2 3 4 5

ADMINISTRATION and LEADERSHIP

14. Demonstrates overall competence, organization and business sense. 1 2 3 4 5

15. Ability to lead, direct and coordinate activities of staff and others. 1 2 3 4 5

16. Judgment: ability to evaluate facts, make sound decisions, and solve problems. 1 2 3 4 5

17. Effectively sets and accomplishes goals. 1 2 3 4 5

18. Provides clear and consistent directions. 1 2 3 4 5

19. Has the ability and courage to give constructive criticism in a friendly, firm and positive manner. 1 2 3 4 5

20. Innovative: provides fresh, insightful leadership. 1 2 3 4 5

21. Encourages congregation to build bridges to the unchurched. 1 2 3 4 5

22. Encourages stewardship as a lifestyle. 1 2 3 4 5

REVIEW OF THE PASTOR CHARACTER TRAITS

23. Personal appearance: manners and graces are appropriate for a minister. 1 2 3 4 5

24. Connects well with Church Family. 1 2 3 4 5

25. Regularly develops rapport with the unchurched. 1 2 3 4 5

26. Exhibits spiritual maturity and depth. 1 2 3 4 5

27. Is disciplined and self-controlled. 1 2 3 4 5

28. Initiative: ability to be a self-starter. 1 2 3 4 5

29. Dependability: keeps word on commitments; is faithful and reliable. 1 2 3 4 5

30. Exhibits integrity and honesty. 1 2 3 4 5

PROFESSIONAL SKILLS

31. Knowledgeable and competent in area of ministry. 1 2 3 4 5

32. Keeps abreast of new developments, methods, and practices. 1 2 3 4 5

33. Perceived as fully committed to the Church, its people and purposes. 1 2 3 4 5

34. Committed to following established priorities. 1 2 3 4 5

35. Is a "team player", not a "lone-ranger". 1 2 3 4 5

36. Ability to get work done willingly and with a high degree of enthusiasm. 1 2 3 4 5

OVER-ALL EVALUATION

37. Exhibits character traits of Galatians 5:22-23 (i.e. love, patience, self-control, kindness, goodness, gentleness). 1 2 3 4 5

38. Possesses the knowledge and skills to effectively function in this role. 1 2 3 4 5

39. Spiritual growth: people in the church are growing spiritually. 1 2 3 4 5

40. Organizational growth: development of the organizational structure. 1 2 3 4 5

41. Numerical growth: effectively communicates a strategy for growth. 1 2 3 4 5

42. Pastoral relations: confidence in this person as a spiritual leader. 1 2 3 4 5

What do you see as this pastor's greatest strengths?

What do you see as this pastor's ministry successes ?

What can this pastor do to improve his job performance ?