

## **SENIOR PASTOR PERFORMANCE REVIEW**

### **Recommendations from the Canadian Midwest District Office**

#### **INTRODUCTION:**

Performance reviews are standard practice in most organizations. Unfortunately, many churches have not developed or implemented a regularly scheduled, well planned process. This resource is provided to help guide the development of the process and to provide some resources that could be used as a template for the data collecting instruments.

#### **PURPOSE:**

The overall purpose of the performance review is to ensure that the Pastor succeeds in the task to which he has been called. Specifically the review should:

- provide an opportunity for accountability within the context of the leadership of the local church
- provide opportunity to encourage and appreciate current strengths and ministry progress
- affirm the focus toward advancing the vision of the church
- identify areas that are in need of attention, improvement, and/or correction, and provide ways and means to address such areas.

#### **RESPONSIBILITY:**

The Board of Elders is responsible for developing and implementing a performance review process. The recommended frequency for a formal performance review is annually. It is also recommended that occasionally the Board seek external assistance in the review process. The District Superintendent could function as the external agent.

Note: The Board is also responsible for evaluating the performance of the Board.

Components of a Performance Review Process:

- a job description
  - this should flow directly from the vision and values of the church
  - it should reflect the gifting and passions of the Pastor
    - a regular assessment of the gifts and passions of the pastor should be part of the evolution of a job description
      - some resources that could be used are:
        - Ministry Match
          - [www.gompn.com](http://www.gompn.com)
        - Strengths Finder
        - 3 Colors of Leadership
          - [www.3colorworld.org/en/books/leadership](http://www.3colorworld.org/en/books/leadership)
- it should include
  - a static component
    - delineating the regular, unchanging tasks assigned to the Pastor

- this component may be altered after a review process if it is discerned that the tasks need to be adjusted, or if items that were in the dynamic part have to be part of the static portion
  - a dynamic component
    - delineating the areas of vision implementation assigned to the Pastor
    - this component should be adjusted after every performance review
- a formative performance assessment
  - this is an ongoing informal part of the review
  - it should be part of the regular Board meetings
    - the ministry report that is provided by the Pastor should be designed in a way that provides the Board with information of the state of the ministry in the church, as well as the progress the Pastor is making in implementation of the pathway toward the vision.
- a summative (formal/annual) performance review
  - should reflect the job description
  - should directly address the vision and the values of the church
    - this is why most generic evaluation tools are somewhat limited because they may not reflect your church
  - could include a self-evaluation component for the Pastor
  - could include data from individuals beyond the Board to provide a clearer 360° perspective
- a revised job description and employment contract

#### **RESOURCES:**

There are three evaluation form templates provided. Two are generic forms that should be modified to reflect the unique characteristics and functions of your Pastor and your church. One of these has a Board evaluation component. The third is more reflective of a specific church's vision, values and ministry strategy and must be modified to fit your church's vision/values statements as well as the Pastor's job description.

**STAFF EVALUATION** (Senior Pastor)  
**CANADIAN MIDWEST DISTRICT**  
**THE CHRISTIAN & MISSIONARY ALLIANCE IN CANADA**

Pastors desire to grow in effectiveness as Christian leaders. In order to assist them in their development, district leadership provides this evaluation tool. It is our desire that the result of this process will contribute to the health of our pastors and our churches.

**Please rank on a scale of 1 (one) to 5 (five):**

- 1 Needs much improvement
- 2 Occasionally satisfactory
- 3 Average effectiveness
- 4 Above average effectiveness
- 5 Doing very well

**I. Spiritual and Character Development**

1.1	Gives evidence of being called of God to pastoral ministry	1	2	3	4	5
1.2	Gives evidence of the Fruit of the Spirit in his personal life.	1	2	3	4	5
1.3	Uses the gifts and abilities that God has given him to their maximum potential.	1	2	3	4	5
1.4	Gives evidence of a vital prayer life.	1	2	3	4	5
1.5	Models Christ-like characteristics as a spouse and parent.	1	2	3	4	5
1.6	Inspires spiritual disciplines among the congregation.	1	2	3	4	5
1.7	Displays a life of integrity in the church and in the community.	1	2	3	4	5

Comments:

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**II. Leadership and Vision**

2.1	Has a clear vision for his ministry.	1	2	3	4	5
2.2	Has clearly communicated his vision.	1	2	3	4	5
2.3	Makes you want to follow where he leads.	1	2	3	4	5
2.4	Sets goals and works toward them.	1	2	3	4	5
2.5	Demonstrates care in handling authority.	1	2	3	4	5
2.6	Demonstrates wisdom in managing conflict.	1	2	3	4	5
2.7	Delegates effectively in appropriate areas.	1	2	3	4	5
2.8	Shows or seeks expertise in planning.	1	2	3	4	5

Comments:

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**III. Empowering Leaders**

3.1	Is able to identify potential leaders.	1	2	3	4	5
3.2	Ensures the development of leaders.	1	2	3	4	5
3.3	Encourages lay ministry.	1	2	3	4	5

Comments:

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**IV. Community Relations**

4.1	Has a good understanding of the community.	1	2	3	4	5
4.2	Has the respect of the community.	1	2	3	4	5

Comments:

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**V. Missions/Evangelism**

5.1	Regularly communicates Alliance missions.	1	2	3	4	5
5.2	Encourages congregational involvement in Alliance Missions through prayer and giving.					
5.3	Challenges congregation for involvement in Alliance overseas ministries.	1	2	3	4	5
5.4	Consistently involved in sharing his faith.	1	2	3	4	5
5.5	Is leading the congregation to reach people for Christ.	1	2	3	4	5

Comments:

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**VI. Public Ministry**

6.1	Presents himself well in public.	1	2	3	4	5
6.2	Ensures that public services are well planned and executed.	1	2	3	4	5
6.3	Preaching and teaching is relevant to today's needs.	1	2	3	4	5
6.4	Preaching issues a challenge and calls for response.	1	2	3	4	5

Comments:

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**VII. Pastoral Care**

7.1	Communicates love and care for the congregation.	1	2	3	4	5
7.2	Has a plan to ensure that the entire congregation receives needed care.	1	2	3	4	5

Comments:

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**VIII. Personal Development**

8.1	There is evidence that the pastor is growing in ministry skills.	1	2	3	4	5
8.2	Takes advantage of learning opportunities (seminars, retreats, etc.) for personal growth and development.	1	2	3	4	5

Comments:

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**IX. Ministry Management**

9.1	Is available to the congregation when needed.	1	2	3	4	5
9.2	Effective time manager who works by established priorities.	1	2	3	4	5
9.3	Ensures the smooth administrative function of the church.	1	2	3	4	5

Comments:

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**X. Staff Relations**

10.1	Relates well with paid and volunteer staff.	1	2	3	4	5
10.2	Committed to the development of all staff.	1	2	3	4	5

Comments:

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**XI. Job Description**

Pressure points that I see in the pastor's job description are:

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If I could change one thing in my pastor's job description, it would be:

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**XII.**

In what ways does your pastor uniquely contribute to the ministry of your church?

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**Additional Comments:**

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## Pastoral Review – Board Survey

To be filled out by **Church Board Member** and returned to Board secretary by:

**Name of Church:**

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A constructive self-study of both church board and pastor is designed to help aid the church leadership in growing together. In order to recognize the pastor's areas of strength and areas needing growth, please evaluate the pastor.

Please rank on a scale of 1 (one) to 5 (five) according to the scale:

- 1 Needs improvement
- 2 Occasionally satisfactory
- 3 Average effectiveness
- 4 Above average effectiveness
- 5 Doing very well

<b>A</b>	<b>Preacher: Servant of the Word</b>						<b>Total</b>
<b>1</b>	There is evidence that our Pastor plans well and puts time and study into the sermons.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>2</b>	Our Pastor's sermons make effective use of Scripture in his/her messages.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>3</b>	I consistently feel that I am discovering new truth about God and my faith from the Pastor's sermons.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>4</b>	Our Pastor's sermons make it evident that he/she understands and can relate to the kind of world that I live in and the messages help me in my daily spiritual journey.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>5</b>	Our Pastor is creative in the ways and means by which the sermon message is conveyed (i.e. stories, drama, video clips, music, etc.).	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>6</b>	I often feel that I am given opportunity to respond to the messages (an action to take, prayer, conversation, counsel with another, etc.).	1 Needs improvement well	2	3 Average	4	5 Doing very	



<b>B</b>	<b>Leadership: Managing Transformation</b>						<b>Total</b>
<b>1</b>	Our Pastor communicates to both the church leadership and the congregation as a whole the vision and mission of our local church.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>2</b>	Our Pastor gives ample attention to the future by working with the board and key leadership in the development of plans and strategies.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>3</b>	Our pastor is able to work effectively in identifying and the raising up of new leadership for existing ministries and the development of new initiatives.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>4</b>	Our Pastor demonstrates flexibility and adaptability in decisions making even in changing times and situations.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>5</b>	Our Pastor delegates duties and responsibilities to others on a regular basis while providing adequate support and assistance.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>6</b>	Our Pastor is good on follow-through both for himself/herself and with the team leaders within the church.	1 Needs improvement well	2	3 Average	4	5 Doing very	

<b>C</b>	<b>Teacher: Spiritual Formation</b>						<b>Total</b>
<b>1</b>	As a result of our Pastor's influence I have grown in my understanding of God's Word in such a way that I am able to apply it to my life and relationships.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>2</b>	Our Pastor has assured that there are multiple ways and means of studying Biblical truth.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>3</b>	Our Pastor keeps up to date with new trends and ideas and keeps us informed on how this will impact us and our congregation.	1 Needs improvement well	2	3 Average	4	5 Doing very	

<b>D</b>	<b>Pastoral Counsel: The Care of Souls</b>						<b>Total</b>
<b>1</b>	Our Pastor endeavors to get to know people who attend the church as an expression of his pastoral ministry.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>2</b>	Our Pastor places a priority on responding to medical or health needs by making himself/herself available.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>3</b>	Our Pastor has been known to initiate the first step in seeking out members of the faith community who needs pastoral care.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>4</b>	Our Pastor is known to provide wise counsel and advice in a way that people find to be safe and spiritually sound.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>5</b>	Our Pastor engages easily in conversation with people.	1 Needs improvement well	2	3 Average	4	5 Doing very	

<b>E</b>	<b>Discipleship: The Restorative Journey</b>						<b>Total</b>
<b>1</b>	Our Pastor models a lifestyle that represents the attractive and appealing elements of Christian faith.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>2</b>	Our Pastor shares the good news of God's transforming grace in many different ways and, by that, is helping to make followers of Christ.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>3</b>	Our Pastor is diligent in encouraging people to express their faith through participation in the sacraments: communion, baptism, and by joining our community of faith in membership.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>4</b>	Our Pastor encourages and equips us to live spiritually vital lives as an expression of holiness of heart and life.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>5</b>	Our Pastor is instrumental in helping Christian believers discover and express their own Spiritual gifts and calling to Christian service.	1 Needs improvement well	2	3 Average	4	5 Doing very	

## Pastoral Review – Church Board Self-Study

To be filled out by **Church Board Member** and returned to Board secretary by: \_\_\_\_\_

**Name of Church:**

\_\_\_\_\_

An essential element of health church life is the understanding that the work of the local church is a team effort. There is value, therefore, in assessing the leaders entrusted with providing guidance and management of the mission alongside of the Pastor.

Please rank on a scale of 1 (one) to 5 (five) according to the scale:

- 1 Needs improvement
- 2 Occasionally satisfactory
- 3 Average effectiveness
- 4 Above average effectiveness
- 5 Doing very well

<b>A</b>	<b>Spiritual Formation</b>						<b>Total</b>
<b>1</b>	I spend regular quality time in the Word of God and in prayer.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>2</b>	I have a deep, personal relationship with God which results in a sense of personal wellness, a love for others, and a desire to live a life of holy obedience to God.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>3</b>	I will often consciously work on developing spiritual disciplines in my life.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>4</b>	I actively seek to discover new spiritual truth from various sources to enlarge my faith and trust in God and to help me to grow spiritually.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>5</b>	I have individuals in my life who keep me accountable and who work to help me in my spiritual journey.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>6</b>	I am able to give thanks to God for all of my past life experiences and appreciate how they have shaped me into the person of faith I am today.	1 Needs improvement well	2	3 Average	4	5 Doing very	

<b>B</b>	<b>Discipleship</b>						<b>Total</b>
<b>1</b>	I endeavor to live out my life before people in such a way that it bears witness to Christ, my Savior.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>2</b>	I am or have been involved in providing spiritual guidance and Christian support to another person over the past year.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>3</b>	I invite others to come and attend an event sponsored by our church (i.e. worship service, small group, special function).	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>4</b>	I willingly pray with others who have expressed a need for support or spiritual help.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>5</b>	I speak positively about my faith whenever the opportunity comes up.	1 Needs improvement well	2	3 Average	4	5 Doing very	

<b>C</b>	<b>Servanthood:</b>						<b>Total</b>
<b>1</b>	I sense the unique ways God has gifted me and regularly put those gifts to use in serving others.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>2</b>	I am involved in a least one area of Christian ministry within the church or community.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>3</b>	I am able to serve other people's needs without need recognition to go along with my service.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>4</b>	I am able to work well under the direction of other believers to help accomplish something which will bring honor and glory to God.	1 Needs improvement well	2	3 Average	4	5 Doing very	

<b>D</b>	<b>Worshipper</b>						<b>Total</b>
<b>1</b>	I come in prayerful expectation to the worship experiences offered.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>2</b>	I willingly participate in providing assistance in the regular worship experiences as I am able (i.e. gifted, talents, willingness).	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>3</b>	I can enjoy worship when I am quiet and alone as well as when I am gathered together with others.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>4</b>	I often find myself reflecting back on my worship experiences in ways that continue to build my faith and draw me to a deeper level of faith.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>5</b>	I am open to learning and discovering more about my faith through the worship, the liturgy and the sacraments of the church.	1 Needs improvement well	2	3 Average	4	5 Doing very	

<b>E</b>	<b>A Pastoral Caregiver</b>						<b>Total</b>
<b>1</b>	I encourage the Pastor frequently by sharing words or acts of appreciation.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>2</b>	I pray for the Pastor on a regular basis.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>3</b>	I willingly share my own concerns and/or those of the other congregational members with the Pastor in an attempt to remedy needs which may otherwise go unspoken.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>4</b>	I am aware of the significant dates, people, and events in the Pastor's life which ought to be honored or celebrated.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>5</b>	I accept responsibility for the well being of our Pastor (health, finances, and wellness).	1 Needs improvement well	2	3 Average	4	5 Doing very	



## Pastoral Review – Pastor Self Study

To be filled out by the pastor and returned to the District Office by: \_\_\_\_\_  
 Church name: \_\_\_\_\_

The Pastoral Review is an opportunity for appropriate personal self-awareness. These self study questions are intended to re-connect you to the basic essentials that are a part of you call to pastoral ministry. Please evaluation yourself.

Please rank on a scale of 1 (one) to 5 (five) according to the scale:

- 1 Needs improvement
- 2 Occasionally satisfactory
- 3 Average effectiveness
- 4 Above average effectiveness
- 5 Doing very well

A	<b>Preacher: Servant of the Word</b>						<b>Total</b>
<b>1</b>	I spend significant time in Biblical study and research in the preparation of the messages that I preach in the worship event.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>2</b>	I keep current and aware of the issues and needs of my congregation through regular contact with as many as possible.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>3</b>	I keep current and aware of community and world issues in order to understand trends which impact the lives of people I serve.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>4</b>	I work with others to help plan and create a worship experience which will affirm the Biblical truth and value I will preach about.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>5</b>	I attempt to provide a consistent message through the use of various different means and media (stories, drama, music, video, etc.)	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>6</b>	I endeavor to provide my people with a clear action or response to the preaching moment (i.e. a personal decision, an action to perform, a discipline to work on, etc.)	1 Needs improvement well	2	3 Average	4	5 Doing very	

<b>B</b>	<b>Leadership: Managing Transformation</b>						<b>Total</b>
<b>1</b>	I have a clear understanding of the vision and mission of this church and communicate it in many ways as often as possible.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>2</b>	I have a method for developing plans and strategies for the church which effectively involves the church board and key leadership.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>3</b>	I have a method for enlisting, equipping, and deploying people into areas of service that bring them fulfillment and honors God.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>4</b>	I have a system in place for making informed and timely decisions and for communicating the rationale with those most affected.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>5</b>	I regularly delegate responsibilities to others while providing them with adequate support as well as the freedom to accomplish the work in their own way.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>6</b>	I am able to follow through and complete projects which are my responsibility as well as assisting others to complete theirs as well.	1 Needs improvement well	2	3 Average	4	5 Doing very	

<b>C</b>	<b>Teacher: Spiritual Formation</b>						<b>Total</b>
<b>1</b>	I see myself as a life-long learner and continue to study through a variety of means (reading, conferences, etc.) and look for opportunities to pass this new knowledge on to my people.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>2</b>	I value education that is Christian and attempt to assure that our church provides many different means by which people can study and learn Biblical truths.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>3</b>	I seek to learn new ideas in order to keep current with trends and cultural changes that are occurring so that I can help the church and our people respond appropriately.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>D</b>	<b>Pastoral Counsel: The Care of Souls</b>						<b>Total</b>



<b>1</b>	I attempt to become acquainted with the people who are a part of my congregation through contact beyond the worship time.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>2</b>	I have made it a priority to respond to the needs of my people in times of crisis by being available and present for them at those times.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>3</b>	If I am aware of a need or concern within the congregation I will often initiate making contact with them rather than waiting for them to seek my help.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>4</b>	I provide counseling for people both within and without the church community in a way that provides them with safety and spiritual help.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>5</b>	I make an intentional effort to engage people in conversations – not always about spiritual matters.	1 Needs improvement well	2	3 Average	4	5 Doing very	

<b>E</b>	<b>Discipleship: The Restorative Journey</b>						<b>Total</b>
<b>1</b>	I endeavor to model before people a lifestyle that reflects a Christian lifestyle that is both attractive and appealing.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>2</b>	I share the gospel with people in many different ways and, by that, help to make them followers of Christ.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>3</b>	I encourage people to express their faith through participation in the sacraments: communion and baptism, and by joining our church in membership.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>4</b>	I attempt in many different ways to help people within my church develop spiritually vital lives that can be seen as an expression of holiness of heart and life.	1 Needs improvement well	2	3 Average	4	5 Doing very	
<b>5</b>	I have a method for helping believers discover their Spiritual gifts and calling to Christian service and then help them express it in ministry.	1 Needs improvement well	2	3 Average	4	5 Doing very	





# Staff Performance Evaluation

This is to be filled out by a number of evaluators that are affected by the job that this employee performs (a 360 evaluation). Those persons could include: board member, peer, congregant, program attendee, network member or specialist.

This evaluation is for (name of staff member) \_\_\_\_\_

Please indicate your relation to that person:

- |                        |                      |
|------------------------|----------------------|
| _____ board member     | _____ peer           |
| _____ supervisor       | _____ congregant     |
| _____ program attendee | _____ network member |
| _____ specialist       |                      |

For the period from: mm \_\_\_\_\_ yy \_\_\_\_\_ mm \_\_\_\_\_ yy \_\_\_\_\_

## MINISTRY FOCUS

For each of the Ministry Focus Areas below, evaluate the Pastor according to how you observe him giving attention to it:

### Reaching

- It is apparent that the Pastor feels personal responsibility to share his/her faith with those who don't know Jesus
- The Pastor looks for opportunities to build relationships with those who don't know Jesus
- The Pastor regularly prays for those who don't know Christ
- The Pastor is confident in their ability to share his/her faith
- The Pastor finds that their relationship with Jesus comes up frequently in his/her conversation with those who don't know Him
- The Pastor's heart is full of passion to share the good news of the gospel with those who have never heard it

Shows little or no interest in advancing these behaviors personally or corporately	Expects people to demonstrate the behaviors listed above	Teaches / preaches on the behaviors listed above	Models by lifestyle and by teaching/preaching behaviors listed above
-6    -5    -4	-3    -2    -1    0	1    2    3	4    5    6

Comment: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**Connecting**

- The Pastor is genuinely open and honest about who he/she is, with others
- The Pastor has a deep and meaningful connection with others in the church
- The Pastor has an easy time allowing someone that knows them, speak truth about them
- The Pastor gathers regularly with a group of Christians for fellowship and accountability
- There is currently nothing in the Pastor’s relationships that is unresolved
- There is nothing in the way the Pastor talks or acts concerning others that they would not be willing to share with them in person

Shows little or no interest in advancing these behaviors personally or corporately	Expects people to demonstrate the behaviors listed above	Teaches / preaches on the behaviors listed above	Models by lifestyle and by teaching/preaching behaviors listed above
-6   -5   -4	-3   -2   -1   0	1   2   3	4   5   6

Comment: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**Building**

- The Pastor is quick to confess anything in his/her character that does not look like Christ
- The Pastor’s use of his/her finances shows that he/she thinks more about God and other than he/she does about him/herself
- The Pastor allows God’s Word to guide his/her thoughts and change his/her actions
- The Pastor is able to praise God during difficult times and see them as opportunities to grow
- The Pastor has found that prayer has changed how he/she views and interacts with the world
- The Pastor is consistent in pursuing habits that are helping them model his/her life after Jesus

Shows little or no interest in advancing these behaviors personally or corporately	Expects people to demonstrate the behaviors listed above	Teaches / preaches on the behaviors listed above	Models by lifestyle and by teaching/preaching behaviors listed above
-6   -5   -4	-3   -2   -1   0	1   2   3	4   5   6

Comment: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**Equipping**

- The Pastor is currently serving God with the gifts and passions He has given them
- The Pastor regularly reflects on how his/her life can have an impact for the Kingdom of God
- The Pastor often thinks about ways to use his/her God-given gifts and abilities to please God and to equip and enable others to serve God through the church
- The Pastor enjoys meeting the needs of others without expecting anything in return
- Those closest to the Pastor would say that he/she is more of an equipper than a doer
- The Pastor is able to see his/her painful experiences as opportunities to minister to others

Shows little or no interest in advancing these behaviors personally or corporately	Expects people to demonstrate the behaviors listed above	Teaches / preaches on the behaviors listed above	Models by lifestyle and by teaching/preaching behaviors listed above
-6   -5   -4	-3   -2   -1   0	1   2   3	4   5   6

Comment: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**Worship**

- The pastor lives his/her life that God is his/her highest priority
- The pastor is dependent on God for every aspect of his/her life
- The pastor regularly meditates on God’s word and invites Him into his/her everyday activities
- The pastor has a deep desire to spend time in God’s presence
- The pastor is the same in public that he/she is in private
- The pastor has an overwhelming sense of God’s awesomeness even when he/she does not feel His presence

Shows little or no interest in advancing these behaviors personally or corporately	Expects people to demonstrate the behaviors listed above	Teaches / preaches on the behaviors listed above	Models by lifestyle and by teaching/preaching behaviors listed above
-6   -5   -4	-3   -2   -1   0   1	2   3   4	5   6

Comment: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**Planning**

- has a clear purpose, vision and strategy for ministry
- established clear benchmarks for success
- establishes and implements appropriate evaluation practices
- tracks and communicates appropriately those of various commitment levels in the church and community
- develops a discipleship process by which people will grow into Christ-likeness
- develops a teaching plan that is part of the advancement strategy

Shows little or no interest in advancing these behaviors personally or corporately	Expects people to demonstrate the behaviors listed above	Teaches / preaches on the behaviors listed above	Models by lifestyle and by teaching/preaching behaviors listed above
-6   -5   -4	-3   -2   -1   0	1   2   3	4   5   6

Comment: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**VALUES**

For each of the Core Values listed below, evaluate the Pastor according to how you observe these in his life:

**1. People**

- We value all people with the love dignity and respect that Jesus does.
- We value diversity
- We want to bring Christ to the community
- We love people who are difficult to love
- Our signature statement is everyone is welcome here

Shows little or no interest in advancing these values personally or corporately	Expects people to demonstrate the values listed above	Teaches / preaches on the values listed above	Models by lifestyle and by teaching/preaching values listed above
-6   -5   -4	-3   -2   -1   0	1   2   3	4   5   6

Comment: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**2. Biblical Principles**

- We value the Bible as God’s truth for life.
- We live our statement of faith.

Shows little or no interest in advancing these values personally or corporately	Expects people to demonstrate the values listed above	Teaches / preaches on the values listed above	Models by lifestyle and by teaching/preaching values listed above
-6 -5 -4	-3 -2 -1 0	1 2 3	4 5 6

Comment: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**3. Relational Evangelism**

- We value establishing genuine relationships that demonstrate the love of Christ.
- We value establishing loving relationships that introduce Christ to people.
- We desire to bring Christ to the community

Shows little or no interest in advancing these values personally or corporately	Expects people to demonstrate the values listed above	Teaches / preaches on the values listed above	Models by lifestyle and by teaching/preaching values listed above
-6 -5 -4	-3 -2 -1 0	1 2 3	4 5 6

Comment: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**4. Relevance**

- We value being culturally relevant.
- We value doctrinal purity.
- We value creativity and innovation
- We will take risks for God bringing light to dark places.

Shows little or no interest in advancing these values personally or corporately	Expects people to demonstrate the values listed above	Teaches / preaches on the values listed above	Models by lifestyle and by teaching/preaching values listed above
-6 -5 -4	-3 -2 -1 0	1 2 3	4 5 6



Comment: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**5. Serving**

- We value using all of our God given gifts to serve.

Shows little or no interest in advancing these values personally or corporately	Expects people to demonstrate the values listed above	Teaches / preaches on the values listed above	Models by lifestyle and by teaching/preaching values listed above
-6 -5 -4	-3 -2 -1 0	1 2 3	4 5 6

Comment: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**6. Family**

- We value healing and building strong families.
- We value building into families of all constructs.

Shows little or no interest in advancing these values personally or corporately	Expects people to demonstrate the values listed above	Teaches / preaches on the values listed above	Models by lifestyle and by teaching/preaching values listed above
-6 -5 -4	-3 -2 -1 0	1 2 3	4 5 6

Comment: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**7. Strong Leadership**

- We value strong leaders, empowering and releasing others to lead.
  - Teams of ministers
  - A commitment to Godly leadership
- We value empowering and releasing leaders for ministry.
- We value being stewards of God’s authority
- We value the church as a community of leaders, enabling one another.

Shows little or no interest in advancing these values personally or corporately	Expects people to demonstrate the values listed above	Teaches / preaches on the values listed above	Models by lifestyle and by teaching/preaching values listed above
-6 -5 -4	-3 -2 -1 0	1 2 3	4 5 6

Comment: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**CORE COMPETENCIES**

For each of the Core Competencies listed below, evaluate the Pastor according to how you observe these in his ministry:

**1. Developing People**

- Coaching people; helping them build capabilities needed now and in the future.

Is not competent in this area			Rarely displays this competency			Occasionally displays this competency			Consistently displays this competency			
-6	-5	-4	-3	-2	-1	0	1	2	3	4	5	6

Comment: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**2. Leadership**

- Able to influence the actions and opinions of others in a desired direction; to exhibit judgment in leading others to worthwhile objectives.

Is not competent in this area			Rarely displays this competency			Occasionally displays this competency			Consistently displays this competency			
-6	-5	-4	-3	-2	-1	0	1	2	3	4	5	6

Comment: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**3. Team Building**

- Able to work with people in such manner as to build high morale and group commitments to goals and objectives.

Is not competent in this area			Rarely displays this competency			Occasionally displays this competency			Consistently displays this competency			
-6	-5	-4	-3	-2	-1	0	1	2	3	4	5	6

Comment: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**4. Communications**

– Spoken and Written – Able to clearly present information through the spoken word, influence or persuade others through oral presentation in positive or negative circumstances; listen well: able to write clearly and effectively present ideas and to document activities; to read and interpret written information.

Is not competent in this area	Rarely displays this competency	Occasionally displays this competency	Consistently displays this competency
-6 -5 -4	-3 -2 -1	0 1 2 3	4 5 6

Comment: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**5. Energizing**

– able to create positive energy (motivation) in both individuals and groups.

Is not competent in this area	Rarely displays this competency	Occasionally displays this competency	Consistently displays this competency
-6 -5 -4	-3 -2 -1	0 1 2 3	4 5 6

Comment: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**6. Goal Setting**

– Able to define realistic, specific goals and objectives; to prioritize objectives.

Is not competent in this area	Rarely displays this competency	Occasionally displays this competency	Consistently displays this competency
-6 -5 -4	-3 -2 -1	0 1 2 3	4 5 6

Comment: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**7. Interaction**

– Able to communicate with others in a warm and helpful manner while simultaneously building credibility and rapport.

Is not competent in this area	Rarely displays this competency	Occasionally displays this competency	Consistently displays this competency
-6   -5   -4	-3   -2   -1	0   1   2   3	4   5   6

Comment: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**8. Big Picture Thinking**

– Understanding complexity; viewing situations from a broad perspective.

Is not competent in this area	Rarely displays this competency	Occasionally displays this competency	Consistently displays this competency
-6   -5   -4	-3   -2   -1	0   1   2   3	4   5   6

Comment: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**GENERAL RESPONSIBILITIES**

For each of the General Responsibilities listed below, and outlined in more detail in the job description, evaluate the Pastor according to how you assess whether or not he as fulfilled them:

**1. Vision Leadership**

Evaluate: 1   2   3   4   5   6   7   8   9   10

Comment: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**2. Primary preacher**

Evaluate: 1   2   3   4   5   6   7   8   9   10

Comment: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**3. Staff supervision**

Evaluate: 1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**4. Board Leadership**

Evaluate: 1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**5. Church Health**

Evaluate: 1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**6. Denominational Involvement**

Evaluate: 1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**7. Community Involvement**

Evaluate: 1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**4. Specific Ministry Growth Responsibilities**

For each of the Specific Responsibilities listed below, and outlined in more detail in the job description, evaluate the Pastor according to how you assess whether or not he as fulfilled them:

**1. NCD Process**

Evaluate: 1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**2. Advancement of the identified Key Activities and Vision Statements**

Evaluate: 1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**3. Development and implementation of a formative and summative evaluation and reporting system**

Evaluate: 1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_