

# PASTOR EVALUATION

(To Be Completed By the Church Board)

1-Unsatisfactory; 2-Needs Improvement; 3-Satisfactory; 4-Exceeds expectations; 5-Outstanding Performance

The line below each evaluation point is provided for any personal comment.

## PASTORAL CARE

- |  |           |
|--|-----------|
| 1. Teaches and preaches Biblical, understandable, and life-related lessons and messages. | 1 2 3 4 5 |
| _____  |           |
| 2. Works hard at connecting with people.   | 1 2 3 4 5 |
| _____  |           |
| 3. Capably uses the Scripture to counsel and advise people.                              | 1 2 3 4 5 |
| _____  |           |
| 4. Is approachable; I would gladly seek his/her help in solving a personal problem.      | 1 2 3 4 5 |
| _____  |           |
| 5. Is available when really needed.  | 1 2 3 4 5 |
| _____  |           |
| 6. Is a good listener.   | 1 2 3 4 5 |
| _____  |           |
| 7. People in the church are growing spiritually.   | 1 2 3 4 5 |
| _____  |           |
| 8. Gives wise counsel.   | 1 2 3 4 5 |
| _____  |           |

## ADMINISTRATION and LEADERSHIP

- |   |           |
|---|-----------|
| 9. Is able to influence, motivate, and inspire others.                              | 1 2 3 4 5 |
| _____   |           |
| 10. Connects well with the church family.   | 1 2 3 4 5 |
| _____   |           |
| 11. Demonstrates organizational competence and business sense.                      | 1 2 3 4 5 |
| _____   |           |
| 12. Is helping us to adjust our organizational structure, as needed.                | 1 2 3 4 5 |
| _____   |           |
| 13. Is able to select, train, and develop volunteer staff.                          | 1 2 3 4 5 |
| _____   |           |
| 14. Is able to lead, direct and coordinate activities of staff and others.          | 1 2 3 4 5 |
| _____   |           |
| 15. Is able to evaluate facts, make sound decisions, and solve problems.            | 1 2 3 4 5 |
| _____   |           |
| 16. Effectively sets and accomplishes goals.  | 1 2 3 4 5 |
| _____   |           |
| 17. Has the ability to plan, organize, and start new ministries through the church. | 1 2 3 4 5 |
| _____   |           |

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|---|-----------|
| 18. Provides clear and consistent directions.   | 1 2 3 4 5 |
| <hr/>   |           |
| 19. Has the ability and courage to give constructive criticism in a friendly, firm and positive manner. | 1 2 3 4 5 |
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| 20. Provides fresh, insightful leadership.  | 1 2 3 4 5 |
| <hr/>   |           |
| 21. Encourages stewardship as a lifestyle.  | 1 2 3 4 5 |
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| 22. Is leading the church to grow.  | 1 2 3 4 5 |
| <hr/>   |           |

**EVANGELISM and DISCIPLE-MAKING**

- |   |           |
|---|-----------|
| 23. Models a life of engagement with the unchurched.                | 1 2 3 4 5 |
| <hr/>   |           |
| 24. Is personally engaged in making disciples.                      | 1 2 3 4 5 |
| <hr/>   |           |
| 25. Encourages the congregation to build bridges to the unchurched. | 1 2 3 4 5 |
| <hr/>   |           |
| 26. Has a plan for helping us to reach the unchurched.              | 1 2 3 4 5 |
| <hr/>   |           |

**CHARACTER**

- |   |           |
|---|-----------|
| 27. Is courageous.  | 1 2 3 4 5 |
| <hr/>   |           |
| 28. Is a person whose life is a worthy example to be followed.  | 1 2 3 4 5 |
| <hr/>   |           |
| 29. Is professional in dress, manners, and personal grace.  | 1 2 3 4 5 |
| <hr/>   |           |
| 30. Exhibits spiritual maturity and depth.  | 1 2 3 4 5 |
| <hr/>   |           |
| 31. Is disciplined and self-controlled.   | 1 2 3 4 5 |
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| 32. Is a self-starter.  | 1 2 3 4 5 |
| <hr/>   |           |
| 33. Keeps commitments; is faithful and reliable.  | 1 2 3 4 5 |
| <hr/>   |           |
| 34. Exhibits integrity and honesty.   | 1 2 3 4 5 |
| <hr/>   |           |
| 35. Exhibits the character traits of Galatians 5:22-23 (i.e. love, patience, self-control, kindness, goodness, gentleness). | 1 2 3 4 5 |
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**PROFESSIONAL SKILLS**

- |  |           |
|--|-----------|
| 36. Keeps abreast of new developments, methods, and practices.               | 1 2 3 4 5 |
| 37. Is perceived as fully committed to the church, its people and purposes.  | 1 2 3 4 5 |
| 38. Is committed to follow-through on priorities that have been agreed upon. | 1 2 3 4 5 |
| 39. Is a "team player", not a "lone-ranger".                                 | 1 2 3 4 5 |
| 40. Gets work done willingly and with a high degree of enthusiasm.           | 1 2 3 4 5 |

**OVER-ALL EVALUATION**

We have over-all confidence in our pastor as our 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?**