

Review Information

Complete the information below before beginning the assessment.

Church Name

Enter the name of the church or ministry context for this review.

Review Completed By

Select the role of the person completing this review.

Leader being evaluated

How to Use This Form

- Rate each statement on a scale from 1 (Strongly Disagree) to 5 (Strongly Agree).
- Section totals and summary scores calculate automatically in Adobe Acrobat Reader.
- Use the final page to record overall strengths and opportunities for further development.

The review will be kept confidential from the Pastor being reviewed. When completed, save as "Huntoon360Review" and send to chris@pacificopenbible.com

1. Personal and Character Qualities

Rate each statement on a scale from 1 (Strongly Disagree) to 5 (Strongly Agree).

Scale	1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree
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Integrity					
Demonstrates honesty and transparency in words and actions.	1	2	3	4	5
	☐	☐	☐	☐	☐
Follows through on commitments in a timely and reliable manner.	1	2	3	4	5
	☐	☐	☐	☐	☐
Consistently does what is right, even when it is difficult or costly.	1	2	3	4	5
	☐	☐	☐	☐	☐

Humility and Teachability					
Receives feedback with openness and a willingness to grow.	1	2	3	4	5
	☐	☐	☐	☐	☐
Is quick to admit mistakes and take responsibility.	1	2	3	4	5
	☐	☐	☐	☐	☐
Demonstrates a posture of learning rather than defensiveness.	1	2	3	4	5
	☐	☐	☐	☐	☐

Spiritual Vitality					
Maintains consistent personal spiritual practices (prayer, scripture, sabbath, etc.).	1	2	3	4	5
	☐	☐	☐	☐	☐
Relationship with Christ is evident in daily life and leadership.	1	2	3	4	5
	☐	☐	☐	☐	☐
Leads from a place of spiritual overflow rather than exhaustion.	1	2	3	4	5
	☐	☐	☐	☐	☐

Self-Awareness					
Demonstrates awareness of personal strengths and limitations.	1	2	3	4	5
	☐	☐	☐	☐	☐
Manages stress and emotional health in healthy ways.	1	2	3	4	5
	☐	☐	☐	☐	☐
Demonstrates a balanced and grounded identity in Christ.	1	2	3	4	5
	☐	☐	☐	☐	☐

2. Pastoral Leadership Skills

Rate each statement on a scale from 1 (Strongly Disagree) to 5 (Strongly Agree).

Scale	1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree
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Vision and Direction					
Communicates a clear and compelling vision for the church.	1	2	3	4	5
	☐	☐	☐	☐	☐
Aligns ministries and leaders around shared mission and priorities.	1	2	3	4	5
	☐	☐	☐	☐	☐
Helps people understand how their role contributes to the bigger picture.	1	2	3	4	5
	☐	☐	☐	☐	☐

Development of Leaders					
Actively identifies and develops emerging leaders.	1	2	3	4	5
	☐	☐	☐	☐	☐
Equips others to take ownership of ministry responsibilities.	1	2	3	4	5
	☐	☐	☐	☐	☐
Creates opportunities for growth, training, and leadership multiplication.	1	2	3	4	5
	☐	☐	☐	☐	☐

Strategic Leadership					
Plans thoughtfully with both short-term and long-term goals in mind.	1	2	3	4	5
	☐	☐	☐	☐	☐
Makes decisions that reflect wise stewardship of resources.	1	2	3	4	5
	☐	☐	☐	☐	☐
Adjusts strategy appropriately in response to changing needs or challenges.	1	2	3	4	5
	☐	☐	☐	☐	☐

Execution and Accountability					
Follows through to ensure plans and initiatives are completed.	1	2	3	4	5
	☐	☐	☐	☐	☐
Sets clear expectations and holds others accountable with grace and clarity.	1	2	3	4	5
	☐	☐	☐	☐	☐
Effectively manages time, priorities, and ministry focus.	1	2	3	4	5
	☐	☐	☐	☐	☐

3. Interpersonal Relationships

Rate each statement on a scale from 1 (Strongly Disagree) to 5 (Strongly Agree).

Scale	1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree
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Communication					
Communicates clearly and effectively in both large and small settings.	1	2	3	4	5
	☐	☐	☐	☐	☐
Listens attentively and seeks to understand others.	1	2	3	4	5
	☐	☐	☐	☐	☐
Adapts communication style to different audiences and situations.	1	2	3	4	5
	☐	☐	☐	☐	☐

Relational Care					
Demonstrates genuine care and concern for people.	1	2	3	4	5
	☐	☐	☐	☐	☐
Is approachable and available to those in need.	1	2	3	4	5
	☐	☐	☐	☐	☐
Follows up and maintains meaningful pastoral connections.	1	2	3	4	5
	☐	☐	☐	☐	☐

Teamwork and Collaboration					
Fosters unity and collaboration among staff and leaders.	1	2	3	4	5
	☐	☐	☐	☐	☐
Invites input and values diverse perspectives.	1	2	3	4	5
	☐	☐	☐	☐	☐
Builds a healthy, trust-filled team environment.	1	2	3	4	5
	☐	☐	☐	☐	☐

Conflict Management					
Addresses conflict directly and in a timely manner.	1	2	3	4	5
	☐	☐	☐	☐	☐
Handles difficult conversations with grace and truth.	1	2	3	4	5
	☐	☐	☐	☐	☐
Helps others move toward reconciliation and common ground.	1	2	3	4	5
	☐	☐	☐	☐	☐

4. Problem Solving Skills

Rate each statement on a scale from 1 (Strongly Disagree) to 5 (Strongly Agree).

Scale	1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree
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Problem Analysis					
Seeks to fully understand issues before taking action.	1	2	3	4	5
	☐	☐	☐	☐	☐
Identifies root causes rather than just addressing symptoms.	1	2	3	4	5
	☐	☐	☐	☐	☐
Uses wisdom, data, and discernment in evaluating situations.	1	2	3	4	5
	☐	☐	☐	☐	☐

Discernment and Wisdom					
Demonstrates spiritual discernment in decision-making.	1	2	3	4	5
	☐	☐	☐	☐	☐
Seeks God’s guidance in complex or unclear situations.	1	2	3	4	5
	☐	☐	☐	☐	☐
Balances faith and wisdom when navigating challenges.	1	2	3	4	5
	☐	☐	☐	☐	☐

Decision Making					
Makes timely and thoughtful decisions.	1	2	3	4	5
	☐	☐	☐	☐	☐
Considers multiple perspectives before deciding.	1	2	3	4	5
	☐	☐	☐	☐	☐
Demonstrates courage in making difficult decisions.	1	2	3	4	5
	☐	☐	☐	☐	☐

Continuous Improvement					
Regularly evaluates ministry effectiveness.	1	2	3	4	5
	☐	☐	☐	☐	☐
Is open to new ideas and innovation.	1	2	3	4	5
	☐	☐	☐	☐	☐
Actively works to improve systems, processes, and outcomes.	1	2	3	4	5
	☐	☐	☐	☐	☐

5. Pastoral Ministry Effectiveness

Rate each statement on a scale from 1 (Strongly Disagree) to 5 (Strongly Agree).

Scale	1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree
Weekend Service Leadership					
Provides clear and effective spiritual leadership for the church’s primary worship gatherings.	1	2	3	4	5
	☐	☐	☐	☐	☐
Helps create services that are purposeful, engaging, and centered on encountering God.	1	2	3	4	5
	☐	☐	☐	☐	☐
Works effectively with worship, ministry, and volunteer teams to create a healthy and cohesive weekend experience.	1	2	3	4	5
	☐	☐	☐	☐	☐
Preaching and Handling Scripture					
Communicates biblical truth clearly, accurately, and in ways people can understand and apply.	1	2	3	4	5
	☐	☐	☐	☐	☐
Handles Scripture responsibly, allowing the biblical text to shape the message rather than using Scripture merely to support predetermined ideas.	1	2	3	4	5
	☐	☐	☐	☐	☐
Preaches in a way that points people toward Jesus and invites meaningful spiritual response and transformation.	1	2	3	4	5
	☐	☐	☐	☐	☐
Creating an Environment for Spiritual Growth					
Cultivates a church culture that encourages people to grow in their relationship with Jesus.	1	2	3	4	5
	☐	☐	☐	☐	☐
Provides clear opportunities and pathways for people to take meaningful next steps in discipleship.	1	2	3	4	5
	☐	☐	☐	☐	☐
Helps people move beyond attending church toward increasing Christlikeness in everyday life.	1	2	3	4	5
	☐	☐	☐	☐	☐
Prayer and Spiritual Leadership					
Demonstrates dependence upon prayer and the leading of the Holy Spirit in ministry.	1	2	3	4	5
	☐	☐	☐	☐	☐
Creates opportunities for people to pray, respond to God, and experience meaningful spiritual ministry.	1	2	3	4	5
	☐	☐	☐	☐	☐
Leads the church with spiritual sensitivity while remaining grounded in Scripture and wise pastoral judgment.	1	2	3	4	5
	☐	☐	☐	☐	☐

Section Total

Automatic sum of all 12 ratings in this section.

Overall Summary

Overall Total

Automatic sum of all 60 ratings.

 / 300

Average Score

Average of all completed ratings.

 / 5.00

Completion

Number of rated items entered.

 / 60

Overall Strengths

Use this space to note key strengths, patterns, or encouraging themes.

Opportunities for Further Development

Use this space to note growth areas, coaching priorities, or recommended next steps.