**Annual Pastoral Evaluation & Planning Form**

**To Be Completed by Elders**

Pastors desire to grow in effectiveness as Christian leaders. In order to assist them in their development, District leadership has prepared this evaluation tool. It is our desire that the result of this process will contribute to the health of our pastors and churches. District staff is available to work with your board to ensure the evaluation process is a positive one, resulting in affirmation, encouragement, and where necessary, the setting of goals to assist pastors in addressing areas needing improvement.

**This evaluation explores three areas of your pastor’s life and ministry effectiveness:**

**Chemistry** These questions relate to the ***social*** aspect in your experience

with your pastor. You will consider his/her ***compatibility*** with

church leadership and to what extent he/she fits the ***culture*** of

your church.

**Character** These questions relate to the ***spiritual*** dimension in your

pastor’s life. You will consider his/her level of ***commitment*** and

the level to which a sense of ***calling*** is evident.

**Competency** These questions relate to the ***skill*** level at which your pastor

ministers. You will consider levels of ***consistency*** and ***capacity***

in his/her pastoral leadership.

This pastoral evaluation is best carried out on an annual basis. Results can then be compared from year to year. This allows benchmarks to be established, enabling a board of elders to track pastoral development over consecutive years of service.

For each of the questions on the following pages, rate your pastor on the following scale:

1. **Doing Well** – Pastor consistently meets and exceeds current ministry demands

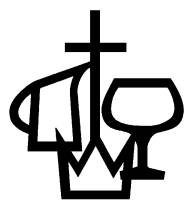
& expectations.

1. **Average Effectiveness** – Pastor meets current basic ministry demands &

expectations.

1. **Needs Improvement** – Pastor fails to meet current ministry demands &

expectations.

A comment section is provided following each series of questions. Words of affirmation for areas of strength, and proactive plans in addressing areas needing improvement can be listed in the space provided. Plans for pastoral improvement should be reviewed on a quarterly basis, to ensure accountability in elder’s support for pastoral development.

**You are encouraged to spend a season of prayer in preparation for this evaluation process.**

**Scoring Scale: 1 – Doing Well 2 – Average Effectiveness 3 – Needs Improvement**

Please place a score from 1-3 to the right of each question. Space is provided below each question for comments and suggestions. For areas in which a ‘3’ was scored, list action steps the pastor could consider to improve and how the board can assist and support him/her in each area noted.

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| --- | --- | --- |
| **Pastoral Review for:** |  |  |
|  |  |  |
|  |  |  |
| **Pastor’s Name** |  | **Role** |

**Chemistry: Compatibility with Church Culture**

* 1. Level to which you believe pastor is a ‘good fit’ with your church culture **\_\_\_\_\_**
  2. Pastor seems to be at ease and enjoy serving in the church **\_\_\_\_\_**
  3. Pastor engages naturally in fellowship with church members **\_\_\_\_\_**
  4. Pastor/family have been accepted into the community **\_\_\_\_\_**
  5. Pastor/family have ‘put down roots’ in the community **\_\_\_\_\_**
  6. Works ‘with’ the board/staff rather than ‘around the board/staff’ **\_\_\_\_\_**
  7. Pastor/family have been ‘adopted’ into the church family **\_\_\_\_\_**

**Character: Commitment and Calling to the Cause of Christ**

* 1. Gives evidence of being called of God to pastoral ministry **\_\_\_\_\_**
  2. Gives evidence of the fruit of the Spirit in his/her personal life **\_\_\_\_\_**
  3. Gives evidence of a mature prayer life **\_\_\_\_\_**
  4. Models Christ-like character as a spouse and parent **\_\_\_\_\_**
  5. Is seen as a spiritual leader by the congregation **\_\_\_\_\_**
  6. Displays a life of integrity in the church and community **\_\_\_\_\_**
  7. Handles personal criticism with graceful maturity **\_\_\_\_\_**

**Competency**

* 1. Has a clear understanding of the Alliance governance model **\_\_\_\_\_**
  2. Has a clear understanding of the ‘workings’ of a team **\_\_\_\_\_**
  3. Has ability to ‘conflict’ effectively, leading to team decisions **\_\_\_\_\_**
  4. Has a clear understanding of the church’s mission/vision **\_\_\_\_\_**
  5. Can identify church priorities for the coming year **\_\_\_\_\_**
  6. Participates actively in the entire planning process **\_\_\_\_\_**
  7. Understands the basics of creating a church/ministry budget **\_\_\_\_\_**
  8. Familiar with the church bylaws **\_\_\_\_\_**
  9. Ensures the smooth administrative function of the church/ministry **\_\_\_\_\_**
  10. Pastor’s giftedness reflects his/her pastoral role **\_\_\_\_\_**
  11. Delegates effectively in appropriate areas **\_\_\_\_\_**
  12. Is able to identify/develop potential leaders **\_\_\_\_\_**
  13. Is available to the congregation when needed **\_\_\_\_\_**
  14. Has a plan to ensure congregation/ministry receive pastoral care **\_\_\_\_\_**
  15. Has a plan for development of disciples within church family/ministry **\_\_\_\_\_**
  16. Is leading the congregation/ministry to reach people for Christ **\_\_\_\_\_**
  17. Ensures that new converts are adequately followed up **\_\_\_\_\_**
  18. Ensures worship services/events are well planned and executed **\_\_\_\_\_**
  19. Preaching/teaching is relevant to today’s needs **\_\_\_\_\_**

|  |  |  |
| --- | --- | --- |
| **Completed by:** |  |  |
|  |  |  |
|  |  |  |
| **Name** |  | **Role** |
|  |  |  |
|  |  |  |
| **Signature** |  | **Date** |