**Lead Pastor Evaluation**

**Fit**

Both the church and the lead pastor need an overall sense of whether their gifts and abilities of represent a good “fit” for where the church needs to develop in the next few years. When the fit is good, there is a secure sense of community between the leader and those who are led.

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| **1** | **2** | **3** | **4** | **U** | **N/A** |
| **Very Dissatisfied** | **Dissatisfied** | **Satisfied** | **Very Satisfied** | **Unsure** | **Not Applicable** |

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| **How satisfied are you that…** |
| 1 | The lead pastor has support from the congregation for ministry. | 1 | 2 | 3 | 4 | U | N/A |
| 2 | There is a good match between the lead pastor’s heart, gifts, abilities and what the church needs at this time. | 1 | 2 | 3 | 4 | U | N/A |
| 3 | The lead pastor’s ministry description empowers them to concentrate in areas of strength and hire staff or delegate in areas of weakness. | 1 | 2 | 3 | 4 | U | N/A |
| 4 | The lead pastor demonstrates a heart of pastoral care for the congregation. | 1 | 2 | 3 | 4 | U | N/A |

**How could the lead pastor strengthen this area?**

**Board-Lead Pastor Relationship**

The health of the relationship between Board and lead pastor, as the primary leadership team in the church, will be a major contributor to the health of the church. Leaders don’t just envision the future of the church: the church will become who they are.

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| **1** | **2** | **3** | **4** | **U** | **N/A** |
| **Very Dissatisfied** | **Dissatisfied** | **Satisfied** | **Very Satisfied** | **Unsure** | **Not Applicable** |

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| **How satisfied are you that…** |
| 1 | The board and lead pastor have a healthy, trust-filled working relationship. | 1 | 2 | 3 | 4 | U | N/A |
| 2 | The lead pastor works with the board in developing the vision for the church. | 1 | 2 | 3 | 4 | U | N/A |
| 3 | The lead pastor demonstrates a commitment to developing board members in their leadership duties. | 1 | 2 | 3 | 4 | U | N/A |
| 4 | Board members support the lead pastor within the congregation and community. | 1 | 2 | 3 | 4 | U | N/A |
| 5 | The Board gives you sufficient direction and care for the lead pastor. | 1 | 2 | 3 | 4 | U | N/A |

**How could the lead pastor strengthen this area?**

**Leadership**

While the Board has a critical leadership role to fulfill, they delegate much of that leadership to the lead pastor. Leadership can be expressed in numerous ways depending on the gifts and personality of the lead pastor, but the congregation must feel led.

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| **1** | **2** | **3** | **4** | **U** | **N/A** |
| **Very Dissatisfied** | **Dissatisfied** | **Satisfied** | **Very Satisfied** | **Unsure** | **Not Applicable** |

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| **How satisfied are you that…** |
| 1 | The lead pastor communicates the vision for the church with clarity and passion. | 1 | 2 | 3 | 4 | U | N/A |
| 2 | The lead pastor’s foremost commitment is to the cause of Christ in and through the church – not to their own interests – and will do whatever it takes to accomplish that. | 1 | 2 | 3 | 4 | U | N/A |
| 3 | The lead pastor works well with staff, empowering them with necessary direction, support, and evaluation. | 1 | 2 | 3 | 4 | U | N/A |
| 4 | The lead pastor actively works to develop and empower the volunteer leaders in the congregation. | 1 | 2 | 3 | 4 | U | N/A |
| 5 | The lead pastor is able to organize life and work so the “main things” continue to be the “the main things”. | 1 | 2 | 3 | 4 | U | N/A |
| 6 | The lead pastor handles conflict in a biblically-sound, and God-honouring way. | 1 | 2 | 3 | 4 | U | N/A |

**How could the lead pastor strengthen this area?**

**Worship and God’s Word**

The most public role in which the lead pastor gives leadership is when the congregation gathers weekly for worship, including the sharing of God’s word.

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| **1** | **2** | **3** | **4** | **U** | **N/A** |
| **Very Dissatisfied** | **Dissatisfied** | **Satisfied** | **Very Satisfied** | **Unsure** | **Not Applicable** |

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| **How satisfied are you that…** |
| 1 | The lead pastor faithfully preaches the Word of God so that the congregation will better come to know God and what He desires for them. | 1 | 2 | 3 | 4 | U | N/A |
| 2 | The lead pastor ensures that all components of worship services (prayer, scripture reading, music, offering, communion, etc.) are well prepared and well led. | 1 | 2 | 3 | 4 | U | N/A |
| 3 | The lead pastor helps strengthen the sense of community in the congregation when we gather for worship. | 1 | 2 | 3 | 4 | U | N/A |

**How could the lead pastor strengthen this area?**

**Administration**

As an organization the church requires good planning, organizing, supervision, controls, and evaluation. The board depends primarily on the lead pastor who, with staff and volunteers, works diligently to ensure that the implementation of church vision is done well.

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| **1** | **2** | **3** | **4** | **U** | **N/A** |
| **Very Dissatisfied** | **Dissatisfied** | **Satisfied** | **Very Satisfied** | **Unsure** | **Not Applicable** |

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| **How satisfied are you that…** |
| 1 | The lead pastor ensures there is effective planning for and organization of church ministries. | 1 | 2 | 3 | 4 | U | N/A |
| 2 | The lead pastor is a good steward and manager of the financial affairs of the church. | 1 | 2 | 3 | 4 | U | N/A |
| 3 | When problems surface the lead pastor and leadership team effectively deals with them in a timely fashion. | 1 | 2 | 3 | 4 | U | N/A |
| 4 | The lead pastor ensures there is good management of records (minutes, policies, personnel files, etc.). | 1 | 2 | 3 | 4 | U | N/A |
| 5 | The lead pastor initiates useful evaluations in order to improve the effectiveness of ministries and people. | 1 | 2 | 3 | 4 | U | N/A |
| 6 | The lead pastor communicates effectively with the congregation regarding matters of church community life. | 1 | 2 | 3 | 4 | U | N/A |

**How could the lead pastor strengthen this area?**

**Supporting Church Ministries**

The lead pastor performs a key role in encouraging, supporting, and profiling the various ministries and leaders of the church. While there are numerous ways in which this could be done, the congregation is encouraged when they sense not only the vision and passion of ministry leaders within the church, but also the affirmation of their lead pastor on those leaders and ministries.

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| --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **U** | **N/A** |
| **Very Dissatisfied** | **Dissatisfied** | **Satisfied** | **Very Satisfied** | **Unsure** | **Not Applicable** |

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| **How satisfied are you that the lead pastor actively and appropriately supports the following ministry emphases in the church…** |
| 1 | Global Missions and the Global Advance Fund (GAF) | 1 | 2 | 3 | 4 | U | N/A |
| 2 | Evangelism & community services | 1 | 2 | 3 | 4 | U | N/A |
| 3 | Ministries to children & youth | 1 | 2 | 3 | 4 | U | N/A |
| 4 | Ministries to adults | 1 | 2 | 3 | 4 | U | N/A |
| 5 | Discipleship, spiritual formation (small groups) | 1 | 2 | 3 | 4 | U | N/A |
| 6 | Caregiving ministries | 1 | 2 | 3 | 4 | U | N/A |
| 7 | Church planting or other ways to multiply ministry | 1 | 2 | 3 | 4 | U | N/A |

**How could the lead pastor strengthen this area?**

**Growth in Mind, Spirit, and Skill**

If a lead pastor stops growing and learning, the church will begin to lose vitality. As Jesus affirmed in Luke 10:27-28 (NIV), the pathway to life involves loving “the Lord your God with all your *heart* and with all your *soul* and with all your *strength* and with all your *mind*.” Like Jesus, a lead pastor’s goal should be to grow “in wisdom and stature and in favour with God and man.” (Luke 2:52, NIV)

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| **1** | **2** | **3** | **4** | **U** | **N/A** |
| **Very Dissatisfied** | **Dissatisfied** | **Satisfied** | **Very Satisfied** | **Unsure** | **Not Applicable** |

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| **How satisfied are you that…** |
| 1 | The lead pastor is committed to developing their mind through reading, studying, attending workshops, conferences, courses, etc. | 1 | 2 | 3 | 4 | U | N/A |
| 2 | The lead pastor exhibits a growing and vibrant personal spiritual life and builds space into their life for the spiritual disciplines (e.g. Bible reading, prayer, solitude, etc.). | 1 | 2 | 3 | 4 | U | N/A |
| 3 | The lead pastor is aware of ministry skills that they need to strengthen and takes steps to address these. | 1 | 2 | 3 | 4 | U | N/A |
| 4 | The lead pastor works diligently at building effective relationships. | 1 | 2 | 3 | 4 | U | N/A |
| 5 | The lead pastor has thought about the long-term stewardship of their life, where they’d like to be in 10 years, and what it would take to get there. | 1 | 2 | 3 | 4 | U | N/A |

**How could the lead pastor strengthen this area?**

**Personal Life**

Lead pastors come to their ministry with a heart for caring for others, but the area of self-care can be unattended to, and accounts for burnout, premature transitions in ministry, or leaving ministry altogether. A healthy lead pastor will identify ways to remain resilient in ministry and needs support from the board and church community in order to do so.

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| --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **U** | **N/A** |
| **Very Dissatisfied** | **Dissatisfied** | **Satisfied** | **Very Satisfied** | **Unsure** | **Not Applicable** |

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| --- |
| **How satisfied are you that…** |
| 1 | The lead pastor models the life of Christ before the congregation. | 1 | 2 | 3 | 4 | U | N/A |
| 2 | The lead pastor commits time and energy to their marriage and family and are a good model of a Christian spouse and parent. | 1 | 2 | 3 | 4 | U | N/A |
| 3 | The lead pastor cares for their physical and emotional health with appropriate physical activity, rest & leisure activity, regular medical check-ups, using earned vacations, etc. | 1 | 2 | 3 | 4 | U | N/A |
| 4 | The lead pastor has meaningful friendships or soul companions and invests time in these relationships. | 1 | 2 | 3 | 4 | U | N/A |

**How could the lead pastor strengthen this area?**

**Involvement Beyond the Church**

Every lead pastor will have relationships, and sometimes responsibilities, that extend beyond the local church. Some of these will be in the community, some in the community network of churches, and some in the district and national offices of The Christian and Missionary Alliance (C&MA). When kept in appropriate balance, these places of involvement can bring a broader perspective and richness to the congregation.

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| --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **U** | **N/A** |
| **Very Dissatisfied** | **Dissatisfied** | **Satisfied** | **Very Satisfied** | **Unsure** | **Not Applicable** |

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| **How satisfied are you that…** |
| 1 | The lead pastor is well-regarded in the community and has an appropriate level of involvement. | 1 | 2 | 3 | 4 | U | N/A |
| 2 | The lead pastor is involved in the broader church network in the community (e.g. ministerial gatherings, inter-church initiatives). | 1 | 2 | 3 | 4 | U | N/A |
| 3 | As a minister of a C&MA church, the lead pastor supports the C&MA as a whole and encourages congregational prayer and financial support for the Global Advance Fund, Canadian Ministries, and Ambrose University. | 1 | 2 | 3 | 4 | U | N/A |
| 4 | The lead pastor demonstrates sensitivity and caring to all who are advancing the kingdom of God in the name of Jesus Christ. | 1 | 2 | 3 | 4 | U | N/A |

**How could the lead pastor strengthen this area?**

**Compensation and Working Conditions**

**To be Completed by the Board of Elders**

Regardless of what a church is able to offer, it is important that the lead pastor has been given a clear indication in writing of what the compensation package will be, and any expectations related to how they are to carry out the role and work.

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| **1** | **2** | **3** | **4** | **U** | **N/A** |
| **Very Dissatisfied** | **Dissatisfied** | **Satisfied** | **Very Satisfied** | **Unsure** | **Not Applicable** |

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| --- |
| **How satisfied are you that…** |
| 1 | The lead pastor’s salary reflects the standard of living in our church family and is sufficient to care for the needs of their family. | 1 | 2 | 3 | 4 | U | N/A |
| 2 | The lead pastor clearly understands the benefits the church will provide in addition to salary (some are required, and some are strongly encouraged by the District Office). | 1 | 2 | 3 | 4 | U | N/A |
| 3 | The lead pastor has a current job description and performance expectations developed by the Board. | 1 | 2 | 3 | 4 | U | N/A |
| 4 | The lead pastor knows when their next evaluation will be done, by whom, and the basis on which the evaluation will be done. | 1 | 2 | 3 | 4 | U | N/A |
| 5 | The lead pastor and the board have discussed the principles that will come into play when their ministry comes to an end in the church. | 1 | 2 | 3 | 4 | U | N/A |

**How could the lead pastor strengthen this area?**

**Lead Pastor Evaluation**

**To Be Completed by Staff Members**

**Church \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Lead Pastor \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Staff Member \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

Please choose the appropriate response that best fits for each statement.

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| **1** | **2** | **3** | **4** | **U** | **N/A** |
| **Very Dissatisfied** | **Dissatisfied** | **Satisfied** | **Very Satisfied** | **Unsure** | **Not Applicable** |

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| **The lead pastor…** |
| 1 | Conducts themselves in a professional manner. | 1 | 2 | 3 | 4 | U | N/A |
| 2 | Is a good listener. | 1 | 2 | 3 | 4 | U | N/A |
| 3 | Is good at providing feedback to others. | 1 | 2 | 3 | 4 | U | N/A |
| 4 | Is open to other people’s ideas and opinions. | 1 | 2 | 3 | 4 | U | N/A |
| 5 | Is thoughtful and considerate of staff members. | 1 | 2 | 3 | 4 | U | N/A |
| 6 | Has good self-control under pressure. | 1 | 2 | 3 | 4 | U | N/A |
| 7 | Admits it or apologizes when wrong. | 1 | 2 | 3 | 4 | U | N/A |
| 8 | Is punctual. | 1 | 2 | 3 | 4 | U | N/A |
| 9 | Is encouraging and gives positive feedback. | 1 | 2 | 3 | 4 | U | N/A |
| 10 | Provides on-the-job training. | 1 | 2 | 3 | 4 | U | N/A |
| 11 | Willingly answers questions from staff members. | 1 | 2 | 3 | 4 | U | N/A |
| 12 | Lets me know in a fair and constructive manner when my performance has not met expectations. | 1 | 2 | 3 | 4 | U | N/A |
| 13 | Keeps their promises. | 1 | 2 | 3 | 4 | U | N/A |
| 14 | Delegates the authority I need to do my job. | 1 | 2 | 3 | 4 | U | N/A |
| 15 | Has strong people skills. | 1 | 2 | 3 | 4 | U | N/A |

**How could the lead pastor strengthen these areas?**