

## Lead Pastor Self-Evaluation Form To Be Completed by the Lead Pastor

### Fit

Both the church and the lead pastor need an overall sense of whether their gifts and abilities 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.

Scale	1	2	3	4	U	N/A
	<b>Very Dissatisfied</b>	<b>Dissatisfied</b>	<b>Satisfied</b>	<b>Very Satisfied</b>	<b>Unsure</b>	<b>Not Applicable</b>

How satisfied are you that:		Dis-Satisfied		Satisfied		Un-sure	Not Applicable
1	You have support from the congregation for your ministry.	1	2	3	4	U	N/A
2	There is a good match between your heart, gifts, abilities and what the church needs at this time.	1	2	3	4	U	N/A
3	Your ministry description empowers you to concentrate in your areas of strength and hire staff or delegate in areas of weakness.	1	2	3	4	U	N/A
4	You demonstrate a heart of pastoral care for the congregation.	1	2	3	4	U	N/A

**How could I 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.

Scale	1	2	3	4	U	N/A
	<b>Very Dissatisfied</b>	<b>Dissatisfied</b>	<b>Satisfied</b>	<b>Very Satisfied</b>	<b>Unsure</b>	<b>Not Applicable</b>

How satisfied are you that:		Un-Satisfied		Satisfied		Un-sure	Not Applicable
1	The board and you have a healthy, trust-filled working relationship.	1	2	3	4	U	N/A
2	You work with the board in developing the vision for the church.	1	2	3	4	U	N/A
3	You demonstrate a commitment to developing board members in their leadership duties.	1	2	3	4	U	N/A
4	Board members support you within the congregation and community.	1	2	3	4	U	N/A
5	The Board gives you sufficient direction and care.	1	2	3	4	U	N/A

**How could I strengthen this area?**

## Leadership

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

Scale	1	2	3	4	U	N/A
	<b>Very Dissatisfied</b>	<b>Dissatisfied</b>	<b>Satisfied</b>	<b>Very Satisfied</b>	<b>Unsure</b>	<b>Not Applicable</b>

How satisfied are you that:		Un-Satisfied		Satisfied		Un-sure	Not Applicable
1	You communicate the vision for the church with clarity and passion.	1	2	3	4	U	N/A
2	Your foremost commitment is to the cause of Christ in and through the church – not to your own interests – and will do whatever it takes to accomplish that.	1	2	3	4	U	N/A
3	You work well with staff, empowering them with necessary direction, support, and evaluation.	1	2	3	4	U	N/A
4	You actively work to develop and empower the volunteer leaders in the congregation.	1	2	3	4	U	N/A
5	You are able to organize your life and work so the “main things” continue to be the “the main things.”	1	2	3	4	U	N/A
6	You handle conflict in a biblically-sound, and God-honouring way.	1	2	3	4	U	N/A

**How could I strengthen this area?**

**Ministry of the Word and Worship**

The most public role in which the lead pastor gives leadership is when the congregation gathers weekly for the ministry of the Word and worship. At these times, the lead pastor represents the voice of God to the people through the preached word, and is also responsible to ensure that the people are well led in offering their worship to God.

<b>Scale</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>U</b>	<b>N/A</b>
	<b>Very Dissatisfied</b>	<b>Dissatisfied</b>	<b>Satisfied</b>	<b>Very Satisfied</b>	<b>Unsure</b>	<b>Not Applicable</b>

<b>How satisfied are you that:</b>		<b>Un-Satisfied</b>		<b>Satisfied</b>		<b>Un- sure</b>	<b>Not Applicable</b>
1	You faithfully preach the Word of God so the congregation will better come to know God and what He desires for them.	1	2	3	4	U	N/A
2	You ensure that all components of worship services (prayer, scripture reading, music, offering, communion, etc.) are well led so that the congregation leaves the service feeling built up.	1	2	3	4	U	N/A
3	You help strengthen the sense of community in the congregation when we gather for worship.	1	2	3	4	U	N/A
4	You model the life of Christ before the congregation.	1	2	3	4	U	N/A

**How could I 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 within an environment of increasing complexity.

Scale	1	2	3	4	U	N/A
	<b>Very Dissatisfied</b>	<b>Dissatisfied</b>	<b>Satisfied</b>	<b>Very Satisfied</b>	<b>Unsure</b>	<b>Not Applicable</b>

How satisfied are you that:		Un-Satisfied		Satisfied		Un-sure	Not Applicable
1	You ensure there is effective planning for and organization of church ministries.	1	2	3	4	U	N/A
2	You are a good steward and manager of the financial affairs of the church.	1	2	3	4	U	N/A
3	When problems surface you effectively deal with them in a timely fashion.	1	2	3	4	U	N/A
4	You ensure good records management (minutes, policies, personnel files, etc.).	1	2	3	4	U	N/A
5	You initiate useful evaluation in order to improve the effectiveness of ministries and people.	1	2	3	4	U	N/A
6	You communicate effectively with the congregation regarding matters of church community life.	1	2	3	4	U	N/A

**How could I 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 blessed when they sense not only the vision and passion of ministry leaders within the church, but also the blessing of their lead pastor on those leaders and ministries.

<b>Scale</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>U</b>	<b>N/A</b>
	<b>Very Dissatisfied</b>	<b>Dissatisfied</b>	<b>Satisfied</b>	<b>Very Satisfied</b>	<b>Unsure</b>	<b>Not Applicable</b>

<b>How satisfied are you that you actively and appropriately support the following ministry emphases in the church:</b>		<b>Un-Satisfied</b>		<b>Satisfied</b>		<b>Un-sure</b>	<b>Not Applicable</b>
1	Global Missions	1	2	3	4	U	N/A
2	Evangelism & need-meeting 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	Care-giving ministries	1	2	3	4	U	N/A
7	Church planting or other ways to multiply the life of Christ in the congregation.	1	2	3	4	U	N/A

**How could I strengthen this area?**

### Growth in Mind, Spirit and Skill

If a lead pastor stops growing and developing, the church will also begin to lose vitality. As Jesus affirmed in Luke 10:27-28, 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 pastor’s goal should be to grow “in wisdom and stature and in favour with God and man.” (Luke 2:52, NIV)

Scale	1	2	3	4	U	N/A
	<b>Very Dissatisfied</b>	<b>Dissatisfied</b>	<b>Satisfied</b>	<b>Very Satisfied</b>	<b>Unsure</b>	<b>Not Applicable</b>

How satisfied are you that:		Un-Satisfied		Satisfied		Un-sure	Not Applicable
1	You are committed to developing your mind through reading, studying, attending workshops, conferences, courses, etc.	1	2	3	4	U	N/A
2	You exhibit a growing and vibrant personal spiritual life and build space in your life for the spiritual disciplines (e.g. Bible reading, prayer, meditation, solitude, etc.)	1	2	3	4	U	N/A
3	You are aware of ministry skills that you need to strengthen and take steps to address these.	1	2	3	4	U	N/A
4	You work diligently at building effective relationships.	1	2	3	4	U	N/A
5	You have thought about the long term stewardship of your life, where you’d like to be in 10 years, and what it would take to get there.	1	2	3	4	U	N/A

**How could I strengthen this area?**

**Personal Life**

Many pastors come to their ministry with a heart for caring for others. But the area of self-care is chronically unattended to by many pastors, and accounts for burnout, premature transitions in ministry or leaving ministry altogether. The prudent pastor will identify ways to remain resilient in ministry, but will need support from the board and church community.

Scale	1	2	3	4	U	N/A
	<b>Very Dissatisfied</b>	<b>Dissatisfied</b>	<b>Satisfied</b>	<b>Very Satisfied</b>	<b>Unsure</b>	<b>Not Applicable</b>

How satisfied are you that:		Un-Satisfied		Satisfied		Un-sure	Not Applicable
1	You have identified what things you must do to remain resilient in ministry.	1	2	3	4	U	N/A
2	You care for your physical and emotional health with appropriate physical activity, rest & leisure activity, regular medical check-ups, spending time with friends, taking vacations, etc.	1	2	3	4	U	N/A
3	You commit time and energy to your marriage and family, and are a good model of a Christian spouse and parent.	1	2	3	4	U	N/A
4	You have meaningful friendships or soul companions.	1	2	3	4	U	N/A

**How could I strengthen this area?**



### Involvement Beyond the Church

Every lead pastor will have relationships, and sometimes responsibility, that extend beyond the local church. Some of these will be in the community, some in the community network of churches, and some to 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.

Scale	1	2	3	4	U	N/A
	<b>Very Dissatisfied</b>	<b>Dissatisfied</b>	<b>Satisfied</b>	<b>Very Satisfied</b>	<b>Unsure</b>	<b>Not Applicable</b>

How satisfied are you that:		Un-Satisfied		Satisfied		Un-sure	Not Applicable
1	You are well-regarded in the community and have an appropriate level of involvement.	1	2	3	4	U	N/A
2	You are involved in the broader church network in your community (e.g. ministerial gatherings, inter-church initiatives).	1	2	3	4	U	N/A
3	As a minister of an C&MA church, you support the C&MA as a whole and encourage congregational prayer and financial support for the Global Advance Fund, Canadian Ministries, and Ambrose University.	1	2	3	4	U	N/A
4	You demonstrate a charity of spirit to all who are advancing the kingdom of God in the name of Jesus Christ.	1	2	3	4	U	N/A

**How could I How could strengthen this area?**

**Compensation and Working Conditions**

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 (1) what the compensation package will be and (2) any expectations related to how to carry out the role and work.

Scale	1	2	3	4	U	N/A
	<b>Very Dissatisfied</b>	<b>Dissatisfied</b>	<b>Satisfied</b>	<b>Very Satisfied</b>	<b>Unsure</b>	<b>Not Applicable</b>

How satisfied are you that:		Un-Satisfied		Satisfied		Un-sure	Not Applicable
1	Your salary reflects the standard of living in our church family and is sufficient to care for the needs of your family.	1	2	3	4	U	N/A
2	You clearly understand 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	You have a current job description and performance expectations developed by the Board.	1	2	3	4	U	N/A
4	You know when your 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	You and the board have discussed the principles that will come into play when your ministry comes to an end in the church.	1	2	3	4	U	N/A

**How could I strengthen this area?**