

THIS IS A SAMPLE CONFIDENTIAL EVALUATION FOR A PASTOR

These forms are adapted from "Evaluating Ministry" by Jill M. Hudson. An Alban Institute Publication, 1992

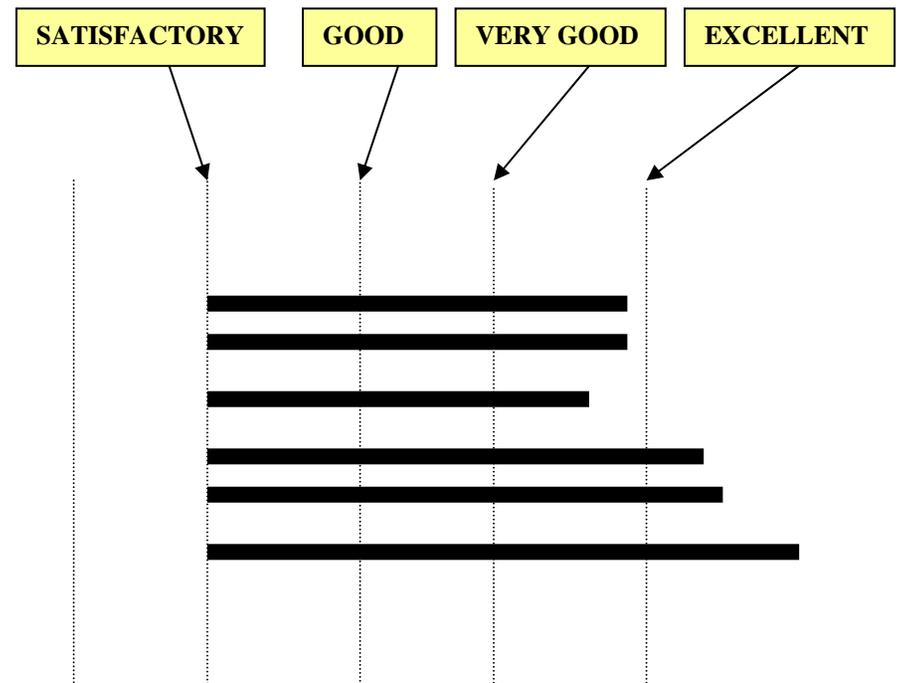
SCORING

The goal of this evaluation should always be for the purpose of a pastor's personal growth and leadership development. It should never be done without the pastor's approval and input. All weaknesses identified by this evaluation will need the constructive input, positive recommendations, follow-up and financial commitment of the church board to help the pastor address those areas of concern (i.e. workshops, seminars, specialized training). This evaluation can be done at a board level or as this sample form indicates at a church level. You will need to set up your own scoring form based on these questions or others that you would like to include. Do not ask leading questions! The sample below will give you an idea of how the scoring would look like once the calculations are done. Each member of the Church was asked in confidence to assess the pastor's performance in a wide range of areas. The member marked the most appropriate response along the scale of: STRONGLY DISAGREE---DISAGREE---AGREE---STRONGLY AGREE, also there was a box for NOT APPLICABLE. The *Strongly Disagree* and *Strongly Agree* ratings were scored minus and plus **two** points, the *Disagree* and *Agree* were scored minus and plus **one** point. An average score of 0 meant that an equal percentage of members considered the pastor to be skilled/unskilled in that area. A score of 0 was marked as SATISFACTORY, a score of plus 20 as GOOD, a score of plus 40 as VERY GOOD, and a score of plus 60 as EXCELLENT. The scores do not compare a pastor in one church with a pastor in another. Rather, it shows the relative strengths and weaknesses of your pastor as seen by you, the congregation.

MORNING WORSHIP

When our pastor leads morning worship, I feel that he:

1. Nurtures my spiritual needs
2. Challenges me to implement the Christian message in my life.
3. Challenges me to present the Christian Gospel to unbelievers.
4. Enhances my understanding of the Christian faith.
5. Selects appropriate/interesting topics for the sermon.
6. Emphasises the Biblical text when preaching



- 10. Refreshes himself spiritually, physically and mentally.
- 11. Is involved in denominational & peer support activities.

OUR PASTOR ENCOURAGES US TO

- 1. See beyond our own needs to those of our community and beyond.
- 2. Take steps of faith in the giving of our time and our finances.
- 3. Live according to the truths of Scripture rather than the norms of society.
- 4. Pray beyond what we have prayed for before.
- 5. Care about lost people.

OUR PASTOR MODELS

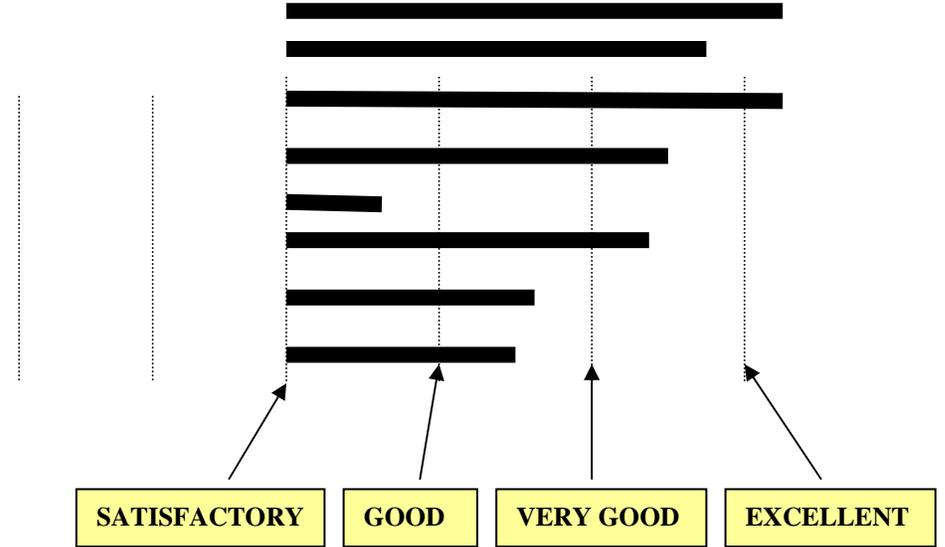
- 1. Commitment.
- 2. Sacrifice.
- 3. Healthy attentiveness to family life.

OUR PASTOR

- 1. Lets people know where he stands (on other religions, contemporary issues)
- 2. Responds to all sides in conflict situations.
- 3. Relates well with people of all ages & interests in the congregation.
- 4. Relies on a strong sense of personal direction.
- 5. Encourages staff and leaders to take initiative.
- 6. Accepts criticism and adverse opinions.
- 7. Achieves objectives.
- 8. Depends upon absolute standards when making decisions.
- 9. Bible-based when preaching.

[Redacted]

- 10. Has an informal conversational delivery.
- 11. Provokes and challenges the listener.
- 12. Refers to contemporary events, trends and culture in sermons.
- 13. Displays a willingness to divert from the prepared Order of Service.
- 14. Visits to build a stronger church.
- 15. Visits when asked.
- 16. Is comforting and reassuring.
- 17. Takes risks that others wouldn't consider taking.



MISCELLANEOUS

What one word describes your pastor? _____

Have you spent time with your pastor on a one to one level? Yes / No

In your opinion, what are his strengths? _____

In what ways might he change to improve his performance? _____

The approximate # of hours I spend in church activities each week is _____

I believe my gifts are _____

I have the opportunity to use my gifts in CFC Yes / No

Other comments? _____