

PASTORAL REVIEW

The purpose of this form is to assist in the process of a frank and open discussion between the Pastor and the appropriate Board or Committee concerned with a continuing mutual understanding between Pastor and people. Mutual awareness and open discussion lead to greater understanding and partnership in Christian service. The form might be used every two to three years. An outside evaluator, clergy, lay or area minister could function as the evaluator.

Each of the following questions has the possibility of five responses: 1) Unsatisfactory; 2) Tolerable; 3) Satisfactory; 4) Very good; and 5) Excellent. Make a check mark over the numbered response you have chosen. Your response should be based on your personal knowledge and feelings as to how well the Pastor is doing.

PREACHING:

- |    |  |     |     |     |     |     |
|----|--|-----|-----|-----|-----|-----|
| 1. | Communicates effectively in preaching  | ___ | ___ | ___ | ___ | ___ |
|    |  | 1   | 2   | 3   | 4   | 5   |
| 2. | Maintains high standards of preparation for preaching                              | ___ | ___ | ___ | ___ | ___ |
|    |  | 1   | 2   | 3   | 4   | 5   |
| 3. | Utilizes theological knowledge and understanding                                   | ___ | ___ | ___ | ___ | ___ |
|    |  | 1   | 2   | 3   | 4   | 5   |
| 4. | Grounds preaching in Biblical sources  | ___ | ___ | ___ | ___ | ___ |
|    |  | 1   | 2   | 3   | 4   | 5   |
| 5. | Utilizes a plan for preaching from Scripture selected from most books of the Bible | ___ | ___ | ___ | ___ | ___ |
|    |  | 1   | 2   | 3   | 4   | 5   |
| 6. | Prepares sermons that speak to the needs of the people and the world               | ___ | ___ | ___ | ___ | ___ |
|    |  | 1   | 2   | 3   | 4   | 5   |
| 7. | Proclaims the Word with urgency  | ___ | ___ | ___ | ___ | ___ |
|    |  | 1   | 2   | 3   | 4   | 5   |
| 8. | Varies the style of preaching as needed to be more effective                       | ___ | ___ | ___ | ___ | ___ |
|    |  | 1   | 2   | 3   | 4   | 5   |

WORSHIP LEADER:

- |     |   |     |     |     |     |     |
|-----|---|-----|-----|-----|-----|-----|
| 9.  | Shapes worship activities on the basis of theological insights with awareness of psychological values | ___ | ___ | ___ | ___ | ___ |
|     |   | 1   | 2   | 3   | 4   | 5   |
| 10. | Gives attention to the selection of hymns, Scripture passages, prayers, and sermon development        | ___ | ___ | ___ | ___ | ___ |
|     |   | 1   | 2   | 3   | 4   | 5   |
| 11. | Shares with the congregation the meaning, interpretation and understanding of worship                 | ___ | ___ | ___ | ___ | ___ |
|     |   | 1   | 2   | 3   | 4   | 5   |

- |     |   |     |     |     |     |     |
|-----|---|-----|-----|-----|-----|-----|
| 12. | Works with the leadership in developing policies relating to worship        | ___ | ___ | ___ | ___ | ___ |
|     |   | 1   | 2   | 3   | 4   | 5   |
| 13. | Is open to creative innovation in worship                                   | ___ | ___ | ___ | ___ | ___ |
|     |   | 1   | 2   | 3   | 4   | 5   |
| 14. | Works closely with music personnel and others who assist or lead in worship | ___ | ___ | ___ | ___ | ___ |
|     |   | 1   | 2   | 3   | 4   | 5   |

PASTORAL CARE:

- |     |  |     |     |     |     |     |
|-----|--|-----|-----|-----|-----|-----|
| 15. | Shows sensitivity to and awareness of the needs of the congregation          | ___ | ___ | ___ | ___ | ___ |
|     |  | 1   | 2   | 3   | 4   | 5   |
| 16. | Is a good listener to what the members and others are saying                 | ___ | ___ | ___ | ___ | ___ |
|     |  | 1   | 2   | 3   | 4   | 5   |
| 17. | Is perceived as being helpful in counseling situations                       | ___ | ___ | ___ | ___ | ___ |
|     |  | 1   | 2   | 3   | 4   | 5   |
| 18. | Provides, with the Church leadership, for the visitation of the congregation | ___ | ___ | ___ | ___ | ___ |
|     |  | 1   | 2   | 3   | 4   | 5   |
| 19. | Visits persons with special needs and those in crisis                        | ___ | ___ | ___ | ___ | ___ |
|     |  | 1   | 2   | 3   | 4   | 5   |
| 20. | Emphasizes visitation of prospective and new members                         | ___ | ___ | ___ | ___ | ___ |
|     |  | 1   | 2   | 3   | 4   | 5   |
| 21. | Facilitates the offering of personal ministries to one another               | ___ | ___ | ___ | ___ | ___ |
|     |  | 1   | 2   | 3   | 4   | 5   |
| 22. | Accepts responsibility for building the fellowship of the congregation       | ___ | ___ | ___ | ___ | ___ |
|     |  | 1   | 2   | 3   | 4   | 5   |
| 23. | Deals creatively with conflict and works toward the unity of the church      | ___ | ___ | ___ | ___ | ___ |
|     |  | 1   | 2   | 3   | 4   | 5   |
| 24. | Develops support ministries for persons with particular needs                | ___ | ___ | ___ | ___ | ___ |
|     |  | 1   | 2   | 3   | 4   | 5   |

EVANGELISM:

- |     |  |     |     |     |     |     |
|-----|--|-----|-----|-----|-----|-----|
| 25. | Challenges others to accept Jesus Christ as their personal Lord and Savior           | ___ | ___ | ___ | ___ | ___ |
|     |  | 1   | 2   | 3   | 4   | 5   |
| 26. | Urges church members to join in becoming witnesses to their personal Lord and Savior | ___ | ___ | ___ | ___ | ___ |
|     |  | 1   | 2   | 3   | 4   | 5   |
| 27. | Trains church members to develop an evangelistic life style                          | ___ | ___ | ___ | ___ | ___ |
|     |  | 1   | 2   | 3   | 4   | 5   |
| 28. | Works with church leaders in developing long range plans for evangelism/outreach     | ___ | ___ | ___ | ___ | ___ |
|     |  | 1   | 2   | 3   | 4   | 5   |

- |     |  |    |    |    |    |    |
|-----|--|----|----|----|----|----|
| 29. | Assists the church in expanding its involvement in the world-wide mission of Christ            | __ | __ | __ | __ | __ |
|     |  | 1  | 2  | 3  | 4  | 5  |
| 30. | Challenges persons to consider and seek God's will for their lives related to church vocations | __ | __ | __ | __ | __ |
|     |  | 1  | 2  | 3  | 4  | 5  |

CHRISTIAN EDUCATION:

- |     |   |    |    |    |    |    |
|-----|---|----|----|----|----|----|
| 31. | Is effective in "equipping the saints for the work of ministry"   | __ | __ | __ | __ | __ |
|     |   | 1  | 2  | 3  | 4  | 5  |
| 32. | Works with the leadership in developing an educational ministry   | __ | __ | __ | __ | __ |
|     |   | 1  | 2  | 3  | 4  | 5  |
| 33. | Helps persons discover and develop their spiritual gifts and abilities  | __ | __ | __ | __ | __ |
|     |   | 1  | 2  | 3  | 4  | 5  |
| 34. | Assists in the development of educational goals and their implementation  | __ | __ | __ | __ | __ |
|     |   | 1  | 2  | 3  | 4  | 5  |
| 35. | Gives high priority to Christian education as an integral part of the total church program  | __ | __ | __ | __ | __ |
|     |   | 1  | 2  | 3  | 4  | 5  |
| 36. | Gives recognition and support to all persons in the teaching ministry   | __ | __ | __ | __ | __ |
|     |   | 1  | 2  | 3  | 4  | 5  |
| 37. | Is a teacher of teachers  | __ | __ | __ | __ | __ |
|     |   | 1  | 2  | 3  | 4  | 5  |
| 38. | Supports programs for teachers to assess their competence and to improve skills   | __ | __ | __ | __ | __ |
|     |   | 1  | 2  | 3  | 4  | 5  |
| 39. | Demonstrates competence in the interpretation and teaching of the Scriptures, theological concepts, history of the church, and current issues | __ | __ | __ | __ | __ |
|     |   | 1  | 2  | 3  | 4  | 5  |

CHURCH/COMMUNITY RELATIONSHIPS:

- |     |   |    |    |    |    |    |
|-----|---|----|----|----|----|----|
| 40. | Builds lasting and meaningful relationships among the congregation          | __ | __ | __ | __ | __ |
|     |   | 1  | 2  | 3  | 4  | 5  |
| 41. | Builds meaningful relationships among the community                         | __ | __ | __ | __ | __ |
|     |   | 1  | 2  | 3  | 4  | 5  |
| 42. | Demonstrates a high degree of integrity in all personal relationships       | __ | __ | __ | __ | __ |
|     |   | 1  | 2  | 3  | 4  | 5  |
| 43. | Is known as a reconciler in church and community relationships              | __ | __ | __ | __ | __ |
|     |   | 1  | 2  | 3  | 4  | 5  |
| 44. | Is active in relating meaningfully to pastors and churches in the community | __ | __ | __ | __ | __ |
|     |   | 1  | 2  | 3  | 4  | 5  |

45. Leads the congregation to join with other congregations in presenting a united witness to the community \_\_\_\_\_  
 1      2      3      4      5

ADMINISTRATION:

46. Establishes and maintains open, two-way communication \_\_\_\_\_  
 1      2      3      4      5

47. Delegates responsibility with commensurate authority and accountability \_\_\_\_\_  
 1      2      3      4      5

48. Exercises appropriate use of power in staff relationships \_\_\_\_\_  
 1      2      3      4      5

49. Utilizes planning processes to ensure effective functioning of the program \_\_\_\_\_  
 1      2      3      4      5

50. Assumes appropriate responsibility for staff, whether employed or volunteer \_\_\_\_\_  
 1      2      3      4      5

51. Participates in the business management of the church \_\_\_\_\_  
 1      2      3      4      5

52. Ensures periodic evaluation of the program, staff, and self \_\_\_\_\_  
 1      2      3      4      5

53. Assists in developing long range plans and goals for the church and its development \_\_\_\_\_  
 1      2      3      4      5

DENOMINATIONAL RELATIONS:

54. Accepts responsibility of membership and participation in local Region/State/City \_\_\_\_\_  
 1      2      3      4      5

55. Cooperates with the activities and programs of the Area/Association \_\_\_\_\_  
 1      2      3      4      5

56. Is supportive of denominational programs \_\_\_\_\_  
 1      2      3      4      5

57. Informs members and interprets goals and objectives of ABC/USA and Region/State/City \_\_\_\_\_  
 1      2      3      4      5

58. Is supportive of the mission program and special mission offerings of ABC/USA \_\_\_\_\_  
 1      2      3      4      5

59. Seeks to raise the consciousness of the congregation regarding ABC/USA life \_\_\_\_\_  
 1      2      3      4      5

PROFESSIONAL STATUS:

60.	Is involved in a professional support group on a regular basis	___	___	___	___	___
		1	2	3	4	5
61.	Demonstrates accountability; participates in systematic self-appraisal	___	___	___	___	___
		1	2	3	4	5
62.	Takes personal responsibility for professional growth	___	___	___	___	___
		1	2	3	4	5
63.	Utilizes theology in making decisions affecting the life of the church	___	___	___	___	___
		1	2	3	4	5
64.	Interprets human experience from a Christian perspective	___	___	___	___	___
		1	2	3	4	5
65.	Actively recruits and encourages others to seek Professional Church Vocations	___	___	___	___	___
		1	2	3	4	5
66.	Models a servant role	___	___	___	___	___
		1	2	3	4	5
67.	Has a long range plan for continuing education	___	___	___	___	___
		1	2	3	4	5
68.	Demonstrates responsibility in securing training for new skills and/or the enhancement of skills previously acquired	___	___	___	___	___
		1	2	3	4	5
69.	Demonstrates an ability to incorporate newly acquired skills for a more effective ministry	___	___	___	___	___
		1	2	3	4	5
70.	Encourages others to update their skills and to acquire new ones	___	___	___	___	___
		1	2	3	4	5

PERSONAL:

71.	Works diligently at "soul and mind stretching" through study, prayer, and reflection	___	___	___	___	___
		1	2	3	4	5
72.	Is diligent about providing for personal and family time	___	___	___	___	___
		1	2	3	4	5
73.	Seeks to realistically control the number of hours invested in pastoral work	___	___	___	___	___
		1	2	3	4	5
74.	Lives and encourages others to live a compassionate and loving life style	___	___	___	___	___
		1	2	3	4	5
75.	Builds a sufficient trust level between pastor and congregation to enable an effective partnership	___	___	___	___	___
		1	2	3	4	5

76. Demonstrates a level of self-awareness and self-acceptance that leads to affirming his/her strengths and accepting of weaknesses

	1	2	3	4	5
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**GOAL EVALUATION:**

1.		1	2	3	4	5
2.		1	2	3	4	5
3.		1	2	3	4	5
4.		1	2	3	4	5
5.		1	2	3	4	5

**GOALS FOR THE YEAR AHEAD:**

Working together as pastor and church leaders, we need to set and seek to achieve the following goals for the glory of God and the upbuilding of the church.

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

**CONCLUDING OBSERVATIONS OF THE EVALUATOR:**

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*Date:* \_\_\_\_\_ *Evaluator:* \_\_\_\_\_