

Comprehensive Annual Pastor Evaluation



Introduction To Annual Pastor Evaluations

Pastors in the Global Methodist Church commit themselves to “going on to perfection,” being made perfect in love in this life. (Matthew 5:48)

Effective GMC pastors:

- Exhibit a commitment to Christ as Savior and Lord and nurture and cultivate spiritual disciplines and patterns of holiness, including responsible self-control by exhibiting personal habits that are conducive to bodily health, mental and emotional maturity, integrity in all relationships, fidelity in a Christian marriage between one man and one woman, chastity in singleness, social responsibility, and the knowledge and love of God.
- Devote themselves to the work of ministry, effectively communicating the Christian faith, accepting the authority of scripture, and working toward competence in the disciplines of Scripture, theology, church history, and polity.
- Possess and practice the essential skills necessary for pastoral ministry.
- Lead in making disciples of Jesus Christ; and spread scriptural holiness across the globe.
- Hold themselves accountable to the church, accept its doctrinal standards, discipline, and authority, and accept the supervision of those appointed to the ministry of oversight.

(Adapted from ¶405, *The Book of Doctrines and Disciplines*, The Global Methodist Church.)

No pastor possesses all the gifts for ministry expected of pastoral leaders, and no pastor practices those gifts perfectly. However, by equipping all lay and clergy members of the body of Christ to work together and use their gifts for ministry, pastors can help lead churches to make and multiply disciples of Jesus Christ.

In a healthy church, in which pastors and lay leaders recognize they are mutually accountable for a successful ministry, annual evaluation becomes essential. Annual

evaluations offer opportunities for church lay leaders and pastors to “speak the truth in love,” to communicate with one another concerning pastoral effectiveness in transparent, respectful, loving ways, and identify paths that may lead to more fruitful ministry.

The Book of Doctrines and Disciplines of the Global Methodist Church (BoDD) requires that church Pastor-Parish Relations Committees (or their equivalent):

1. “Encourage, strengthen, nurture, support and respect the pastor(s)... and their family(ies)” (¶345.8.a)
2. “Confer with and counsel the pastor(s)... on matters relating to their effectiveness in ministry; assessing their unique gifts and abilities; priorities in the use of gifts, skills, and time; relationships with the congregation; and the person’s health and self-care, including conditions that may impede their effectiveness of ministry; and interpret the nature and function of the ministry to the congregation, while interpreting the congregation’s needs, values, and traditions to the pastor(s)...” (¶345.8.c); and
3. “Provide evaluation at least annually for the use of the pastor(s)... staff to enhance their effective ministry and to identify continuing educational needs and plans” (¶345.8. d).

Evaluating pastors annually is required in the Global Methodist Church because it is mutually helpful to both your pastor and your Pastor-Parish Relations Committee members. The performance evaluation process may serve as a resource in merit-based compensation decisions.

INSTRUCTIONS FOR THE COMPREHENSIVE ANNUAL PASTOR EVALUATION

Section 1 – The Leadership Team’s – Pastor Evaluation & Planning Feedback.

To support and encourage our Pastor to grow in a manner that meets our church’s needs and expectations, it is important for the church leaders to provide periodic, constructive feedback to the Pastor. This feedback is intended to let Pastors know the areas in which they are performing in an acceptable manner as well as areas in which there is room for improvement. *Please prayerfully consider your ratings for the Pastor on each of the criteria listed below.*

For each criteria, rate the Pastor’s performance from 1-5 according to the following scale:

- 1=UNSATISFACTORY
- 2=NEEDS IMPROVEMENT
- 3=MEETS EXPECTATIONS
- 4=EXCEEDS EXPECTATIONS
- 5=EXCEPTIONAL PERFORMANCE

If you do not feel you can fairly evaluate the Pastor’s performance in an area or a specific criteria due to lack of knowledge in that area, please select N/A.

If you choose to add comments regarding the Pastor’s performance, the box provided below each section has a character limit of 800 characters. Keep in mind that if your comments exceed that limit, they may not be received by the review team.

NOTE: Church Council members, excluding youth members, are being asked to respond to this performance evaluation. Please do not forward this document to anyone. Your responses to this performance review document will be kept completely confidential and anonymous unless you choose to identify yourself at the end of the document. The Staff-Parish Relations Team (SPR) ONLY will see individual responses and comments but those ratings/comments will not be tied to a particular individual. The Pastor will only see an aggregated summary of the responses provided by SPR. However, if you choose to discuss your comments further with SPR, be sure to include your name at the end of the survey so that SPR can follow up with you.

Section 2 – Pastor Self-Evaluation &

Section 3 – Pastor Planning For the Coming Year

For each criteria, please rate your performance from 1-5 according to the following scale:

1=UNSATISFACTORY

2=NEEDS IMPROVEMENT

3=MEETS EXPECTATIONS

4=EXCEEDS EXPECTATIONS

5=EXCEPTIONAL PERFORMANCE

If you choose to add comments regarding your performance, the box provided below each section has a character limit of 800 characters. Keep in mind that if your comments exceed that limit, they may not be received by the review team.

COMPREHENSIVE ANNUAL PASTOR EVALUATION FORM

Name of Pastor

Role or title

Church Name

Date of evaluation conversation

Name of person(s) participating in the evaluation

PASTOR EVALUATION & PLANNING FEEDBACK

Completed by Leadership Team

Evaluation Period:

Planning Period:

1. Name of Pastor being evaluated

2. Which of the following best describes your leadership role at the church?

NOTE: ALL SPR MEMBERS MUST SELECT SPR TEAM. Select only one.

- SPR Team
- Chair, or Vice Chair of Finance, Board of Trustees or Nominations
- Ministry Area Team Lead (Care & Nurture, Worship, Missions, Adult Discipleship, Children, Youth)
- Direct Report
- Other Church Council member (Church Council Chair and Vice Chair, Lay Leader, Member at large, Recording Secretary, etc.)

3. Please evaluate the Pastor on each of the following regarding **PREACHING AND TEACHING** using the scale defined above.

	1	2	3	4	5	N/A
Communicates a clear biblically grounded message that leads the congregation to a deeper relationship with Christ.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Messages are well-planned and organized, concisely connecting scripture with current application.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Connects with a broad range of members across generations through the message.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Effectively articulates and delivers the message	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Works closely with Worship Team to provide a spirit-filled worship experience that leads others to serve and glorify God.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Additional comments regarding the Pastor's performance in the area of **PREACHING AND TEACHING.**

4. Please evaluate the Pastor on each of the following regarding **PASTORAL CARE** using the scale defined above

	1	2	3	4	5	N/A
Committed to getting to know and develop relationships with members of the congregation by visiting with them beyond Sunday morning worship.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Knows the congregation well enough to be aware of their needs and responds appropriately and in a timely manner.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Visits and prays with church members in homes, hospitals, nursing homes/assisted living facilities, etc. to provide pastoral support.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Empathizes with and supports/counsels the grieving, ill and others facing challenging circumstances.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Works closely with the Care and Nurture Team to ensure that the needs of the congregation are being met.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Additional comments regarding the Pastor's performance in the area of **PASTORAL CARE:**

5. Please evaluate the Pastor on each of the following regarding **DISCIPLESHIP** using the scale defined above.

	1	2	3	4	5	N/A
Committed to establishing a culture and context for discipleship.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Discipleship opportunities are rooted in Wesleyan practices and emphasis.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Meets congregation members where they are and encourages continual growth toward discipleship.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Encourages and supports the congregation in participating in discipleship opportunities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Works closely with Adult Discipleship, Children and Youth Chairs to support laity in their leadership for discipleship.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Additional comments regarding the Pastor's performance in the area of **DISCIPLESHIP**:

6. Please evaluate the Pastor on each of the following regarding **OUTREACH AND COMMUNITY INVOLVEMENT** using the scale defined above.

	1	2	3	4	5	N/A
Represents our church appropriately at community events.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Represents our church appropriately at school events.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Represents our church at ecumenical events in the community.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Collaborates with other Pastors in the community to conduct ecumenical events.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Additional comments regarding the Pastor's performance in the area of **OUTREACH AND COMMUNITY INVOLVEMENT**:

7. Please evaluate the Pastor on each of the following regarding **INTERPERSONAL AND COMMUNICATION SKILLS** using the scale defined above.

	1	2	3	4	5	N/A
Relates to and communicates with church leaders, members of the congregation and staff appropriately and with respect.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Articulates ideas clearly when speaking and writing.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communicates regularly through newsletters, emails, social media outlets, etc. to keep congregation informed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Exhibits objectivity and openness to the views and feedback of others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Involved in community events and represents church appropriately in the community.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Additional comments regarding the Pastor's performance in the area of **INTERPERSONAL AND COMMUNICATION SKILLS**:

8. Please evaluate the Pastor on each of the following regarding **LEADERSHIP AND VISION** using the scale defined above.

	1	2	3	4	5	N/A
Understands, respects and supports the mission, vision and values of the church.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Considers the "big picture" in carrying out the Pastor's job functions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Inspires the trust of others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates servant leadership qualities, supporting church leaders in their roles.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Empowers laity to lead in the areas in which they are gifted.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Additional comments regarding the Pastor's performance in the area of **LEADERSHIP AND VISION**:

9. Please evaluate the Pastor on each of the following regarding **TEAMWORK/COLLABORATION** using the scale defined above.

	1	2	3	4	5	N/A
Puts success of the team, committee and staff ahead of self-interests.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is open to and respectfully considers the ideas and suggestions of other members of the team.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Works collaboratively with leadership team and church members to promote trust, understanding and unity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Maintains positive relationships with staff and laity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Well regarded by team and committee members and co-workers for positive contributions to the group.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Additional comments regarding the Pastor's performance in the area of **TEAMWORK/COLLABORATION:**

10. Please evaluate the Pastor on each of the following regarding **PLANNING/ORGANIZATION** using the scale defined above.

	1	2	3	4	5	N/A
Effectively organizes and plans work. Uses time efficiently and effectively.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Adheres to church policies.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is a good steward of the church's financial resources.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Works ethically and with the utmost integrity in every situation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Integrations change smoothly.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Additional comments regarding the Pastor's performance in the area of **PLANNING/ORGANIZATION:**

11. Please evaluate the Pastor on each of the following regarding **DEPENDABILITY/RESPONSIVENESS** using the scale defined above.

1 2 3 4 5 N/A

Responds in a timely manner to texts, emails and phone calls.

Additional comments regarding the Pastor's performance in the area of **DEPENDABILITY/RESPONSIVENESS:**

12. What are 3 things you would like to see the Pastor focus on for next year? In other words, what would you like to see more or less of or things you would like to see done differently to grow our church?

13. Name of person providing performance feedback (**OPTIONAL**)

PASTOR SELF-EVALUATION & PLANNING FORM

Pastor Self-Evaluation

Evaluation Period:

Planning Period:

1. Name of Pastor

2. Please evaluate yourself on each of the following regarding **PREACHING AND TEACHING** using the scale defined above.

	1	2	3	4	5	N/A
Communicates a clear Biblically-grounded message that leads the congregation to a deeper relationship with Christ.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Messages are well-planned and organized, concisely connecting scripture with current application.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Connects with a broad range of members across generations through the message.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Effectively articulates and delivers the message.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Works closely with Worship Team to provide a spirit-filled worship experience that leads others to serve and glorify God.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Additional comments regarding your performance in the area of **PREACHING AND TEACHING:**

3. Please evaluate yourself on each of the following regarding **PASTORAL CARE**.

	1	2	3	4	5	N/A
Committed to getting to know and develop relationships with members of the congregation by visiting with them beyond Sunday morning worship.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Knows congregation well enough to be aware of their needs and responds appropriately and in a timely manner.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Visits and prays with church members in homes, hospitals, nursing homes/assisted living facilities, etc. to provide pastoral support.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Empathizes with and supports/counsels the grieving, ill and others facing challenging circumstances	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Works closely with the Care and Nurture Team to insure that the needs of the congregation are being met.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Additional comments regarding your performance in the area of **PASTORAL CARE**:

4. Please evaluate yourself on each of the following regarding **DISCIPLESHIP** using the scale defined above.

	1	2	3	4	5	N/A
Committed to establishing a culture and context for discipleship.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Discipleship opportunities are rooted in Wesleyan practices and emphasis.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Meets congregation members where they are and encourages continual growth toward discipleship.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Encourages and supports congregation in participating in discipleship opportunities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Works closely with Adult Discipleship Chair, and the Children and Youth chairs to support laity in their leadership for discipleship.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Additional comments regarding your performance in the area of **DISCIPLESHIP**:

5. Please evaluate yourself on each of the following regarding **OUTREACH AND COMMUNITY INVOLVEMENT** using the scale defined above.

	1	2	3	4	5	N/A
Represents the church appropriately at community events.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Represents the church appropriately at school events.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Represents the church at ecumenical events in the community.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Collaborate with other pastors in the community to conduct ecumenical events.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Additional comments on your performance in the area of **OUTREACH AND COMMUNITY INVOLVEMENT**:

6. Please evaluate yourself on each of the following regarding **INTERPERSONAL AND COMMUNICATION SKILLS** using the scale defined above.

	1	2	3	4	5	N/A
Relates to and communicates with the church leaders, members of the congregation and staff appropriately and with respect.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Articulates ideas clearly when speaking and writing.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communicates regularly through newsletters, emails, social media outlets, etc. to keep congregation informed and inspired.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Exhibits objectivity and openness to the views and feedback of others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Additional comments regarding your performance in the area of **INTERPERSONAL AND COMMUNICATION SKILLS**:

7. Please evaluate yourself on each of the following regarding **LEADERSHIP AND VISION** using the scale defined above.

	1	2	3	4	5	N/A
Understands, respects and supports the mission, vision and values of the church.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Considers the "big picture" in carrying out the Pastor's job functions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Inspires the trust of others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates servant leadership qualities, supporting church leaders in their roles.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Works through the church's Administrative Committee and Ministry Team structure, providing support and encouragement to laity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Empowers laity to lead in the areas in which they are gifted.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Additional comments regarding your performance in the area of **LEADERSHIP AND VISION:**

8. Please evaluate yourself on each of the following regarding **TEAMWORK/COLLABORATION** using the scale defined above.

	1	2	3	4	5	N/A
Puts success of the team, committee and staff ahead of self-interests.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is open to and respectfully considers the ideas and suggestions of other members of the team.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Works collaboratively with leadership team and church members to promote trust, understanding and unity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Maintains positive relationships with staff and laity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Well regarded by team and committee members and co-workers for positive contributions to the group.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Additional comments regarding your performance in the area of **TEAMWORK/COLLABORATION:**

9. Please evaluate yourself on each of the following regarding **PLANNING/ORGANIZATION** using the scale defined above.

	1	2	3	4	5	N/A
Effectively organizes and plans work. Uses time efficiently and effectively.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Adheres to church policies.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is a good steward of the church's financial resources.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Works ethically and with the utmost integrity in every situation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Integrates changes smoothly.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Additional comments regarding your performance in the area of **PLANNING/ORGANIZATION**:

10. Please evaluate yourself on each of the following regarding **DEPENDABILITY/RESPONSIVENESS** using the scale defined above.

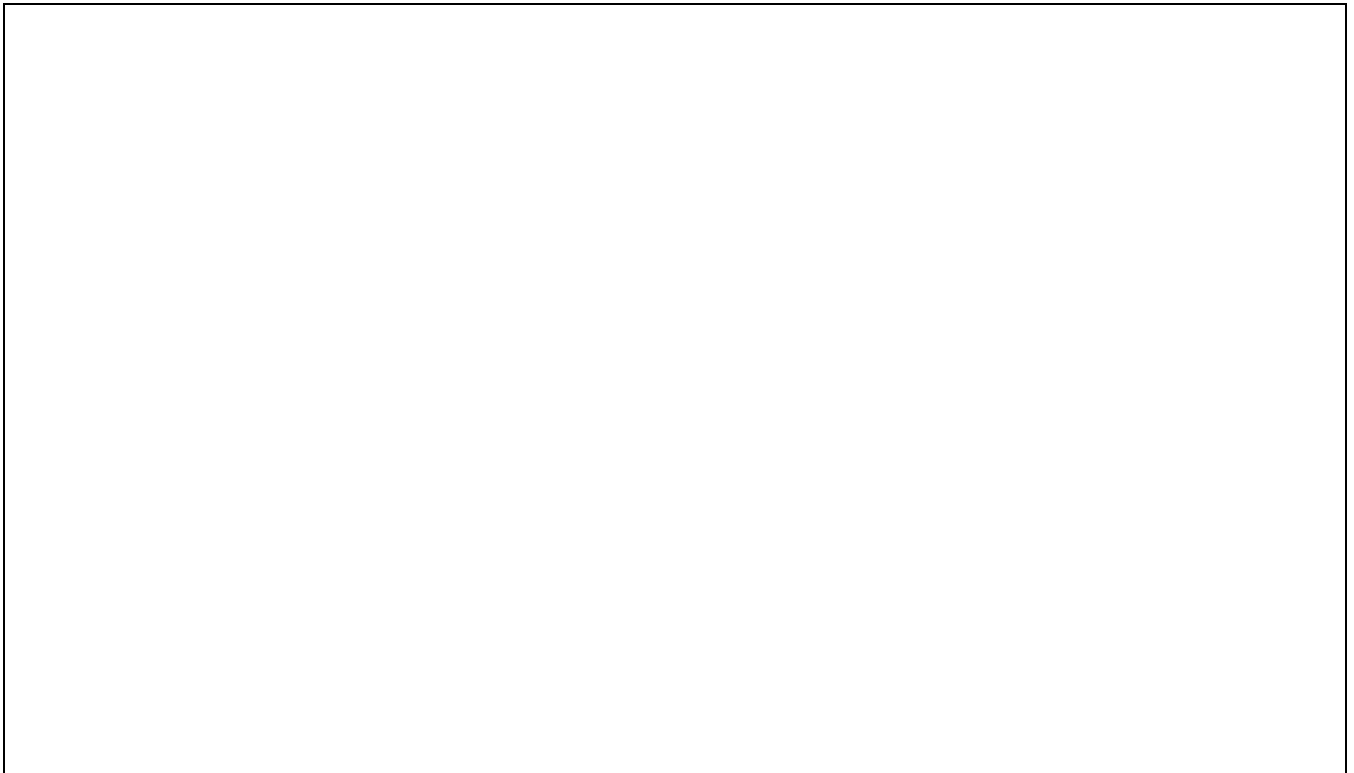
	1	2	3	4	5	N/A
Exhibits flexibility and is available when scheduled or needed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Follows through on commitments.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Responds in a timely manner to texts, emails and phone calls.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Additional comments regarding your performance in the area of **DEPENDABILITY/RESPONSIVENESS**:

11. What were your most meaningful accomplishments/contributions to the pursuit of the church's vision and mission during this performance period?

12. Is there anything you wish you had done differently? If so, what and why?

13. What did you learn about yourself during the period covered by this evaluation?

A large, empty rectangular box with a thin black border, intended for the respondent to write their answer to question 13.

PASTOR SELF-EVALUATION & PLANNING FORM

Pastor Planning for the Coming Year

Evaluation Period:

Planning Period:

1. What has been the most soul-nourishing for you in the past year?

2. What has drained you over the past year?

3. What do you think will be your most significant challenges in the coming year?

4. Identify your top 3-5 key **MINISTRY goals** for the coming year. *(Note: Your SMART Goals should indicate how you will advance the ministry and improve your performance in the related areas. They should also be SPECIFIC, MEASURABLE, ACHIEVABLE, RELEVANT AND TIME-BOUND.) This section is limited to 2000 characters, including spaces. Further opportunity for discussion and explanation in SPR interview.*

5. Identify your top 3-5 key **PERSONAL goals** for the coming year. *(Note: Your SMART Goals should indicate how you will advance the ministry and improve your performance in the related areas. They should also be SPECIFIC, MEASURABLE, ACHIEVABLE, RELEVANT AND TIME-BOUND.) This section is limited to 2000 characters, including spaces. Further opportunity for discussion and explanation in SPR interview.*

6. What training and development opportunities do you need to support your own spiritual and personal growth and maximize your effectiveness in ministry?

7. Other than the training and development opportunities listed above, how can the leadership of the church best support you to maximize your effectiveness and faithfulness in ministry?

8. Is there anything else not covered in this evaluation and goal planning document that you would like to discuss with SPR? If so, please identify the topic(s).