

THE PASTOR'S MINISTRY

This form is intended to be used by the pastor and the Board of Elders. Each person should fill out the form independently and then mail or return it to the chairman of the Boar of Elders. Once this is done, there should be a joint meeting to discuss the individual evaluations. The discussion should be positive in nature. Such an evaluation should be conducted at least annually, preferably on a quarterly basis.

A pastor does many things. What are the most important things that need priority in his work? How can he be doing these things more effectively and efficiently? Please give us your opinion by writing appropriate numbers in the spaces below.

1. Read the entire list quickly
2. Rate each and every item for *importance* (1-7).
3. After the entire list is rated for importance, then rate each and every item for *effectiveness* (1-7).

IMPORTANCE

*Write a number (1-7) in the space indicating how important you think it is that **your pastor** performs these activities.*

- 7 Most Important
- 6 Very Important
- 5 Quite Important
- 4 Average Importance
- 3 Somewhat Important
- 2 Not Very Important
- 1 Not Important
- X Not Known to Me

EFFECTIVENESS

Write a number (1-7) which indicates how well your pastor is performing these activities.

- 7 Outstanding
- 6 Very Effective
- 5 Above Average
- 4 Average
- 3 Somewhat Effective
- 2 Not Very Effective
- 1 Ineffective
- X Not Known to Me

IMPORTANCE	ACTIVITIES	EFFECTIVENESS
	1. Maintains a disciplined life of prayer and personal devotion.	
	2. Follows a definite schedule of reading and study.	
	3. Participates in opportunities for continuing education.	
	4. Cultivates a Christian home and personal life.	
	5. Has a clear vision of the mission of the church.	
	6. Helps the congregation to see that vision and focus on the mission of the church.	
	7. Aids in mapping out objectives, and plans the overall church strategy and program.	
	8. Mixes socially to develop contacts for evangelism.	
	9. Visits new residents and recruits new members.	
	10. Creates and promotes enthusiasm for fully integrating new members.	
	11. Supplies ideas for new activities and projects.	
	12. Promotes and creates enthusiasm for church activities.	

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IMPORTANCE	ACTIVITIES	EFFECTIVENESS
	13. Works with congregational boards and committees.	
	14. Recruits, trains, and assists lay leaders and teachers.	
	15. Visits regularly in the homes of the congregation.	
	16. Talks with individuals about their spiritual development.	
	17. Encourages all persons to grow in using their spiritual gifts.	
	18. Preaches effective and relational sermons.	
	19. Leads public worship effectively and reverently.	
	20. Effectively administers Baptism and Communion, conducts weddings and sacred rites.	
	21. Promotes and creates enthusiasm for school activities.	
	22. Promotes and creates enthusiasm for the part-time educational agencies of the church (Sunday School, VBS, etc.)	
	23. Teaches Bible Class.	
	24. Teaches Confirmation Class — Youth	
	25. Teaches Confirmation Class — Adult	
	26. Teaches and works directly with young people.	
	27. Teaches and works directly with children.	
	28. Teaches and works directly with adults.	
	29. Teaches and works directly with single adults.	
	30. Teaches and works directly with young families.	
	31. Counsels with people facing major decisions of life such as marriage and vocation.	
	32. Counsels with people about their moral and personal problems.	

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IMPORTANCE	ACTIVITIES	EFFECTIVENESS
	33. Ministers to the sick, dying, and the bereaved.	
	34. Ministers to the divorced and separated.	
	35. Fosters fellowship at church gatherings.	
	36. Maintains harmony, handles conflict, averts or resolves problems.	
	37. Gives leadership in the area of Biblical stewardship including financial stewardship.	
	38. Manages the church office including records, correspondence, and information center.	
	39. Supports and leads the professional staff of the congregation.	
	40. Works together in team ministry with the professional staff of the congregation.	
	41. Operates effectively in team ministry with the staff according to the agreed job descriptions.	
	42. Recruits young people for full time ministry in the church.	
	43. Promotes and creates enthusiasm for Circuit, District, and Synod.	
	44. Participates in denominational activities.	
	45. Participates in community projects and organizations.	
	46. Cooperates with social, legal, medical, and educational workers.	
	47. Assists victims of social neglect or injustice.	