

Guide for Evaluating Pastoral Performance

Please use the following rating scale in completing this evaluation:

[1] = **Weak** [2] = **Fair** [3] = **Good** [4] = **Very good** [5] = **Outstanding**

A. Leadership in Congregational Functions

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|--|---|---|---|---|---|
| 1. Witness – Concerned with and involved in outreach and trains others to reach out with the Gospel | 1 | 2 | 3 | 4 | 5 |
| 2. Service – Concerned for and involved in helping others and trains others for this ministry. | 1 | 2 | 3 | 4 | 5 |
| 3. Nurture – Committed to and interested in equipping people so that education is important in the congregation. | 1 | 2 | 3 | 4 | 5 |
| 4. Worship – Helps make the means of grace real and joyful for worshipers as they participate in worship. | 1 | 2 | 3 | 4 | 5 |
| 5. Fellowship – Values and encourages people to express their love in unity with each other. | 1 | 2 | 3 | 4 | 5 |
| 6. Stewardship – Provides leadership and example to express God's ownership and management. | 1 | 2 | 3 | 4 | 5 |

B. Practical Skills in Ministry Activities

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|---|---|---|---|---|---|
| 1. Preaching (content) – is well prepared and preaches Bible based sermons. | 1 | 2 | 3 | 4 | 5 |
| 2. Preaching (Delivery) – delivery is interesting, winsome and energizing. Does not read sermons. | 1 | 2 | 3 | 4 | 5 |
| 3. Teaching (Ability) – leads people to grow in Word and knows learners and uses appropriate methods to teach them. | 1 | 2 | 3 | 4 | 5 |
| 4. Visitations – visits homes and work places of members and is approachable and friendly. | 1 | 2 | 3 | 4 | 5 |
| 5. Counseling – people seek him for advice and help. He understands when to help and when to refer. | 1 | 2 | 3 | 4 | 5 |
| 6. Communication – understands verbal and non-verbal communication and is a good listener. | 1 | 2 | 3 | 4 | 5 |

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|--|---|---|---|---|---|
| 7. Work with Youth – works well with young people. | 1 | 2 | 3 | 4 | 5 |
| 8. Work with Elderly – works well with other adults. | 1 | 2 | 3 | 4 | 5 |

C. Other Areas of Leadership

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| 1. Tact – sensitive and caring and speaks the truth in love at the right time. | 1 | 2 | 3 | 4 | 5 |
| 2. Patience – is kind to even those who are angry with him, takes the long view. Knows when to be silent. | 1 | 2 | 3 | 4 | 5 |
| 3. Cooperation – positive and cheerful in relationships even when asked to do extra duties, dependable. | 1 | 2 | 3 | 4 | 5 |
| 4. Initiative – ambitious, sees opportunities for service and does it without dragging his feet. | 1 | 2 | 3 | 4 | 5 |
| 5. Administration – keeps accurate records, uses time well, is well-prepared, keeps leaders informed. | 1 | 2 | 3 | 4 | 5 |
| 6. Leadership – respects lay people, listens, is a shepherd leader, guiding not driving, visionary. | 1 | 2 | 3 | 4 | 5 |
| 7. Personal Grooming – dresses appropriate to the occasion clothes are clean, hair is cut and combed, shoes are polished. | 1 | 2 | 3 | 4 | 5 |