

2013 Pastoral Ministry Evaluation

Please complete one form for each Pastor serving your church.

This Survey To Be Applied To: Name: _____

Please complete in Gateway.

OBJECTIVES ESTABLISHED BY THE SPRC: List the goals established by the SPRC and pastor/deacon at the beginning of the year:

Please answer the following question(s) (* indicates a required question).

- List goals in priority order. (up to five) *
- In the area of these goals, the pastor/deacon: *
Answers for each question: Exceeds expectations, Fully meets expectations, Needs improvement
- If you checked "needs improvement" for this area, list areas of improvement and steps to be taken.)

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Answers for each question: Exceeds expectations, Fully meets expectations, Needs improvement

KEY MINISTRY ACCOUNTABILITIES: This section provides opportunity to evaluate the degree to which the pastor/deacon fulfills the Key Ministry Accountabilities which are the foundation of the Discipleship Adventure.

Please answer the following question(s) (* indicates a required question).

- **Celebrates:** Vital worship which encourages, inspires, and challenges the people of God. Responsibilities may include preaching, worship planning, writing or reading liturgy, or others specific to your context. *
Answers for each question: Exceeds expectations, Fully meets expectations, Needs improvement

Please give an example and/or comment that support your reason for the particular rating.

- **Connects:** Ministries which engage newcomers and members in relationships with one another and with Jesus Christ as discipleship is deepened. This may include visitation, participation in congregational life, small group leadership, relationships with key congregational leadership. This also includes the connectional covenant in which pastors/deacons serve the district and/or conference. *
Answers for each question: Exceeds expectations, Fully meets expectations, Needs improvement

Please give an example and/or comment that support your reason for the particular rating.

- **Develops:** Opportunities for learning and growing as disciples through spiritual practices, Sunday School, Bible studies, and small groups. This might include practicing and providing opportunities to participate in prayer groups, prayer vigils, fasting, almsgiving, meditation, Disciple Bible study, short-term studies, teaching topical studies, children's sermons, and many more specific to your context. *
Answers for each question: Exceeds expectations, Fully meets expectations, Needs improvement

Please give an example and/or comment that support your reason for the particular rating.

- **Serves:** Ministries which meet the missional needs of the community and the world. Participation may include mission trips, local mission involvement, preaching on and publicizing social justice issues, including world concerns in prayer, involvement in conference initiatives and community needs. *
Answers for each question: Exceeds expectations, Fully meets expectations, Needs improvement

Please give an example and/or comment that support your reason for the particular rating.

- Please respond for the **deacons:** How well does the deacon fulfill the call of a deacon by connecting the church to the world and the world to the church? Give examples.
- **Shares:** Personal stories of faith and evidences of God at work expressed by the pastor and laity to reach others for Jesus Christ. This might involve the pastor sharing evidences of God at work, providing opportunities for laity to share their faith in the community, in worship, in small groups, or in writing. *
Answers for each question: Exceeds expectations, Fully meets expectations, Needs improvement

Please give an example and/or comment that support your reason for the particular rating.

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FAITH, FIRE AND FRUITS: Jesus established the pattern for Spiritual Leadership through his faith, fire and fruits:

Please answer the following question(s) (* indicates a required question).

- In the area of **Faith**, the pastor/deacon: *
Answers for each question: Exceeds expectations, Fully meets expectations, Needs improvement

Explain why.

- In the area of **Fire**, the pastor/deacon: *

Answers for each question: Exceeds expectations, Fully meets expectations, Needs improvement
Explain why.

- In the area of **Fruit**, the pastor/deacon: *

Answers for each question: Exceeds expectations, Fully meets expectations, Needs improvement

Explain why.

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FAITH, FIRE AND FRUITS: Identify how you would evaluate some of the following skill areas essential for ministry:

Please answer the following question(s) (* indicates a required question).

- Preaching * *Exceeds expectations, Fully meets expectations, Needs improvement*
- Worship Leadership * *Exceeds expectations, Fully meets expectations, Needs improvement*
- Financial Stewardship Development * *Exceeds expectations, Fully meets expectations, Needs improvement*
- Communication * *Exceeds expectations, Fully meets expectations, Needs improvement*
- Conflict Management * *Exceeds expectations, Fully meets expectations, Needs improvement*
- Interpersonal skills * *Exceeds expectations, Fully meets expectations, Needs improvement*
- Staff Recruitment, Development and Staff Relationships * *Exceeds expectations, Fully meets expectations, Needs improvement*
- Spiritual Formation of the Congregation * *Exceeds expectations, Fully meets expectations, Needs improvement*
- Connection with the Culture of the Community * *Exceeds expectations, Fully meets expectations, Needs improvement*
- Forming Partnerships to Grow the Ministry * *Exceeds expectations, Fully meets expectations, Needs improvement*
- Vision/Mission Development to Guide the Church's Ministry * *Exceeds expectations, Fully meets expectations, Needs improvement*

- Leading Congregation through Change * *Exceeds expectations, Fully meets expectations, Needs improvement*
- Sabbath/Self Care * *Exceeds expectations, Fully meets expectations, Needs improvement*
- Work Ethic * *Exceeds expectations, Fully meets expectations, Needs improvement*

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OVERALL: Overall Summary Statement

Please answer the following question(s) (* indicates a required question).

Please sign your name. Your signature confirms consultation with the SPRC Committee. *

Note: Make sure to hit the submit button when you are satisfied with your answers.