

Instructions for Pastoral Leadership Feedback Worksheet

Process:

Complete the worksheet. This worksheet is designed to be completed individually by each member of the Staff Parish Relations Committee (SPRC) or Pastor Parish Relations Committee (PPRC). The pastor will also complete the worksheet.

Submit the completed worksheet to the committee chair. Both the pastor and the committee members will submit their completed worksheets to the committee chairperson.

Compile the results. The chairperson will compile the responses of the pastor and committee members so that a comparison can be made indicating the pastor's perceptions of his/her performance compared with the perceptions of committee members.

Share the feedback. The committee will meet with the pastor to provide feedback to the pastor about his/her performance during the past year. It is important for this conversation to be focused primarily on reinforcing the gifts and strengths of the pastor. In some cultures, it is considered to be inappropriate to give direct feedback to the pastor. In these cases, a less direct approach will be required for discussing this information with the pastor. Here is a suggested outline:

- Identify and discuss the areas in which the perceptions of the pastor and the committee are generally in agreement.
- Identify and discuss any areas in which the perceptions of the pastor and the committee are not in agreement. In these cases, it will help to clarify the varying perceptions to see if consensus can be reached.
- Focus on the pastor's strengths and gifts to explore ways that these can be developed and leveraged further.
- Discuss the areas where the pastor is not strong and explore ways that these areas can be addressed. Is it possible for the pastor to improve in these areas? Is there another person who can perform these duties?

Develop an Action Plan. Working with the pastor, agree on steps the pastor commits to taking in the coming year to develop further. This may include continuing education events, spiritual direction, and consultation with others.

Write a report of the conversation. This report should be kept in the pastor's confidential file and a copy should be sent to the District Superintendent.

California-Nevada Annual Conference Pastoral Leadership Feedback Worksheet

Pastor: _____ Church: _____ Date: _____

Prior year's goals or action plan established with SPRC:

Note progress toward these goals:

Feedback Instructions: For each area, select the **blue word** that best indicates the way you have experienced the pastor during this year, **compared to the expectations of a Transformational Leader** as described in the Transformational Leader document included in this packet. The question under each area is designed to assist in your feedback.

Personal Qualities

1. Demonstrates spiritual vitality: ___ **Less** ___ **Some** ___ **Most** ___ **Exceeds**
How has the pastor's personal spiritual life influenced you in the past year?
2. Demonstrates healthy self-awareness: ___ **Less** ___ **Some** ___ **Most** ___ **Exceeds**
What have you noticed that indicates that the pastor is aware of both his/her strengths and weaknesses?
3. Committed to lifelong learning: From ___ **Less** ___ **Some** ___ **Most** ___ **Exceeds**
What you have observed, how important is it to your pastor to continually engage in learning opportunities?
4. Demonstrates personal integrity: ___ **Less** ___ **Some** ___ **Most** ___ **Exceeds**
How has the pastor demonstrated honesty and authenticity during the past year?
5. Demonstrates professional judgment: ___ **Less** ___ **Some** ___ **Most** ___ **Exceeds**
How has the pastor exercised mature decision-making this past year?

Making Disciples of Jesus Christ for the Transformation of the World

1. Enables people to experience a deepening relationship with Jesus Christ: ___ **Less** ___ **Some** ___ **Most** ___ **Exceeds**
How has the pastor invited you into a closer relationship with Jesus Christ?
2. Models and invites commitment to spiritual formation and disciplines: ___ **Less** ___ **Some** ___ **Most** ___ **Exceeds**
How has the pastor encouraged spiritual formation and disciplines?
3. Teaches the Bible and trains disciples to teach others: ___ **Less** ___ **Some** ___ **Most** ___ **Exceeds**
How does the pastor encourage you to study the Bible? How are Bible teachers developed?
4. Preaches and leads the congregation in making disciples of Jesus Christ: ___ **Less** ___ **Some** ___ **Most** ___ **Exceeds**
What role has the pastor had in leading the congregation to make disciples of Jesus Christ?
5. Preaches with passion and inspiration: ___ **Less** ___ **Some** ___ **Most** ___ **Exceeds**
How has the pastor's preaching been meaningful to you and the visitors you invite to worship?

Outreach to the Community and the World

1. Compassionate for the poor, lost and marginalized: ☐ Less ☐ Some ☐ Most ☐ Exceeds
How has the pastor shown a heart for the needs of the poor, lost, and marginalized?
2. Leads the congregation to respond to the needs of the community: ☐ Less ☐ Some ☐ Most ☐ Exceeds
How has the pastor been creative and strategic in reaching out to the community?
3. Leads the congregation and the larger Church to respond to the needs of our world: ☐ Less ☐ Some ☐ Most ☐ Exceeds
How has the pastor increased your awareness of world issues and opportunities for service?
4. Models and encourages congregation to increase attendance at worship and congregational events: ☐ Less ☐ Some ☐ Most ☐ Exceeds
What has the pastor done to encourage increased participation in the life of the church?

Congregational Care & Leadership

1. Develops and implements vision: ☐ Less ☐ Some ☐ Most ☐ Exceeds
How has the pastor helped the congregation to clarify its vision?
2. Equips others for leadership and ministry: ☐ Less ☐ Some ☐ Most ☐ Exceeds
How engaged is the pastor in developing leadership skills of laity?
3. Designs and leads meaningful worship experiences: ☐ Less ☐ Some ☐ Most ☐ Exceeds
What worship experiences have been most meaningful for you?
4. Preaches and models faithful stewardship of gifts and resources: ☐ Less ☐ Some ☐ Most ☐ Exceeds
How has the pastor encouraged stewardship of gifts and resources?
5. Leads the church in full payment of apportionments: ☐ Less ☐ Some ☐ Most ☐ Exceeds
How has the pastor supported payment of full apportionments?
6. Builds collaborative relationships: ☐ Less ☐ Some ☐ Most ☐ Exceeds
What are some examples of the way the pastor seeks diverse points of view with teams?
7. Provides pastoral care: ☐ Less ☐ Some ☐ Most ☐ Exceeds
How has the pastor demonstrated compassion and care for members of the congregation?

What are the pastor's greatest gifts for ministry?

How will any deficiencies be addressed?

Compilation of Feedback Worksheets

In the spaces below, indicate how the pastor rated himself/herself by entering a “P” in the appropriate box for each item. Record the ratings of SPRC members by indicating the number of members who rated the pastor in each box.

Quality	Less	Some	Most	Exceeds
Spiritual Vitality				
Self-Awareness				
Lifelong Learning				
Personal Integrity				
Professional Judgment				
Enables a Deepening Relationship with Jesus Christ				
Committed to Spiritual Formation and Disciplines				
Teaches the Bible and Trains Disciples to teach				
Preaches and Leads Congregation in Making Disciples				
Preaches with Passion and Inspiration				
Compassionate for Poor, Lost and Marginalized				
Leads Congregation to Respond to Community Needs				
Models and Leads Congregation to Increase Attendance				
Develops and Implements Vision				
Equips Leaders				
Designs and Leads Meaningful Worship Experiences				
Preaches and Models Stewardship				
Leads Full Payment of Apportionments				
Builds Collaborative Relationships				
Provides Pastoral Care				

Transformational Clergy Leaders **of the California-Nevada Annual Conference**

We are one body in Christ. We are also a body of diverse peoples, geographies, and cultures, serving a mission that is different at this time than at other times. The need of the California-Nevada Annual Conference at this time is for transformational leaders who will **revitalize, inspire, and extend** Christian life and mission into new communities of faith within and beyond existing churches.

Transformational Clergy Leaders

1. Are persons of spiritual depth, character and integrity who:

- a. Are grounded in a relationship with Jesus Christ that is growing in vitality and depth
- b. Are bold, passionate, and decisive about the invitation of all into Christ's Church
- c. Demonstrate compassion for the poor, the lost, and the marginalized
- d. Have a healthy self-knowledge and a disciplined inner life
- e. Are committed to their own lifelong learning and growth
- f. Are willing to be held accountable
- g. Are willing to take risks and persevere with grace through hardship and opposition

2. Are persons who demonstrate leadership by:

- a. Creating an environment that invites a deepening relationship with Jesus Christ through worship, community, and spiritual practice
- b. Articulating and interpreting God's movement in the life of the faith community
- c. Encouraging creative and strategic thinking about integrating Christ's mission into the life of the larger community
- d. Proclaiming God's good news for creation with passion and inspiration
- e. Building collaborative relationships
- f. Equipping others for leadership and ministry
- g. Modeling and inviting commitment to spiritual formation and disciplines
- h. Celebrating diversity and modeling cross-cultural competence

3. Are persons who bear fruit by leading communities of faith that are:

- a. Intentional about making disciples of Jesus Christ
- b. Focused on spiritual formation
- c. Centers of eager invitation and welcome
- d. Increasingly integrating faith into their daily lives and value systems
- e. Effectively engaged in inspiring, equipping, and sending disciples into service in the world