

Senior Church Board Self-Assessment

It is important to remember that the entire leadership team plays a vital role in the quality of ministry at this church. Therefore in a time of evaluating how things are going it is essential that the team be assessed. Please complete the following in order to give the present assessment its widest scope.

Please place a check mark in the most appropriate box:

Name _____ Position/role _____

*I am fulfilled and happy about my position and role on the leadership team.
 Most of the time Sometimes Hardly ever

Comments _____

*I am frustrated about my leadership responsibilities.
 Most of the time Sometimes Hardly ever

Comments _____

Scale: 1 - Strongly Disagree; 2 - Disagree; 3 - Undecided; 4 - Agree; 5 - Strongly Agree
NOTE: Leave blank if not applicable.

						Comments
Our pastoral staff is provided with clear job descriptions.	1	2	3	4	5	
Ours is a team effort in leadership.	1	2	3	4	5	
Our pastoral staff is supported adequately financially.	1	2	3	4	5	
I believe our pastoral staff manages their personal finances well.	1	2	3	4	5	
I am modeling godliness in lifestyle, financial stewardship, and faithfulness in service.	1	2	3	4	5	

1. The strengths I bring to my role as a leader of this church are _____

2. What are the strengths in the life and ministry of the congregation? _____

3. What areas of congregational life need change and growth?

4. I would like to see our congregation grow in the next one, two, five years in the following ways _____

5. The three areas where the church needs to put the greatest emphasis are _____

Signature _____

Senior Pastor Assessment

The purpose of pastoral review is to provide pastors with an overview of their ministry. The review is meant to be used constructively so as to facilitate the pastor's ongoing growth. With this in mind please complete the following assessment with prayerful consideration. A summary of the results will be shared with the pastor.

How well do you know the pastor?

- Very Well
 Well
 Not Very Well
 Hardly at all

Please indicate your involvement in the life of the church at present

Scale: 1 - Strongly Disagree; 2 - Disagree; 3 - No Comment; 4 - Agree; 5 - Strongly Agree

NOTE: Leave blank if not applicable.

<i>In his PERSONAL LIFE the Pastor gives evidence of:</i>	1	2	3	4	5	Comments
a deep commitment to Christ and a godly lifestyle.	1	2	3	4	5	
a competent knowledge of the Bible.	1	2	3	4	5	
a love for the work of the church.	1	2	3	4	5	
a concern and compassion for unbelievers.	1	2	3	4	5	
a disciplined prayer life.	1	2	3	4	5	
a willingness to accept suggestions.	1	2	3	4	5	
<i>In his HOME LIFE the Pastor:</i>	1	2	3	4	5	Comments
models Christ-like love and compassion	1	2	3	4	5	
takes time with spouse and family	1	2	3	4	5	
benefits from a spouse and family who support the ministry	1	2	3	4	5	
has a good balance between work/leisure	1	2	3	4	5	
<i>AS A LEADER the pastor</i>	1	2	3	4	5	Comments
motivates others to have visions and to set goals.	1	2	3	4	5	
is an effective administrator.	1	2	3	4	5	
respects and supports associate staff.	1	2	3	4	5	
models a spirit of love and care.	1	2	3	4	5	
models a servant attitude.	1	2	3	4	5	
supports conference ministries	1	2	3	4	5	
trains people for ministry and outreach.	1	2	3	4	5	
is sensitive to peoples' needs.	1	2	3	4	5	

<i>AS A PREACHER the pastor</i>	1	2	3	4	5	Comments
is biblical.	1	2	3	4	5	
is relevant.	1	2	3	4	5	
nurtures my spiritual needs and encourages my spiritual growth.	1	2	3	4	5	
encourages participation in service.	1	2	3	4	5	
<i>AS A COUNSELLOR the pastor</i>	1	2	3	4	5	Comments
is easy to talk to and is sensitive.	1	2	3	4	5	
is a good listener.	1	2	3	4	5	
understands me.	1	2	3	4	5	
leaves me with a worthwhile feeling and direction.	1	2	3	4	5	
readily admits to limits.	1	2	3	4	5	

ADDITIONAL COMMENTS:

1. Our pastor does well in the following areas of ministry: _____

2. The pastor should give more attention to:

3. What do you consider to be our church's responsibilities to the pastor: _____

4. How have you shown your support to our pastor? _____

5. If you could say anything you liked to the pastor, what would you say? _____

Signature _____

Associate Pastor Assessment

The purpose of pastoral review is to provide pastors with an overview of their ministry. The review is meant to be used constructively so as to facilitate the pastor's ongoing growth. With this in mind please complete the following assessment with prayerful consideration. A summary of the results will be shared with the pastor.

How well do you know the pastor?

- Very Well Well Not Very Well Hardly at all

Please indicate your involvement in the life of the church at present

Scale: 1 - Strongly Disagree; 2 - Disagree; 3 - No Comment; 4 - Agree; 5 - Strongly Agree
NOTE: Leave blank if not applicable.

<i>In his/her PERSONAL LIFE the Pastor gives evidence of:</i>	1	2	3	4	5	Comments
a deep commitment to Christ and a godly lifestyle.	1	2	3	4	5	
a competent knowledge of the Bible.	1	2	3	4	5	
a love for the work of the church.	1	2	3	4	5	
a concern and compassion for unbelievers.	1	2	3	4	5	
a disciplined prayer life.	1	2	3	4	5	
a willingness to accept suggestions.	1	2	3	4	5	
<i>In his/her HOME LIFE the Pastor:</i>	1	2	3	4	5	Comments
models Christ-like love and compassion						
takes time with spouse and family	1	2	3	4	5	
benefits from a spouse and family who support the ministry	1	2	3	4	5	
has a good balance between work/leisure	1	2	3	4	5	
<i>AS A LEADER the pastor</i>	1	2	3	4	5	Comments
is an effective administrator.	1	2	3	4	5	
respects and supports the senior Pastor.	1	2	3	4	5	
models a spirit of love and care.	1	2	3	4	5	
models a servant attitude.						
relates well to other staff persons						
trains people for ministry and outreach.	1	2	3	4	5	
is sensitive to peoples' needs.						
supports conference ministries	1	2	3	4	5	

<i>AS A CHRISTIAN EDUCATOR the pastor</i>	1	2	3	4	5	Comments
nurtures my spiritual needs and encourages my spiritual growth.	1	2	3	4	5	
models the value of prayer.	1	2	3	4	5	
encourages participation in service.	1	2	3	4	5	
is biblical and relevant in preaching and teaching.						
relates well to children/youth or others under his/her care.	1	2	3	4	5	
<i>AS A COUNSELLOR the pastor</i>	1	2	3	4	5	Comments
is easy to talk to and is sensitive.	1	2	3	4	5	
is a good listener.	1	2	3	4	5	
understands me.	1	2	3	4	5	
leaves me with a worthwhile feeling and direction.	1	2	3	4	5	
readily admits to limits.	1	2	3	4	5	

ADDITIONAL COMMENTS:

1. Our pastor does well in the following areas of ministry: _____

2. The pastor should give more attention to:

3. What do you consider to be our church's responsibilities to the pastor: _____

4. How have you shown your support to our pastor? _____

5. If you could say anything you liked to the pastor, what would you say? _____

Signature _____

Pastoral Self-Assessment

This self-assessment is designed to enhance personal growth. It will help you reflect on your ministry and personal life and will give direction for goal-setting.

What have been some of your significant accomplishments this year? (in ministry and personally). _____

Are there any aspects of your ministry which you would assess as failures or discouragements? (including personal life)

What are the strengths of your ministry on which you want to build? _____

What is one key aspect of your ministry that you would like to change? _____

How have you worked at developing and mentoring leaders? _____

In what ways have you encouraged and supported other members of your pastoral team? _____

Have you fulfilled the expectations of your job description? _____

What changes would you suggest so that your job description more accurately reflects your giftedness and actual ministry? _____

In the coming year, I would like to capitalize on the following trend and/or new opportunities: _____

Scale: 1 - *Very Weak*; 2 - *Weak*; 3 - *Average*; 4 - *Good*; 5 - *Very Good*
 NOTE: Leave blank if not applicable.

Rate yourself in the following categories:	1	2	3	4	5	Comments:
Personal devotional life.	1	2	3	4	5	
Ability to pace myself and take time off.	1	2	3	4	5	
Relationship with my spouse.	1	2	3	4	5	
Relationship with my family/children.	1	2	3	4	5	
Ability to handle pressure.	1	2	3	4	5	
Management of personal finances.	1	2	3	4	5	
Involvement with non-Christians.	1	2	3	4	5	
Preaching/teaching ministry.	1	2	3	4	5	
Care/contacting ministry.	1	2	3	4	5	
Administrative/organizational skills.	1	2	3	4	5	

Several goals that I would like to achieve in the next year.

Several goals that I would like to achieve with the church leadership team.

Several goals that I would like to see the church body achieve.

Signature