
Lead Pastor Evaluation

Sample Evaluation Guide

Date: _____

Review of: _____ Conducted by: _____

1. Evaluate staff member in the following areas by circling the appropriate number.

(1 = unacceptable, 2 = poor, 3 = average, 4 = good, 5 = excellent)

Introduction

It is important for a church board to provide periodic, constructive feedback to a pastor through an annual evaluation. This sample evaluation form corresponds to the Lead Pastor's Job Description (see sample) and Annual Goals, which should both be agreed upon by the Pastor and Board. This format enables the Board to review the Pastor based on clearly stated expectations, rather than other criteria where expectations have not been formally expressed. Please feel free to adapt this form and add or remove sections, as needed.

A. Personal

Demonstrates the fruit of the Spirit in interactions with others. 1 2 3 4 5

Has a pleasant and approachable disposition; relationally strong. 1 2 3 4 5

Maintains a healthy balance between family, recreation and ministry commitments. 1 2 3 4 5

I/we have respect and confidence in him as a leader. 1 2 3 4 5

Comments: _____

B. Shepherding:

Displays a Biblical understanding of the Church. 1 2 3 4 5

Has a positive and equitable relationship with others. 1 2 3 4 5

Gives constructive criticism in a friendly, firm and positive manner. 1 2 3 4 5

Responds to people with genuine concern and compassion. 1 2 3 4 5

Gives appropriate and biblical counsel. 1 2 3 4 5

Is passionate about the ministry of [Church Name]. 1 2 3 4 5

Comments: _____

C. Church Vision and Leadership:

Prays and plans for the present and future regarding vision, mission, goals, strategies 1 2 3 4 5

Provides effective overall leadership for church ministries and operations. 1 2 3 4 5

Effectively oversees staff and volunteers	1 2 3 4 5
Allows time to support the personal and spiritual development of other church staff	1 2 3 4 5
Provides Leadership Development for board, staff and volunteers	1 2 3 4 5
Comments: _____	

D. Oversight of Sunday Services:

Prepares and preaches biblically sound sermons.	1 2 3 4 5
Prepares and preaches sermons that are interesting and applicable.	1 2 3 4 5
Oversees service calendar and planning.	1 2 3 4 5
Leads communion and conducts baptisms.	1 2 3 4 5
Comments: _____	

E. Oversight of Church Outreach:

Plans outreach events and activities.	1 2 3 4 5
Initiates outreach ministries such as <i>Alpha</i> or <i>Christianity Explored</i>	1 2 3 4 5
Shares the gospel regularly in Sunday services.	1 2 3 4 5
Equips people in the church to share their faith.	1 2 3 4 5
Models evangelistic conversations and relationships in personal life.	1 2 3 4 5
Leads and/or supports an effective welcome ministry for newcomers.	1 2 3 4 5
Comments: _____	

F. Oversight of Discipleship Pathway:

Develops and/or promotes a clear pathway for discipleship in the church	1 2 3 4 5
Helps people to engage and grow along the discipleship pathway	1 2 3 4 5
Leads and/or supports an effective Small Group ministry	1 2 3 4 5
Helps people become involved in Small Group ministry	1 2 3 4 5
Comments: _____	

G. Congregational Care:

Develops, leads and/or support a congregational care team 1 2 3 4 5

Calls, visits, emails, prays for and encourages members and adherents 1 2 3 4 5

Comments: _____

H. Other Duties:

Participates in and supports local, regional and national Fellowship associations 1 2 3 4 5

Connects with and encourages other evangelical churches and ministries 1 2 3 4 5

Other duties as required. 1 2 3 4 5

Comments: _____

I. General Leadership:

Equips the saints for the work of the ministry. 1 2 3 4 5

Seeks to fulfill the mission of *[Church Name]*. 1 2 3 4 5

Delegates responsibilities well. 1 2 3 4 5

Builds and supports teams and team members. 1 2 3 4 5

Sets and achieves ministry goals. 1 2 3 4 5

Organized in ministry tasks. 1 2 3 4 5

Welcomes constructive criticism and is willing to improve; not defensive 1 2 3 4 5

Effective in both oral and written communication 1 2 3 4 5

Identifies and equips leaders. 1 2 3 4 5

Comments: _____

2. Goals Achieved, Strengths, Growth Areas and Other Comments:

Area(s) of Ministry Strength: _____

Area(s) for Ministry Growth: _____

Area(s) of Potential Frustration/Concern: _____

Area(s) of Deepest Ministry Passion: _____

Annual Goals Achieved: _____

Major Accomplishments This Year: _____

Any additional comments that will help the staff member continue to serve the Lord and *[Church Name]* effectively: _____

Completed by: _____ Signature: _____ Date: _____

Received by: _____ Signature: _____ Date: _____

[illegible]