# 2021 Pastor’s Year in Review…

*“Care for the flock that God has entrusted to you. Watch over it willingly, not grudgingly—not for what you will get out of it, but because you are eager to serve God.” 1 Peter 5:2 NLT*

*“Those who are taught the word of God should provide for their teachers, sharing all good things with them”. Galatians 6:6NLT*

**Financial:**

1. Discuss your budget. Estimated and actual. Stress how it was accomplished.
   1. Teaching about tithing.
   2. Able to reach more through streaming.
   3. Non-members contributing because they see what the church is doing.

**Christian Education:**

* 1. What did you do?
  2. Talk about your Bible studies, Sunday School, Conferences, training.
  3. How did the Word go forth and transformation happen?

**Pastoral Care:**

* 1. Funerals, weddings, counseling, visitations.

**Missions:**

* 1. How did you serve the community, church, others?

**Worship:**

* 1. Did you use life streaming or offer some other technical connection where the people could connect and see each other?
  2. Did you transition safely back to sanctuary?

**Things I did behind the scenes:**

* 1. What other things did you do that may not be apparent but served as a blessing to the church, members, and community?

**Spiritual Formation:**

1. How did you see the members grow and mature in their relationship with the Lord?

**In considering salary increases, bonuses, and benefits in the future:**

1. It is recommended that a **Pastoral/Ministry Evaluation Committee** is formed including a varied mix of members and leadership. This should not be decided by one or two people.
2. **Suggestions**:(Tawanda Dixon (HR), Deacon Sutton, Cynthia Gardner, Ruth Newkirk, Wanda Dixon, Reuben Gardner, Mike Newkirk)
   1. **The committee should evaluate:**
      1. Financial standing. Was budget met? Exceeded?
      2. Did membership have opportunities for spiritual engagement through varied Bible studies, and sermons?
      3. Was the Word taught/preached effectively and understandably?
      4. Did the members have an opportunity for more specified teaching through conferences and guest speakers.
      5. Did members have an opportunity to serve and operate in their gifts through mission and congregational work?
      6. Did the pastor provide Pastoral Care through counseling, calls, visits, weddings, eulogies, baptisms, etc?
      7. Did the pastor keep the church connected to outside sources and resources such as the health department, Middle District, and General Baptist?
      8. Did the church continue to offer community engagement/service opportunities?
      9. Did we bring in new members?
      10. Were members retained?
3. Each item is rated on a scale from 1 to 5, with **1-not met** at all, **2-met some**, **3-met most**, **4- met all**, and **5-exceeded**.
4. Based on the score, a salary increase from **minimum** 10-15% should be considered. Top score 50. (10-20 pts-10%; 25-30-12%; 35-40-14%; 45-50-15%)
5. **Future Benefits to be considered**:
   1. Increase in Anniversary gift/bonus.
   2. Contribution to a 403b retirement fund and/or a short- and long-term disability plan.
   3. Beginning 3rd year, an additional vacation week is added.

*Elders who do their work well should be respected and paid well,[*[*a*](https://www.biblegateway.com/passage/?search=1%20Timothy%205%3A17-18&version=ESV;NLT#fen-NLT-29741a)*] especially those who work hard at both preaching and teaching.****18****For the Scripture says, “You must not muzzle an ox to keep it from eating as it treads out the grain.” And in another place, “Those who work deserve their pay!” 1 Timothy 5:17-18 NLT*

**Pastoral Evaluation**

1. Financial standing. Was budget met? Exceeded?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-not met | 2-met some | 3-met most | 4- **met all** | 5-exceeded |

1. Did membership have opportunities for spiritual engagement through varied Bible studies, and sermons?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-not met | 2-met some | 3-met most | 4- **met all** | 5-exceeded |

1. Was the Word taught/preached effectively and understandably?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-not met | 2-met some | 3-met most | 4- **met all** | 5-exceeded |

1. Did the members have an opportunity for more specified teaching through conferences and guest speakers.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-not met | 2-met some | 3-met most | 4- **met all** | 5-exceeded |

1. Did members have an opportunity to serve and operate in their gifts through mission and congregational work?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-not met | 2-met some | 3-met most | 4- **met all** | 5-exceeded |

1. Did the pastor provide Pastoral Care through counseling, calls, visits, weddings, eulogies, baptisms, etc?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-not met | 2-met some | 3-met most | 4- **met all** | 5-exceeded |

1. Did the pastor keep the church connected to outside sources and resources such as the health department, Middle District, and General Baptist?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-not met | 2-met some | 3-met most | 4- **met all** | 5-exceeded |

1. Did the church continue to offer community engagement/service opportunities?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-not met | 2-met some | 3-met most | 4- **met all** | 5-exceeded |

1. Did we bring in new members?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-not met | 2-met some | 3-met most | 4- **met all** | 5-exceeded |

1. Were members retained?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-not met | 2-met some | 3-met most | 4- **met all** | 5-exceeded |

Total points:

Signed:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_