Pastor Performance Review Form

Evaluation of Pastor	

Please rank the performance of the pastor in the categories below. The evaluation should reflect the typical performance rather than the occasional, isolated performance. Completed forms should be submitted by Sunday, September 27, in a confidential, sealed envelope and placed in the Personnel Committee mailbox in the church office.

1 = Need improvement

2 = Commendable

3 = Outstanding

NA = Not familiar with performance in this area

1. Pastoral Ministry--Please circle one number in each line

a.	Communication skills	1	2	3	NA
b.	Listening skills	1	2	3	NA
c.	Counseling skills	1	2	3	NA
d.	Crisis ministry	1	2	3	NA
e.	Hospital visitation	1	2	3	NA
f.	Visitation of shut-ins	1	2	3	NA
g.	Visitation of church members	1	2	3	NA
h.	Grief follow-up ministry	1	2	3	NA
i.	Conduct of weddings and funerals	1	2	3	NA
j.	Teaching skills (Bible studies, adult SS, confirmation, etc.)	1	2	3	NA

Comments:

2. Pulpit/Worship Ministry

a.	Planning of worship services	1	2	3	NA
b.	Sermon content (theology and mission)	1	2	3	NA
c.	Sermon delivery	1	2	3	NA
d.	Involvement of staff and church members	1	2	3	NA
e.	Encourages spirit of hospitality	1	2	3	NA

Comments:

a. Leadership of church staff/volunteers b. Assistance to council, committees, church officers, church organizations church organizations c. Organization skills 1 2 3 NA d. Timeliness in correspondence 1 2 3 NA e. Response to telephone calls, e-mails 1 2 3 NA f. Delegation skills 1 2 3 NA Comments: 4. Personal Qualities a. People skills b. Balance of personal and professional life 1 2 3 NA c. Spiritual health 1 2 3 NA d. Commitment to personal/professional growth 1 2 3 NA Comments: 5. Community/Denominational Participation a. Participation in local Lutheran Conference b. Participation in synodical activities 1 2 3 NA c. Participation in local clergy association 1 2 3 NA c. Participation in local clergy association 2 NA Comments: 6. Evangelism leadership a. Commitment to evangelistic visitation/training b. Commitment to evangelism in the church 1 2 3 NA Comments:	3.	Cł	nurch Administration					
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		a.	Commitment to evangelistic visitation/training	1	2	3	NA	
Comments:		b.	Commitment to evangelism in the church	1	2	3	NA	
	Co	mn	nents:					

Na	rrative evaluation
1.	What strengths are most evident in the service/ministry of the pastor?
2.	What growth areas are most evident in the service/ministry of the pastor?
3.	How do you evaluate the overall effectiveness and potential of the pastor in his current role
5.	How do you evaluate the effectiveness of the pastor in leading the church to fulfill its purpose and mission?
6.	What constructive suggestions do you wish to communicate to the pastor?
	ease check the category that most applies to you: Council MemberCommittee MemberCommittee ChairCongregation MemberOther: please note here:
Sig	gnature Date

While your signature is not required, it is requested. All names will remain confidential; however, summary comments will be shared with the pastor. Please submit your evaluation form by Sunday, September 27, in an envelope marked "confidential" in the Personnel Committee mailbox in the church office.