

LEAD PASTOR EVALUATION

The Church Board shall conduct an annual appraisal of the Lead Pastor. The appraisal shall be completed and discussed with the Lead Pastor at the calendared board meeting.

PROCESS

When the board members have completed the survey, the Board Secretary will consolidate the input into a single report and present it as “one voice” to the Lead Pastor.

MEASUREMENTS

Each of the below items will be ranked on a 0 to 5 scale where:

- 0 = not at all true
- 1 = only somewhat true
- 2 = basically true
- 3 = true
- 4 = very true most of the time
- 5 = certainly true all of the time

PERSONAL CHARACTERISTICS

- **Modeling Christ**—Demonstrates a Christ-like attitude and approach to responsibilities and relationships.
- **Attitude/Servanthood**—Demonstrates an outstanding attitude and a servant’s heart.
- **Integrity**—Can be trusted to maintain confidentiality, keep his word, and be responsible to deal honestly and fairly with others.
- **Loyalty**—Supportive of the goals and objectives of the church, denomination, and district and expresses that support, both orally and by attitude.
- **Flexibility**—Able to alter activities to meet the demands of new situations and to respond positively to direction or counsel from the board.
- **Creativity**—Demonstrates originality, imagination, and the capacity to envision new and innovative approaches.
- **Emotional Stability**—Able to withstand pressure and remain calm in conflict management and other difficult situations.
- **Interpersonal Skills**—Demonstrates ability to communicate and work effectively with staff, church board, and key leaders, and congregation.

MINISTRY RESPONSIBILITIES

- **Knowledge of Lead Pastoring**—Demonstrates the knowledge and skills essential to fulfill this ministry.
- **Communication (Oral/Written)**—Demonstrates ability to express clearly and persuasively the goals and purposes of the church.
- **Attention to Detail**—Follows through on procedures and pays attention to details.
- **Productivity**—Ministers efficiently and produces significant results.

- **Quality of Ministry**—Demonstrates concern for efficiency, organization, and standards of care.
- **Cost Consciousness**—Achieves quality results while controlling costs by economical use of manpower and materials.
- **Time Management**—Exhibits efficient use of time.

LEADERSHIP

- **Vision**—Exhibits understanding of the church’s philosophy, goals to accomplish the “big picture.”
- **Supervisory Skills**—Able to develop, train, oversee and achieve results through leadership style and in guiding staff and volunteers so they work together toward a common objective. Implements pastoral-care objectives.
- **Judgment**—Makes timely decisions by sound reasoning and reaching logical conclusions.
- **Initiative**—Initiates and maintains the energy and focus needed to reach a goal or accomplish a task or project.
- **Team Building**—Identifies natural talents and spiritual gifts in others and releases them for ministry.

STRENGTHS HIGHLIGHTED

Make any additional comments highlighting the scores above.

RECOMMENDED IMPROVEMENT AREAS

In a constructive manner, identify areas of weakness to be improved, as well as a suggested course of action to accomplish these.

SUBSTANDARD PERFORMANCE APPRAISAL

In the event that a Lead Pastor receives a low-scoring appraisal, he should be advised, counseled, or directed by the board/elders Committee to fulfill or correct any area of neglect in his ministry responsibilities. Most differences regarding the Lead Pastor’s work and the progress can be resolved by this review process.