

THE PASTOR'S ANNUAL EVALUATION AND GOALS

The purpose of the evaluation and review is to strengthen supportive relationships and to increase the effectiveness of cooperative ministry in the congregation. These questions are designed for guidance of the person who is evaluating his own work. They are to be used for "homework" before the interview by the pastor and elders and/or Director.

1. Regarding the last twelve months:
 - a. What were your very specific work objectives? (goals)
 - b. How well do you think you accomplished them?
 - c. Illustrate with two or three examples of what you did, or what part you played in achieving those objectives.
 - d. What other resources did you need that you did not have or use?

2. Regarding the definition of your work:
 - a. What does the congregation expect of you as a pastor?
 - b. Do you see important points of difference between what the church expects of you and your expectations of yourself?
 - c. What does the church at large (Allegheny Region Conference - General Conference) expect of you? (Example: ARC Purpose and Vision and Values, Section A) Do these conflict with your own expectations?

3. Regarding the next twelve months & beyond:
 - a. What are you trying to accomplish?
 - b. How do you see yourself achieving those objectives?
 - c. How do you get in your own way that keeps you from accomplishing "a"?
 - d. What long-range objectives do you have for yourself and the church(es) you serve?
 - e. What specifically will have to be done to achieve them?

4. Other:
 - a. If you had the power and the resources available, what are some actions or recommendations you would pursue?
 - b. If your constituency were listening, what would you like to say to them about yourself, their job, your work, and the Church's mission?
 - c. If you have additional reflections, feel free to express them.

**ANNUAL AGREEMENT REVIEW AND UPDATE
FOR
CONGREGATION AND PASTOR**

This is a record of the Agreement review and update between the _____
Church of God at _____ and
Pastor _____ for the year _____.

A. THE CHURCH'S MINISTRY:

The church council and pastor have conducted a study and evaluation of the goals of our church, the effectiveness of our total ministry, and the priorities of pastoral leadership on: (date) _____.
(Should be no more than 3 years ago).

B. SALARY AND BENEFIT PACKAGE:

In review of the pastor's salary and benefit package and noting the increases in living and travel costs, merit increases, experience, performance, and the recommendations of the Pastoral Guidance Commission, as approved by the delegates at the Allegheny Region Conference Sessions, this church agrees to provide the following salary and benefit package for the calendar year _____.

1. Salary:

a) This church agrees to provide an annual salary of:

Base salary	\$ _____
Education	\$ _____
Experience	\$ _____
Social Security Supplement	\$ _____
Total Annual Salary	\$ _____

b) Each pay the pastor will be paid \$ _____, ____ monthly, ____ twice monthly, ____ every two weeks, ____ weekly; beginning on _____.

2. Housing (check "a" or "b" and complete)

___ a) A parsonage will be provided by the church. It is understood that in addition to parsonage (including drapes, curtains, carpeting and kitchen range) and garage, the church will provide all utilities except the cost of personal phone calls. The remunerative value for Social Security and Pension purposes is based on the annual rental and utility value established by the Allegheny Region Conference.
Parsonage Allowance Designation (only for ordained or licensed pastors): The pastor's cash salary for this current calendar year of _____ shall be \$ _____; of which \$ _____ shall be designated as "parsonage allowance" to the extent that it is used by the pastor to cover expenses incurred in occupying the parsonage.*

___ b) Housing Allowance Designation: In lieu of parsonage and utilities this church will provide a housing allowance of \$ _____.*

* A resolution must be included in the Church Council minutes if the amounts changed from the previous Designation or if the previous Designation was not for future years.

3. Accountable Reimbursement Expense Allowance

a) Car allowance (10% for 1 church, 12% for 2 churches, 14% for 3 churches)	\$ _____
b) Impact Expenses (Findlay Ohio)	\$ _____
c) Continuing Education/Training Conferences	\$ _____
d) Book Allowance	\$ _____
e) Other: _____	\$ _____

Total Annual Amount \$ _____

4. Additional Benefits:
- a) Group Health Insurance \$ _____
 (The church will assume any rate adjustments made by the insurance company.)
 - b) Pension-12% \$ _____
 (Use Worksheet on page K-6)
 - c) Other: _____ \$ _____
 _____ \$ _____
 _____ \$ _____
5. Moving Expense (estimate) paid by church \$ _____

C. PASTOR'S TIME:

1. The pastor shall be entitled to _____ as his regular day(s) off per week. It is understood that in the event of an emergency, funeral, scheduled church meeting or etc. falling on the scheduled day off, that the pastor may take an alternate day(s) off, but they shall not be accumulated.
2. The pastor shall be entitled to _____ weeks, including Sundays, vacation this year. The dates are to be cleared with the church council. (Vacation time shall not be less than what is recommended by the Allegheny Region Conference Pastoral Guidance Commission.)
3. The pastor shall be entitled to attend retreats, Summer Seminar, Pastor's Conference on Biblical Studies, church camp and etc., after the dates are cleared with the church council.
4. The pastor shall be permitted to serve as an evangelist a maximum of two (2) weeks this year after the dates are cleared with the church council.

D. PASTOR'S TERM OF SERVICE AND TERMINATION:

The pastor's appointment by the Pastoral Guidance Commission shall be for an indefinite time, but it may be terminated according to the regulations of the Allegheny Region Conference Constitution.

E. ADDITIONAL TERMS OF AGREEMENT (Specify)

F. REVIEW OF AGREEMENT:

These terms of Agreement shall become effective on _____, _____ and be reviewed with the pastor before _____, _____.

 Church Council Chairperson or Clerk's Signature Date

 Pastor's Signature Date

(Make three (3) copies: one copy each for the local church, the pastor and the Pastoral Guidance Commission.)

MAIL COMMISSION COPY TO: Allegheny Region Conference Office
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