

THE PASTOR'S ANNUAL EVALUATION AND GOALS – SUGGESTED TOOLS

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/her own work. They are to be used for "homework" before the interview by the pastor and elders and/or Director.

THE PASTOR'S ANNUAL EVALUATION – TOOL #1

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.

THE PASTOR'S ANNUAL EVALUATION – TOOL #2

Pastor's Evaluation

Please Respond to the Following Questions on Separate Paper

Name

Date of review

- 1) Do you enjoy your work?
- 2) Is your time and talent being utilized well?
 - How are you achieving what you believe God intends for you as a leader?
 - What have you seen accomplished in your ministry area since last year?
(Describe wins, successes, affirmations, and energizers)
- 3) What frustrates you?
 - What limits your ability to work up to your full potential?
 - What changes would remove or minimize these limiters?
- 4) Describe your vision for your ministry area over the next 3 years.
 - What two or three initiatives do you want the Lord to accomplish through you?
 - If accomplished, what difference will each initiative make for the ARCGGC, the Kingdom?
- 5) Will this vision and/or these initiatives require additional resources (personnel, financial, etc.)?
 - What would be helpful from the Ad Council, the Regional Director, and co-workers?
- 6) Is there anything else you would like to share?

Your Signature

Supervisor Signature

Date

THE PASTOR'S ANNUAL EVALUATION – TOOL #3

Allegheny Region Conference
ANNUAL LEADERSHIP EVALUATION
Pastor/Church Evaluation

Name of Pastor: _____ Date _____

Description	Outstanding 5	Above Average 4	Average 3	Needs Improvement 2	Unsatisfactory 1	Comments
<i>Pastor Evaluation:</i>						
Leadership						
Accountability						
Preaching						
Evangelism/Outreach						
Follow Through/Responsibility						
Rapport with Church Leaders						
Training & Developing Staff/Laity						
Supervision & Motivating Staff/Laity						
Concern For Others						
Encouraging Others						
Community Involvement						
Allegheny Region Involvement						
General Conference Involvement						
Self-Image						
Public Image						
Listening Skills						
Openness to New Ideas						
Acceptance of Criticism						
Appearance						
Enthusiasm						

<i>Church Evaluation:</i>	Outstanding 5	Above Average 4	Average 3	Needs Improvement 2	Unsatisfactory 1	Comments
Following your Vision						
Encourage/Support Pastor						
Adequate Financial Provision						
Community Image						
Evangelism						
Openness to New Ideas						
Cooperative Spirit						

Results may be mailed to:

Allegheny Region Conference
Attn.: Pastoral Oversight Commission
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