

Pastoral Annual Review Evaluation

PASTOR: _____ **DATE:** _____

BY: _____ **BOARD:** _____

The purpose of this document is to identify discussion topics for the annual performance review of the pastor(s). Please assign a score on each of the following topics, based on this scale:

- 1 unsatisfactory — well below standards/expectations
- 2 marginal — acceptable, but standards/expectations may be higher for some parishioners
- 3 good — meets or exceeds standards/expectations
- 4 superior — outstanding, shows excellence in area

Scores of 1 (unsatisfactory) and 4 (superior) must be accompanied by comments describing either a specific example or sustained demonstration that leads to the rating. Please enter NA only if you have no perspective on the area of evaluation.

WORSHIP

- 1. Proclaims God’s Word of grace and love _____
- 2. Leads worship services effectively _____
- 3. Sermons are well-prepared, inspiring and applicable to parishioners’ lives _____
- 4. Demonstrates genuine joy in leading worship and preaching _____

AVERAGE _____

Comments: _____

EVANGELISM and OUTREACH

- 1. Encourages parishioners to share faith with others, including service _____
- 2. Participates in community activities and ecumenical functions _____
- 3. Displays welcoming nature for non-members _____
- 4. Expresses appreciation for concerns and initiatives of ELCA and local synod _____

AVERAGE _____

Comments: _____

PREACHING and TEACHING

- 1. Preaches and teaches Lutheran theology consistent with ELCA doctrine _____
- 2. Takes advantage of informal opportunities to teach within congregation _____
- 3. Supports parish education for all ages, including appropriate devotions _____
- 4. Fosters adult education opportunities by leading or equipping others to lead _____

AVERAGE _____

Comments: _____

PASTORAL CARE

- 1. Initiates caring conversations with members and visitors _____
- 2. Visits those who are unable to attend worship or in our prayers _____
- 3. Serves needs of families during rites of passage (i.e. birth, marriage, death) _____
- 4. Equips lay leaders _____

AVERAGE _____

Comments: _____

LEADERSHIP

- 1. Works effectively with assigned boards and ministry programs _____
- 2. Strengthens congregational council discussions through input and feedback _____
- 3. Exhibits appropriate organizational and planning skills _____
- 4. Demonstrates accountability to self and to council _____
- 5. Interacts effectively with staff _____
- 6. Shares the importance of rituals and traditions within the congregation _____

AVERAGE _____

Comments: _____

COMMUNICATION

- 1. Expresses thoughts clearly in written form _____
- 2. Expresses thoughts clearly in conversation and in meetings _____
- 3. Demonstrates good listening skills in formal and informal settings _____

AVERAGE _____

Comments: _____

SELF-CARE

- 1. Maintains healthy balance between professional life and personal life _____
- 2. Uses vacation for rejuvenation _____
- 3. Seeks opportunities for continuing education _____
- 4. Has developed a pastoral support structure (formal or informal) _____

AVERAGE _____

Comments: _____

OVERALL

Please offer an overall assessment of the pastor's effectiveness for the past year, particularly in light of the defined goals. _____

Comments: _____

