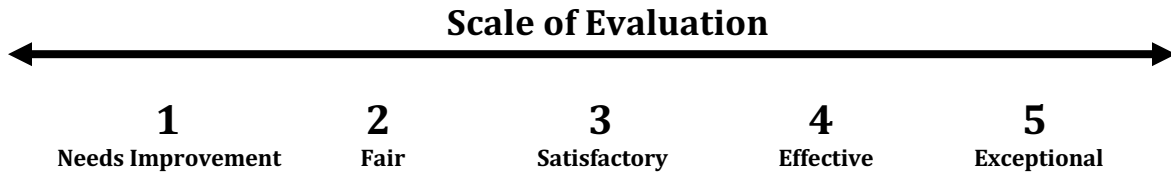


Lead Pastor Year-End Review *Long Form*

Lead Pastor _____

Church _____

Evaluation Date _____



<i>Overall Team Loyalty, Unity and Contributions</i>						
<p>Commitment to Church's Mission and Vision</p> <ul style="list-style-type: none"> ● Is actively involved in setting, embracing, implementing & promoting church wide goals that enhance the approved mission and vision objectives ● Contributes positive input and ideas to assist church staff achieve their goals ● Encourages individuals in congregation to participate in ministries ● Exhibits supportive conduct toward church ministries and projects ● Assists in ministries outside his/her area of responsibility when possible 	1	2	3	4	5	Comments:
<p>Respectful and Encouraging to Others on Staff</p> <ul style="list-style-type: none"> ● Maintains and pursues positive relationships with church staff ● Is courteous, positive, and a source of encouragement to staff ● Responds, rather than reacts ● Demonstrates trust, empathy, and a servant's heart in the team environment 	1	2	3	4	5	Comments:
<p>Appropriate and Healthy in Conflict</p> <ul style="list-style-type: none"> ● Is respectful of the ideas and opinions of others ● Is a good listener ● Takes initiative to settle conflicts rather than waiting for the other person to take the first step and does so privately ● Communicates directly with the party in conflict (does not triangulate) 	1	2	3	4	5	Comments:

<p>Responsive to Elder Supervision</p> <ul style="list-style-type: none"> • Demonstrates accountability to elder body • Consistently responds to and completes appointed tasks, projects and assignments • Responds positively to constructive criticism by taking appropriate steps to implement changes • Communicates progress of projects and assignments • Follows church policy and procedures 	<p style="text-align: center;">1 2 3 4 5</p> <p>Comments:</p>
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Ministry Responsibilities					
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<p>Pursuit of Life Change in People</p> <ul style="list-style-type: none"> • Impacts and encourages others to worship and pursue a deep, intimate relationship with Jesus Christ • Builds constructive and positive relationships with a variety of people • Offers guidance to others 	<p style="text-align: center;">1 2 3 4 5</p> <p>Comments:</p>
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<p>Shepherding and Discipleship</p> <ul style="list-style-type: none"> • Exhibits the characteristics of a servant leader • Demonstrates effective preaching that is biblically based, engaging, and relevant. • Exercises biblical knowledge and spiritual leadership to promote church unity • Prays for their volunteers and members • Effectively recruits people to serve in the ministry of the church • Meets the needs of people, whether directly or through the appropriate church program 	<p style="text-align: center;">1 2 3 4 5</p> <p>Comments:</p>
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<p>Communication and Follow Up</p> <ul style="list-style-type: none"> • Sets appropriate goals with clearly defined strategies for achievement of those goals • Communicates to others an overall philosophy of • Follows through to implement goals 	<p style="text-align: center;">1 2 3 4 5</p> <p>Comments:</p>
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<p>Ministry Leadership</p> <ul style="list-style-type: none"> • Sets clear expectations with those involved in their area of ministry and responsibility • Effectively utilizes people and resources to accomplish ministry goals and objectives • Provides appropriate training for people involved in area of ministry • Demonstrates the ability to keep those involved motivated to accomplish the goals and objectives of the ministry • Keeps up to date on current trends, ideas, programs and strives to implement that which helps achieve overall goals 	<p style="text-align: center;">1 2 3 4 5</p> <p>Comments:</p>
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<p>Professional Development</p> <ul style="list-style-type: none"> ● Invests time in personal, professional, and spiritual development tools to enhance leadership and ministry effectiveness through magazines, journals, CDs, etc. ● Proactively pursues education and new skills relevant to their area of ministry ● Implements new ideas and approaches to ministry from training attended ● Shares ideas learned at training events with professional and voluntary staff 	<p style="text-align: center;">1 2 3 4 5</p> <p>Comments:</p>
<p>Team Administration and Management</p> <ul style="list-style-type: none"> ● Seeks advice and input from others and adopts appropriate suggestions ● Manages effectively and delegates appropriately ● Provides consistent feedback and direction to members of their team ● Maintains effective communication with team members through meetings or other means ● Leads by example ● Demonstrates appreciation and gives encouragement to the team 	<p style="text-align: center;">1 2 3 4 5</p> <p>Comments:</p>

<i>Character and Work Habits</i>	
<p>Integrity</p> <ul style="list-style-type: none"> ● Honest and trustworthy with members, staff, and elders ● Follows up on verbal and written commitments ● Actions and speech reflect a Godly character – “walks the talk” whether on the job or off 	<p style="text-align: center;">1 2 3 4 5</p> <p>Comments:</p>
<p>Work Ethic</p> <ul style="list-style-type: none"> ● Individual is hard working and self motivated ● Completes work assignments on time and without supervision ● Work is submitted to others far enough in advance that others have sufficient time to complete their work 	<p style="text-align: center;">1 2 3 4 5</p> <p>Comments:</p>
<p>Selflessness</p> <ul style="list-style-type: none"> ● Demonstrates sacrificial devotion to the benefit of others ● Gives beyond what is expected ● Willing to assist in areas outside of their direct ministry responsibility ● Demonstrates the characteristics of a servant leader 	<p style="text-align: center;">1 2 3 4 5</p> <p>Comments:</p>

<p>Teachable</p> <ul style="list-style-type: none"> ● Accepts constructive criticism ● Pursues being taught by others, with humility and a desire for self improvement ● Seeks as well as gives constructive criticism to/from colleagues ● Applies and implements suggestions from others ● Is open to new ideas and concepts 	<p style="text-align: center;">1 2 3 4 5</p> <p>Comments:</p>
<p>Reliability/Punctuality</p> <ul style="list-style-type: none"> ● Is consistently on time for meetings and other commitments ● Fulfills promises and commitments to others ● Accountable for time and reports in timely and consistent manner ● Takes responsibility for church materials and equipment 	<p style="text-align: center;">1 2 3 4 5</p> <p>Comments:</p>
<p>Resourcefulness</p> <ul style="list-style-type: none"> ● Uses human, material, and financial resources to effectively deal with problems and opportunities ● Uses ministry budget wisely to obtain best ministry result from fewest dollars and keeps spending within approved limits ● Evaluates non-financial needs of church ministry and in timely manner seeks appropriate non-financial assistance 	<p style="text-align: center;">1 2 3 4 5</p> <p>Comments:</p>
<p>Initiative</p> <ul style="list-style-type: none"> ● Is aware of what needs to be done to accomplish goal ● Demonstrates energy and self motivation to complete work assignments without prompting from others ● Demonstrates determination in carrying out goals and objectives ● Starts activity planning early enough to accomplish goals without asking for extra effort by staff, self, family, or volunteers 	<p style="text-align: center;">1 2 3 4 5</p> <p>Comments:</p>
<p>Adaptability</p> <ul style="list-style-type: none"> ● Adjusts, accepts, and supports changes that benefit the church ● Adapts to logistical changes in order to accommodate another ministry or staff member ● Identifies essential ingredients for events and activities, and shows willingness to substitute non-essentials: time, space, personnel, equipment, etc. as appropriate ● Accepts change and deals with change in a positive manner 	<p style="text-align: center;">1 2 3 4 5</p> <p>Comments:</p>

<p>Compassion</p> <ul style="list-style-type: none"> • Is responsive, empathetic, and sympathetic to the difficulties and challenges facing others in the church and in our community • Takes steps personally to see that needs of the church family, both corporate and individual, are being met 	<p style="text-align: center;">1 2 3 4 5</p> <p>Comments:</p>
<p>Outward expression of a life lived in and for Christ</p> <ul style="list-style-type: none"> • Demonstrates the fruit of the Holy Spirit including faith, hope, love, patience, understanding, wisdom, forgiveness, peace and contentment • Gives and receives forgiveness. • Acknowledges shortcomings, wrongdoings, misstatements and accepts responsibility for them • Shares spiritual lessons from their life with others 	<p style="text-align: center;">1 2 3 4 5</p> <p>Comments:</p>



<p><i>Developmental Action Plan</i> Actions or training that would enhance strengths or improve performance</p>
<p><i>Goals for the New Year</i> Mutual goal setting session between the staff member and supervisor</p>

Lead Pastor's Signature _____ Date _____

Reviewer's Signature _____ Date _____

Reviewer's Position _____