

## Lead Pastor Year-End Review Short Form

Lead Pastor \_\_\_\_\_

Church \_\_\_\_\_

Evaluation Date \_\_\_\_\_

### Scale of Evaluation



<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Needs Improvement	Fair	Satisfactory	Effective	Exceptional

<p><b>1. Vision</b></p> <p>A vision is a clear, comprehensive 'photograph' of an organization at some point in the future. It is a source of inspiration that provides clear direction. It describes what the organization needs to be like and what it takes to be successful in the future.</p> <p>Consider:</p> <ul style="list-style-type: none"> <li>• Is vision based from core values?</li> <li>• It is clear?</li> </ul>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Comments:					
<p><b>2. Leadership Development</b></p> <p>Leadership Development is vital for the future of any church. It can be viewed as the activities and programs (formal or informal, on or off the church campus) that help leaders learn about responsibilities, develop required skills and competencies necessary to accomplish God's kingdom and the church goals and purposes, and grow personally and professionally to prepare themselves for advancement in the ministry or beyond the church campus.</p> <p>Consider:</p> <ul style="list-style-type: none"> <li>• Are leaders growing in their walk with God?</li> <li>• Are they unified?</li> <li>• Are leaders gaining influence and persuasion in areas of ministry?</li> </ul>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Comments:					

<p><b>3. Strategy</b> Church strategy establishes a way to match your church's strengths with opportunities so that your church comes to mind when people have a need. Strategy is like an umbrella. It is a general statement(s) that guides and covers a set of activities.</p> <p>Consider:</p> <ul style="list-style-type: none"> <li>• Are we implementing vision?</li> <li>• Are we reaching annual goals both locally and globally?</li> </ul>	<p style="text-align: center;"><b>1          2          3          4          5</b></p> <p>Comments:</p>
<p><b>4. Preaching and Teaching</b> Provides spiritual leadership to members of the church. Interprets biblical scripture for the congregation. Scripture should be used as a source of wisdom and discernment while providing counsel or support to church members in a variety of ways.</p> <p>Consider:</p> <ul style="list-style-type: none"> <li>• Enthusiastically proclaiming God's word.</li> <li>• Effective in people coming to Christ.</li> </ul>	<p style="text-align: center;"><b>1          2          3          4          5</b></p> <p>Comments:</p>
<p><b>5. Organizational Health</b> Organizational health is defined as an organization's ability to function effectively, to cope adequately, to change appropriately, and to grow from within.</p> <p>Consider:</p> <ul style="list-style-type: none"> <li>• Faces, finances and facilities up-to-date.</li> <li>• Growing spiritually (# of people in small groups), numerically and new campus sites.</li> </ul>	<p style="text-align: center;"><b>1          2          3          4          5</b></p> <p>Comments:</p>
<p><b>6. Personal and Professional Health</b> Personal development is a lifelong process. It is not just a way of solving problems, but it is a way of growing. It is a way for people to assess their skills and qualities, consider their aims in life and set goals in order to realize and maximize their potential.</p> <p>Consider:</p> <ul style="list-style-type: none"> <li>• Leadership, reading and family.</li> <li>• Decision-making – open to new ideas and ways of doing ministry to reach people.</li> </ul>	<p style="text-align: center;"><b>1          2          3          4          5</b></p> <p>Comments:</p>

**Overall Rating**



**1**  
Needs Improvement

**2**  
Fair

**3**  
Satisfactory

**4**  
Effective

**5**  
Exceptional

***Developmental Action Plan***

Actions or training that would enhance strengths or improve performance

***Goals for the New Year***

Mutual goals between the pastor and elders

Lead Pastor's Signature \_\_\_\_\_ Date \_\_\_\_\_

Reviewer's Signature \_\_\_\_\_ Date \_\_\_\_\_

Reviewer's Position \_\_\_\_\_