

GEORGIA-CUMBERLAND CONFERENCE
Department of Pastoral Ministries
PASTOR EVALUATION

Pastor's Name:			
Church:			
Evaluator's Name			
Date:			
Evaluation Rating Legend:	5.....Demonstrates Excellence in Meeting Expectations 4..... Meets Expectations in Superior Fashion 3.....Meets Expectations 2.....Meets Expectations in Inferior Fashion 1.....Does Not Meet Expectations N.....Not Observed		
	<i>Rating</i> 5,4,3,2,1,N	<i>Ministry item</i>	<i>Observations</i>
A Spirituality:			
1		Gives evidence of personal devotional life	
2		Maintains a Christ-centered ministry	
3		Doctrinally sound	
4		Communicates the assurance of salvation	
5		Sets an example in Christian stewardship	
B Administrative Skills:			
1		Makes long-range plans	
2		Communicates plans to entire church	
3		Executes plans	
4		Provides financial leadership	
5		Conducts regular official meetings	
6		Implements voted actions promptly	
7		Manages committee meetings with skill & tact	
8		Begins and ends meetings on time	
9		Delegates responsibility	
10		Selects church leaders according to their gifts	
11		Holds self accountable	
12		Demonstrates ability to prioritize time and resources	
C Motivation of Membership:			
1		Communicates high expectations	
2		Leads with enthusiasm	
3		Stimulates thinking and a desire to learn	
4		Encourages active participation	
5		Leads by example	
6		Casts a clear and compelling vision	

D Proclamation			
	<i>Rating</i>	<i>Ministry item</i>	<i>Observations</i>
1		Delivers sermon/lesson in a clear and engaging manner	
2		Clear sermon structure and continuity	
3		Relies on the Bible as the base for preaching	
4		Doctrinally sound and consistent	
5		Uses audio-visual technology to aid communication	
6		Inspires people to action	
7		Subjects are relevant to the lives of listeners	
8		Sermon schedule shows balanced subject matter	
E Evangelism			
1		Demonstrates intense interest in soul-winning	
2		Open to creative approaches	
3		Involved in public evangelism	
4		Facilitates personal evangelism among membership	
5		Mentors others in personal evangelism	
6		Able to adapt methods to meet varied context	
F Shepherding			
1		Visitation is consistent and inclusive	
2		Shows skill in crisis ministry	
3		Is available to members	
4		Maintains confidentiality	
5		Demonstrates sound counseling skills	
6		Exercises good listening skills	
7		Manages interpersonal and group conflict skillfully	
G Church Growth			
1		Trains members for ministry	
2		Facilitates the discovery of spiritual gifts	
3		Promotes a nurturing church environment	
4		Encourages community service	
5		Active in promoting and improving Sabbath School	
6		Involves youth and children in ministry of the church	
H Personal			
1		Gives evidence of healthy family relationship	
2		Maintains a balance of ministry and personal time	
3		Maintains good grooming and personal appearance	
4		Conducts himself/herself in a professional manner	
5		Practices good social skills	
6		Demonstrates sound management of personal finances	
7		Demonstrates a proper and healthy work ethic	

I Character Traits			
	<i>Rating</i>	<i>Items</i>	<i>Observations</i>
1		Demonstrates consistent honesty	
2		Accepting of others different from himself/herself	
3		Is trustworthy	
4		Is hospitable to guests	
5		Shows appropriate respect to others	
6		Punctual in meeting appointments/commitments	
7		Compassionate and caring toward others	
8		Practices ethical social behavior	
9		Faces challenges with courage	
10		Demonstrates overall integrity of character	
J Team-building (for multi-staff settings only)			
	<i>Rating</i>	<i>Items</i>	<i>Observations</i>
1		Communicates in a consistent manner with team	
2		Demonstrates trust in team members	
3		Open to ideas of others	
4		Supportive of team members	
5		Is accountable for commitments to team members	
6		Holds regular staff meetings	
7		Allows others to learn from mistakes	
8		Encourages professional development	