



播道會華恩堂

Northern Seattle Grace Church

<http://www.seattlechineseGrace.com>

Pastoral Evaluation Form

For Annual Review

Date of Evaluation: _____

THE PURPOSE OF EVALUATION

1. Our goal for evaluation is to help the pastor to become a more effective pastor over time. We are not trying to “rank” him against an “ideal” pastor, or use the evaluation result to determine his reward or discipline.
2. Since our pastor is leading the whole church spiritually it is paramount important that our pastor is walking with the Lord daily.
3. Allow a certain portion of the evaluation be “self-evaluation”. Most pastor knew his strength and weakness better than any other people. He will have a better idea on what are the areas he has worked hard on, and the areas he is short. He also knows what are the areas he needs improvement and encouragement the most.
4. Use the evaluation to find out what kind of additional support may be necessary for the pastor to grow in our church, and have a chance to achieve his goal on serving the Lord.

INSTRUCTIONS FOR COMPLETING THIS FORM

- Please take sufficient time to complete the instrument that follows
- Be as objective as possible
- Comments or examples to explain or elaborate your views and experiences would be most useful. Please skip any items on which you have no basis to evaluate meaningfully.
- Remember the purpose of this process – to enhance ministry and mission within the congregation

1. As you reflect on the ministry and presence of your pastor, list the areas in which you feel your pastor is especially gifted and/or gives the greatest and outstanding service to the life of your church and community.

Comments:

2. Preaching: The goals of preaching are to inspire, challenge and nourish congregation members' faith journeys toward a richer and deeper sense of how to live in response to God's love. Effective and interesting delivery and organization, varied approaches, well focused.

Comments:

3. Congregational fellowship and new member outreach: In all our activities, from worship and church picnics, our church conveys to both members and visitors a climate of caring and commitment to each other and to living as Jesus would have us live. In all our interactions, we show respect for and interest in each other's ideas and concerns. The NSGC Pastor contributes to this climate by promoting opportunities for friendship and mutual support among members, by reaching out to visitors, by encouraging constructive dialogue on all topics (especially the controversial) and by setting a tone of respectful listening and engagement among all congregation members and staff.

Comments:

4. Pastoral care: The NSGC Pastor provides pastoral care to members of the congregation and helps develop a climate of pastoral care throughout the congregation. He has a plan to ensure that the entire congregation receives needed care.

Comments:

5. **Education and teaching:** All ages and groups are able to find a place to learn and grow spiritually through participating in Sunday and weekday classes, confirmation and new members' classes, Congregational retreats, and other opportunities.

Comments:

6. **Worship development:** The Pastor works in concert with the Worship Ministry and staff to discern varied worship needs of a diverse congregation and addresses them to enable congregation members to achieve a meaningful worship experience.

Comments:

7. **Work with churches in the community:** The Pastor should be involved with other churches in the community when required and/or appropriate.

Comments:

8. **Administrative leadership:** The NSGC Pastor's leadership of staff enables them to work collaboratively, feeling empowered and appreciated in their work so as to perform their duties effectively, accurately, and efficiently. The Pastor encourages staff interactions with congregation members that show understanding of the priorities and processes of the church with effective communications.

Comments:

9. Mission leadership and involvement: The NSGC Pastor ensures that mission is integrated into church life, encouraging all to be involved in mission activities and community service. The Pastor provides leadership, in consultation with the Service Ministry, in supporting and providing guidance to the work of NSGC and other community service organizations and activities.

Comments:

10. Professional and spiritual development: The NSGC Pastor attends to his personal spiritual development; participates in activities that further develop and promote professional effectiveness.

Comments:

11. What concerns do you have about the congregation and the Pastor job expectations?

Comments:

12. Recommendations: Please list the areas of study and/or improvement you expect for your pastor. Please note that these comments are intended for the building up and improvement of your pastor.

Comments: