

SAMPLE
SENIOR PASTOR ANNUAL EVALUATION

Church: _____

Pastor's Name: _____

Date: _____

Evaluator's Name: _____

- Board Member
- Ministry Peer (fellow pastor)
- Other: _____

Please rate the senior pastor in the following areas (1 = low;5 = high) and add pertinent comments.

LEADERSHIP CHARACTER	
1. Demonstrates growth toward Christ-like maturity Comments:	1-2-3-4-5
2. Expresses God-like love in relationships Comments:	1-2-3-4-5
3. Models a healthy marriage and family life Comments:	1-2-3-4-5
4. Manifests a passion to cultivate intimacy with God Comments:	1-2-3-4-5
5. Demonstrates a commitment to prayer and dependency on God Comments:	1-2-3-4-5
6. Seeks to "practice what he preaches", applying God's Word to his own life Comments:	1-2-3-4-5
7. Manifests teachability and a dedication to life-long learning Comments:	1-2-3-4-5
8. Seeks to resolve conflicts in constructive ways, balancing truth and grace Comments:	1-2-3-4-5
9. Seeks to balance work and rest, maintaining regular exercise and a healthy diet Comments:	1-2-3-4-5
10. Demonstrates integrity and honesty in relationships Comments:	1-2-3-4-5

LEADERSHIP COMPETENCIES	
Leading the Way	
1. Guides in discerning and communicating God's vision for the church Comments:	1-2-3-4-5
2. Coordinates the development of action steps to implement the church's vision Comments:	1-2-3-4-5
3. Exercises wise time management, keeping the church focused on strategic priorities Comments:	1-2-3-4-5
4. Guides regular evaluation of church programs on the basis of biblical purposes Comments:	1-2-3-4-5
5. Effectively leads the board of elders in directing the overall ministry of the church Comments:	1-2-3-4-5
Communicating the Word	
1. Communicates God's Word in relevant ways, with an emphasis on life application Comments:	1-2-3-4-5
2. Provides wise biblical counsel/coaching to empower people to move toward maturity Comments:	1-2-3-4-5
Guiding Congregational Care	
1. Monitors a system of consistent congregational care, equipping lay care-givers Comments:	1-2-3-4-5
2. Fosters the building of relational community among members of the congregation Comments:	1-2-3-4-5
3. Guides a process of integrating newcomers into the life of the church Comments:	1-2-3-4-5
Coordinating Disciple-Making	
1. Guides the implementation of a multi-level pathway of discipleship for people of all ages and stages, stair-stepping believers toward Christ-like maturity Comments:	1-2-3-4-5

2. Promotes active participation in personal and corporate prayer Comments:	1-2-3-4-5
3. Equips people to study God's Word personally and in small groups Comments:	1-2-3-4-5
4. Provides opportunities to participate in Christ-exalting, life-transforming worship Comments:	1-2-3-4-5
Equipping for Ministry	
1. Coordinates a system to help people discern and use their unique gift mix Comments:	1-2-3-4-5
2. Provides training for leaders to increase their ministry effectiveness Comments:	1-2-3-4-5
Mobilizing for Local and Global Outreach	
1. Models the cultivation of relationships with people outside of faith in Christ Comments:	1-2-3-4-5
2. Coordinates the equipping of people to share their faith in culturally relevant ways Comments:	1-2-3-4-5
3. Mobilizes the church to meet needs in the community Comments:	1-2-3-4-5
4. Challenges people to actively participate in Alliance missions Comments:	1-2-3-4-5
5. Stimulates movement toward multiplying the church's impact, reproducing new disciples, new leaders, new outreach points and new congregations. Comments:	1-2-3-4-5

SUMMARY	
Suggestions for maximizing the pastor's strengths:	
Suggestions for improving the pastor's weaknesses:	

