

CONGREGATIONAL ASSESSMENT

Review pastoral evaluation and note those areas where pastoral effectiveness was inhibited or encouraged by congregational characteristics and dynamics.

I. Worship

A.	Inhibited
B.	Encouraged

II. Education and Nurturing

A.	Inhibited
B.	Encouraged

III. Outreach

A.	Inhibited
B.	Encouraged

IV. Community and Ecumenical Activity

A.	Inhibited
B.	Encouraged

V. Meeting Human Needs

A.	Inhibited
B.	Encouraged

VI. Administration

A.	Inhibited
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B. Encouraged

VII. Personal Characteristics

A.	Inhibited
B.	Encouraged

COMPENSATION

Is the congregation's compensation package in step with the Synod guidelines?

A.	Base salary.	Circle one
B.	Housing allowance or maintenance of parsonage.	Yes No
C.	Other allowances.	Yes No
D.	Health and pension benefits.	Yes No
E.	Vacation time.	Yes No

WORK RELATED ISSUES

A.	Is car allowance adequate?	Yes	No
B.	Is continuing education provided for?	Yes	No
C.	Is a discretionary fund available for human needs?	Yes	No
D.	Is office space and equipment adequate?	Yes	No
E.	Is support staff adequate?	Yes	No
F.	Is weekly time off arranged?		
Yes	No		

OTHER CONCERNS

A.	Does the congregation have a plan to manage gossip?	Yes	No
B.	Does the congregation have job descriptions for all staff positions?	Yes	No
C.	Do congregational members support decisions made by the council and at congregational meetings?	Yes	No

Identify issues that need to be worked on in the coming year and what strategies will be used to work on these issues, including plans for continuing education and responsibilities of both pastor(s) and congregation.