

PASTORAL ASSESSMENT

After each statement are numbers 1 through 4, with 1 indicating a strength in a particular area, 2 indicating a weakness, and 3 being a neutral position. The number 4 will be a column for expressing no opinion. After each section there are some empty lines labeled "S & W" and "Actions." "S & W" should be used to give specific examples of strengths and weaknesses, and "Actions" should be used to give specific examples of actions to be deleted, continued, improved, or newly undertaken. At the end of the form is space to be used for developing strategies for making changes that will improve ministry. It is suggested that both pastors and members of the committee fill out the complete assessment and compare them with one another.

I. WORSHIP

A. Evidence of personal spiritual and devotional life.	1	2	3	4
B. Preaching.	1	2	3	4
i. Style and organization of sermon. Are the points clear and relevant?	1	2	3	4
ii. Effectiveness of language.	1	2	3	4
iii. Good theological foundation.	1	2	3	4
iv. Appropriateness of illustrations.	1	2	3	4
C. Appreciates and understands corporate worship, liturgy, and music.	1	2	3	4
D. Functions effectively as a worship leader.	1	2	3	4
E. Appropriately administers sacraments and the use of occasional services, such as funerals, weddings, baptisms, etc	1	2	3	4
S&W				
Actions				

II. EDUCATION AND NURTURING

A. Has a strong theological and biblical foundation for teaching.	1	2	3	4
B. Is able to connect Christian faith and daily life.	1	2	3	4
C. Knows basic teaching skills and techniques.	1	2	3	4
D. Supports educational programming in congregation.	1	2	3	4
E. Is able to work with different age groups.	1	2	3	4
F. Teaches biblical stewardship of life and resources and relates this stewardship to church support.	1	2	3	4
S & W				
Actions				

III. OUTREACH

A. Has good philosophy and practice of pastoral visitation with	
i. Prospects	1 2 3 4
ii. Hospitalized	1 2 3 4
iii. Shutins	1 2 3 4
iv. Active members	1 2 3 4
v. Inactive members	1 2 3 4
B. Provides support and leadership for lay visitation programming and congregational outreach.	1 2 3 4
C. Encourages members in sharing their faith in daily life.	1 2 3 4
S &W	
Actions	

IV. COMMUNITY AND ECUMENICAL ACTIVITY

A. Has appropriate involvement in community concerns. 1 2 3 4	
B. Works well with other churches and organizations in the community. 1 2 3 4	
C. Participates in synodical and churchwide mission. 1 2 3 4	
D. Informs and involves congregation in churchwide mission. 1 2 3 4	
S &W	
Actions	

V. MEETING HUMAN NEEEDS

A. Relates Christian faith to society, politics, and world issues 1 2 3 4	
B. Is effective in counseling with	
i. Couples contemplating marriage or in marriage crisis.	1 2 3 4
ii. Individuals in personal crisis or in decision making situations	1 2 3 4
iii. And makes appropriate referrals	1 2 3 4
C. Provides leadership to congregation to program for meeting human needs 1 2 3 4	
D. Enables formation of support groups for those with special concerns. 1 2 3 4	
S &W	
Actions	

VI. ADMINISTRATION

A. Motivates, trains, and affirms leadership in the congregation. 1 2 3 4		
B. Enables planning for congregational life and mission. 1 2 3 4		
C. Plans for the future in his/her own life and ministry. 1 2 3 4		
D. Is effective with administrative responsibilities in		
i. Office routine and staff supervision.	1 2 3 4	
ii. Preparation of newsletters, reports, bulletins, and other communications.	1 2 3 4	
iii. Time management and scheduling.	1 2 3 4	
E. Can deal with conflict.		
i. Is able to give and receive criticism gracefully.	1 2 3 4	
ii. Accepts and works through conflict in the congregation.		
S & W		
Actions		

VII. PERSONAL CHARACTERISTICS

A. Integrity; faith and life soundly related. 1 2 3 4		
B. Sensitive to others; insightful about their needs. 1 2 3 4		
C. Congenial, open to dialogue. 1 2 3 4		
D. Adventurous; openness to new ideas; flexible. 1 2 3 4		
E. Graciousness; supportive of others. 1 2 3 4		
F. Respects and identifies with congregation's life style. 1 2 3 4		
S & W		
Actions		

