

## Pastor Performance Review Form

Evaluation of Pastor \_\_\_\_\_

Please rank the performance of the pastor in the categories below. The evaluation should reflect the typical performance rather than the occasional, isolated performance. Completed forms should be submitted by Sunday, September 27, in a confidential, sealed envelope and placed in the Personnel Committee mailbox in the church office.

- 1 = Need improvement
- 2 = Commendable
- 3 = Outstanding
- NA = Not familiar with performance in this area

### 1. Pastoral Ministry--Please circle one number in each line

- |  |   |   |   |    |
|--|---|---|---|----|
| a. Communication skills  | 1 | 2 | 3 | NA |
| b. Listening skills  | 1 | 2 | 3 | NA |
| c. Counseling skills   | 1 | 2 | 3 | NA |
| d. Crisis ministry   | 1 | 2 | 3 | NA |
| e. Hospital visitation   | 1 | 2 | 3 | NA |
| f. Visitation of shut-ins  | 1 | 2 | 3 | NA |
| g. Visitation of church members                                  | 1 | 2 | 3 | NA |
| h. Grief follow-up ministry                                      | 1 | 2 | 3 | NA |
| i. Conduct of weddings and funerals                              | 1 | 2 | 3 | NA |
| j. Teaching skills (Bible studies, adult SS, confirmation, etc.) | 1 | 2 | 3 | NA |

Comments: \_\_\_\_\_

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### 2. Pulpit/Worship Ministry

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|--|---|---|---|----|
| a. Planning of worship services            | 1 | 2 | 3 | NA |
| b. Sermon content (theology and mission)   | 1 | 2 | 3 | NA |
| c. Sermon delivery                         | 1 | 2 | 3 | NA |
| d. Involvement of staff and church members | 1 | 2 | 3 | NA |
| e. Encourages spirit of hospitality        | 1 | 2 | 3 | NA |

Comments: \_\_\_\_\_

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### 3. Church Administration

a. Leadership of church staff/volunteers	1	2	3	NA
b. Assistance to council, committees, church officers, church organizations	1	2	3	NA
c. Organization skills	1	2	3	NA
d. Timeliness in correspondence	1	2	3	NA
e. Response to telephone calls, e-mails	1	2	3	NA
f. Delegation skills	1	2	3	NA

Comments: \_\_\_\_\_

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### 4. Personal Qualities

a. People skills	1	2	3	NA
b. Balance of personal and professional life	1	2	3	NA
c. Spiritual health	1	2	3	NA
d. Commitment to personal/professional growth	1	2	3	NA
e. Punctuality	1	2	3	NA

Comments: \_\_\_\_\_

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### 5. Community/Denominational Participation

a. Participation in local Lutheran Conference	1	2	3	NA
b. Participation in synodical activities	1	2	3	NA
c. Participation in local clergy association	1	2	3	NA
d. Promotion and worker for justice	1	2	3	NA

Comments: \_\_\_\_\_

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### 6. Evangelism leadership

a. Commitment to evangelistic visitation/training	1	2	3	NA
b. Commitment to evangelism in the church	1	2	3	NA

Comments: \_\_\_\_\_

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