

<b>PASTOR'S ANNUAL PERFORMANCE REVIEW</b>
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**Rating Scale**

- 9-10**    Performance exceeds congregation's expectations
- 7-8**    Performance consistently exceeds requirements. Overall performance exceeds objectives
- 5-6**    Performance consistently meets, but does not exceed, expectations for the position
- 3-4**    Performance does not meet expected levels. Improvement is necessary
- 1-2**    Performance does not meet expected levels. Overall performance must improve Immediately

**A. ADMINISTER WORD AND SACRAMENT**

1. Planning Worship Service
2. Order of Services (when not using a service from the hymnal)
3. Leading Worship
4. Preaching

**B. SPIRITUAL GUIDANCE AND MINISTRIES**

1. Visiting Shut-ins
2. Visiting those in the Hospital
3. Visiting Members in their Home
4. Visiting Guests in their Home
5. Teaching Children
6. Teaching Youth
7. Teaching Adults
8. Counseling guests and members
9. Availability to those in need

**C. EVANGELISM**

1. Training others to share the Word
2. Leadership provided to the Evangelism Committee
3. Assimilation of New Members

**D. OVERSIGHT AND MENTORING OF STAFF**

1. Regularly held staff meetings
2. Communication of expectations of staff
3. Teaching and Modeling Leadership to/for the staff
4. Working with staff in godly ways when there is conflict among the staff

**E. ADMINISTRATION AND TIME MANAGEMENT**

1. Organized
2. Support for Various Boards
3. Fulfills Commitments
4. Works with Lay Leaders
5. Delegates Effectively
6. Takes Care of own Health
7. Regularly takes a Day Off

**F. COMMUNITY RELATIONS AND INVOLVEMENT**

1. Dialogues with other Church Leaders
2. Dialogues with Community Leaders
3. Aware of Needs within the Community
4. Participates in Circuit meetings and activities
5. Participates in District and Synodical activities

**SUMMARY OF STRENGTHS:**

**AREAS NEEDING IMPROVEMENT:**

**GOALS FOR NEXT YEAR:**

**ADDITIONAL COMMENTS:**