

**PASTOR/CHURCH WORKER  
ANNUAL PERFORMANCE EVALUATION**

<b>Pastor's Name:</b> _____
<b>Position Held:</b> _____
<b>Length of Time in Position:</b> _____
<b>Evaluation Period: From:</b> _____ <b>To:</b> _____
<b>Discussed with Pastor by:</b> _____ <b>Date Discussed:</b> _____

**Rating Scale:**

- |                             |   |
|-----------------------------|---|
| <b>1. Excellent</b>         | <b>Performance exceeds congregation's expectations. Achievement is the result of unique performance and is clearly recognized as outstanding.</b> |
| <b>2. Good</b>              | <b>Performance consistently exceeds requirements. Overall performance exceeds objectives.</b>   |
| <b>3. Average</b>           | <b>Performance consistently meets, but does not exceed, expectations for the position.</b>  |
| <b>4. Needs Improvement</b> | <b>Performance does not meet expected levels. Improvement is necessary.</b>   |
| <b>5. Not Acceptable</b>    | <b>Performance does not meet expected levels. Overall performance must improve immediately.</b>   |

**Summary of Strengths:**

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**Needs Improvement In:**

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**REVIEW THE STATEMENT AND ASSIGN THE APPROPRIATE RATING FACTOR OF 1 TO 5. PROVIDE COMMENTS TO SUPPORT EACH RATING.**

1. Establishes strategies to achieve the mission and ministry, as defined by the congregation. Works toward making consistent and timely progress in achieving the desired results. \_\_\_\_\_

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2. Provides leadership in developing programs and plans with the appropriate committees and/or boards. \_\_\_\_\_

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3. Evaluates how well the goals and objectives of the congregation are met. \_\_\_\_\_

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4. Maintains and revitalizes a thorough knowledge base through a continuing education plan. \_\_\_\_\_

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**5. Serves as an effective spokesperson for the congregation:  
represents the beliefs of the Synod and the congregation.** \_\_\_\_\_

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**6. Establishes sound working relationships and cooperative  
arrangements with congregational members, Synodical  
constituents, and the local community.** \_\_\_\_\_

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**7. Works well with the boards and committees of the  
congregation.** \_\_\_\_\_

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**8. Keeps the congregation informed on important factors  
influencing the congregation and the Synod.** \_\_\_\_\_

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**9. Is attentive and responsive in meeting the spiritual needs of the congregation's membership.** \_\_\_\_\_

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**10. Understands and is committed to the work of the congregation, is service oriented, and has a sustained intensity to serve the Lord.**

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**11. Demonstrates a commitment to honor and uphold the constitution and bylaws of the congregation.**

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**12. Scans the environment, society and religious/value based organizations, reads signs of the times, develops vision, sets direction.**

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**13. Possesses confidence, optimism and high personal presence, builds consensus, persuades, motivates, leads with head, heart and soul, builds commitment and energy, generates a can-do attitude in others.**

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**14. Keeps boards and committees roles clean and distinct, helps develop roles.**

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**15. Manages his own time effectively to maintain a healthy balance in his personal/family/congregational life.**

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**Additional Comments:**

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**Goals for Upcoming Year:**

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3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

**Pastor's Comments:**

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**Signature of Pastor:**

\_\_\_\_\_ **Date:** \_\_\_\_\_

**Signature of Evaluating Board/Committee Chair:**

\_\_\_\_\_ **Date:** \_\_\_\_\_