



PASTOR'S ANNUAL EVALUATION

Date: _____

Pastor's Name: _____

Church Assignment: _____ **Years at Church:** _____

Number of Members: _____ **Number of active members:** _____

PERSONAL INFORMATION

1. What Continuing Education classes/seminars/workshops have you attended this year?

2. Have you received any new degrees or other educational accomplishments this year? *(Give details)*

3. How much time daily do you allow for personal devotion?

4. Do you have personal Bible Study other than sermon/Bible Study class preparation?

5. When do you take time with family and spouse?

6. Do you take time for *(Answer Yes or No)*
_____ Hobbies _____ Recreation _____ Physical fitness

PASTORAL ACTIVITIES

Preaching

1. Are you satisfied with your preaching performance?

2. Do you feel your messages are effective with the people?

3. Average time spent in sermon preparation per week: _____

Pastoral Care

1. When do you visit the sick and shut-in?

2. Do you make non-illness visits to members? (Yes/No)

3. Do you counsel (Answer Yes or No)

_____ Couples before marriage _____ Parents before baptisms _____ New members

4. Do you counsel persons with problems/crises (Answer Yes or No)

_____ Church members
_____ Community residents If yes, how often? _____
Where are these sessions held? _____

5. Do you have referral resources?

Administration

Vision/Goals

1. What three goals did you set to accomplish this past year.

1) _____
2) _____
3) _____

2. After reflecting on your past year goal(s), what significant achievements did you accomplish toward fulfilling the aforementioned goals?

3. If any goal was not completed, why was it not met?

4. What could have helped you to accomplish them (Please check all that apply):

Stronger skills
 Stronger leadership in the congregation
 Help from the Presiding Elder
 More money
 More time
 Additional training
 Other _____

Meetings

Do you hold the following?

- | | | | | | | |
|----------------------|-----|--------------------------|----|--------------------------|-----------|-------|
| 1. Bible Study | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | How Often | _____ |
| 2. Steward Board | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | How Often | _____ |
| 3. Trustee Board | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | How Often | _____ |
| 4. Official Board | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | How Often | _____ |
| 5. Church Conference | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | How Often | _____ |

Finances

1. How often do you review the church's financial reports? _____
2. When do you begin the budget review process for the new fiscal year? _____
3. How often do you publish for the congregation a financial report? _____
4. How many members Tithe? _____ Do you teach tithing? (Yes/No) _____

Annual Conference Preparation

1. Will you have all of your financial obligations met by the Annual Conference report date? _____
2. Do you understand the various forms required for the Annual Conference? _____
3. Do you know the due date for written and financial reports? _____

PASTOR'S PERSONAL ASSESSMENT

1. What do you believe is your greatest strength in ministry?

2. How will you increase your knowledge and skills to help you continue to develop your ministry?

3. What recommendation would you like the Presiding Elder to make for you?
 Return to current charge
 Appoint to a new church
 Open for a new appointment, but not desperate
4. Any additional comments by Pastor

PRESIDING ELDER’S ASSESSMENT OF PASTOR *[Rate each statement from 1 (Poor) to 5 (Excellent)]*

- 1. Pastor/Church is prepared for the Quarterly Conference. _____
- 2. Pastor and church officers attend the Quarterly Conference. _____
- 3. Pastor/Church has correctly and neatly completed all
Quarterly Conference paperwork. _____
- 4. Pastor shows leadership of Stewards and Stewards concerns. _____
- 5. Pastor shows leadership of Trustees and Trustee concerns. _____
- 6. Pastor shows Administrative proficiency. _____
- 7. Pastor shows good spiritual leadership. _____
- 8. Pastor demonstrates honesty, clarity and openness in verbal
and written communications. _____
- 9. Pastor shows highest integrity and knowledge regarding financial matters. _____
- 10. Pastor ensures that he/she has personal development in the areas of spiritual growth
and leadership growth. _____
- 11. Pastor demonstrates the highest level of integrity in all areas of personal relationships. _____
- 12. Congregation shows cooperation and appreciation with Pastor. _____
- 13. Pastor is involved in Presiding Elder and Episcopal District committees. _____
- 14. Pastor keeps Presiding Elder informed of what is going on in the church. _____
- 15. Pastor ensures church property is maintained in terms of health and safety issues. _____
- 16. Church is maintained to be aesthetically attractive and comfortable. _____
- 17. Pastor attends all planned and called meetings in the Presiding Elder District. _____

Presiding Elder’s Comment

Presiding Elder’s Recommendation

SIGNATURES

Pastor _____ Date _____

Presiding Elder _____ Date _____