

PENINSULA-DELAWARE ANNUAL CONFERENCE PASTOR'S PERFORMANCE REVIEW FOR 2019

PASTOR:			
CHARGE:			
A.	<u>PASTORAL STRENGTHS</u>		
	<i>RANK IN ORDER (#1- 4; 1 = Strongest)</i>		
	___ Leadership ___ Worship and Preaching ___ Personal Relations & Pastoral Care ___ Teaching, Discipleship, Outreach		
B.	<u>FUNCTIONS OF MINISTRY</u>		
	<p>DIRECTIONS: In the discussion of your pastor's ministry, make sure that each area of ministry is covered in the dialogue. Assuming the pastor is meeting or exceeding expectations, please check the 'Meets' box. If expectations are unmet, check the 'Does Not Meet' box. A pastor can meet basic expectations and there can still be an area(s) that needs addressing to improve effectiveness which can be noted in SECTION C below.</p>		
	<u>LEADERSHIP</u>		
	<p><i>Serving with the lay leadership as one of the core leaders. A person to whom members turn to for advice and guidance on critical aspects of the ministry of the congregation and guides the church in discerning God's vision.</i></p>		
	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;"><input type="checkbox"/> Meets the basic expectations of leadership.</td> <td style="width: 50%;"><input type="checkbox"/> Does not meet basic expectations.</td> </tr> </table>	<input type="checkbox"/> Meets the basic expectations of leadership.	<input type="checkbox"/> Does not meet basic expectations.
<input type="checkbox"/> Meets the basic expectations of leadership.	<input type="checkbox"/> Does not meet basic expectations.		
	<u>PREACHING & WORSHIP</u>		
	<p><i>Plans and conducts meaningful worship services and preaches scriptural, understandable and inspiring sermons. Works with the laity in leading corporate worship.</i></p>		
	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;"><input type="checkbox"/> Meets the basic expectations of preaching & worship.</td> <td style="width: 50%;"><input type="checkbox"/> Does not meet basic expectations.</td> </tr> </table>	<input type="checkbox"/> Meets the basic expectations of preaching & worship.	<input type="checkbox"/> Does not meet basic expectations.
<input type="checkbox"/> Meets the basic expectations of preaching & worship.	<input type="checkbox"/> Does not meet basic expectations.		
	<u>SACRAMENTAL MINISTRY</u>		
	<p><i>Prepares persons to receive the Sacraments and is faithful in the administration of Baptism & Holy Communion.</i></p>		
	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;"><input type="checkbox"/> Meets the basic expectations of sacramental ministry.</td> <td style="width: 50%;"><input type="checkbox"/> Does not meet basic expectations.</td> </tr> </table>	<input type="checkbox"/> Meets the basic expectations of sacramental ministry.	<input type="checkbox"/> Does not meet basic expectations.
<input type="checkbox"/> Meets the basic expectations of sacramental ministry.	<input type="checkbox"/> Does not meet basic expectations.		
	<u>TEACHING/DISCIPLESHIP</u>		
	<p><i>Plans and/or teaches Bible studies, confirmation, lay leadership classes, etc. Trains laity in ministry areas.</i></p>		
	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;"><input type="checkbox"/> Meets the basic expectations of teaching/ discipleship.</td> <td style="width: 50%;"><input type="checkbox"/> Does not meet basic expectations.</td> </tr> </table>	<input type="checkbox"/> Meets the basic expectations of teaching/ discipleship.	<input type="checkbox"/> Does not meet basic expectations.
<input type="checkbox"/> Meets the basic expectations of teaching/ discipleship.	<input type="checkbox"/> Does not meet basic expectations.		

<u>OUTREACH/MISSIONS/EVANGELISM</u>	
<i>Leads the church in bearing witness to the Good News to the community through outreach, missions and evangelism.</i>	
<input type="checkbox"/> Meets the basic expectations of outreach/missions/evangelism.	<input type="checkbox"/> Does not meet basic expectations.
<u>ADMINISTRATION</u>	
<i>Works with church leaders, committees and staff (when applicable), helping to plan and implement the ministry of the church. Develops policies and procedures for the smooth running of the church.</i>	
<input type="checkbox"/> Meets the basic expectations of administration.	<input type="checkbox"/> Does not meet basic expectations.
<u>PASTORAL CARE</u>	
<i>Calls on shut-ins, hospitalized, bereaved; counsels persons in crises; makes referrals to mental health professionals.</i>	
<input type="checkbox"/> Meets the basic expectations of pastoral care.	<input type="checkbox"/> Does not meet basic expectations.
<u>INTERPERSONAL FACTORS</u>	
<i>Pastor demonstrates healthy interpersonal relational skills, effectively relates to all, demonstrates skill in conflict resolution, accepts constructive criticism, and listens well.</i>	
<input type="checkbox"/> Meets the basic expectations in relating to people to perform the ministry required of the church.	<input type="checkbox"/> Does not meet basic expectations.
<u>COMMUNITY/DENOMINATIONAL/ECUMENICAL</u>	
<i>Participates in the Community, District and Conference activities and where appropriate uses United Methodist materials. A pastor is not expected to be equally involved in all these areas. Focus on the area(s) noted in the pastoral covenant.</i>	
<input type="checkbox"/> Meets the basic expectations in community and/or denominational and/or ecumenical activity.	<input type="checkbox"/> Does not meet basic expectations.

C.	<u>POTENTIAL AREA(S) TO INCREASE EFFECTIVENESS</u>
	In the process of the discussing your pastor's ministry, there may have been one or two areas which could increase the pastor's effectiveness. List them below and include the plan to address the area(s) in the Covenant.
	1.
	2.

D.	<u>A NARRATIVE ON THE PASTOR'S WORK & EFFECTIVENESS</u>
	Give an assessment on how your pastor's influence has affected the church's ministry. Comment on strengths and area(s) that need addressing in next year's Covenant. If needed, you can use an additional page.

E.	S/PPR CHAIRPERSON	PASTOR
	CONFERENCE LAY MEMBER	LAY LEADER
	COMMITTEE MEMBERS	