

PENINSULA-DELAWARE ANNUAL CONFERENCE PASTOR'S PERFORMANCE REVIEW FOR 2020

PASTOR:

CHARGE:

A. **PASTORAL STRENGTHS**

Rank in order from 1 (strongest) to 4 (weakest)

Leadership

Worship and Preaching

Personal Relations and Pastoral Care

Teaching, Discipleship, Outreach

B. **FUNCTIONS OF MINISTRY**

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.

LEADERSHIP

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.

**Meets the basic expectations
of leadership**

**Does not meet basic
expectations**

PREACHING AND WORSHIP

Plans and conducts meaningful worship services and preaches scriptural, understandable and inspiring sermons. Works with the laity in leading corporate worship.

**Meets the basic expectations
of preaching and worship**

**Does not meet basic
expectations**

SACRAMENTAL MINISTRY

Prepares persons to receive the Sacraments and is faithful in the administration of Baptism & Holy Communion.

**Meets the basic expectations
of sacramental ministry**

**Does not meet basic
expectations**

TEACHING/DISCIPLESHIP

Plans and/or teaches Bible studies, confirmation, lay leadership classes, etc. Trains laity in ministry areas.

**Meets the basic expectations
of teaching/discipleship**

**Does not meet basic
expectations**

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OUTREACH/MISSIONS/EVANGELISM

Leads the church in bearing witness to the Good News to the community through outreach, missions and evangelism.

Meets the basic expectations of outreach/missions/evangelism

Does not meet basic expectations

ADMINISTRATION

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.

Meets the basic expectations of administration

Does not meet basic expectations

PASTORAL CARE

Calls on shut-ins, hospitalized, bereaved; counsels persons in crises; makes referrals to mental health professionals.

Meets the basic expectations of pastoral care

Does not meet basic expectations

INTERPERSONAL FACTORS

Pastor demonstrates healthy interpersonal relational skills, effectively relates to all, demonstrates skill in conflict resolution, accepts constructive criticism, and listens well.

Meets the basic expectations in relating to people to perform the ministry required of the church

Does not meet basic expectations

COMMUNITY/DENOMINATIONAL/ECUMENICAL

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.

Meets the basic expectations in Community and/or denominational and/or ecumenical activity

Does not meet basic expectations

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C. POTENTIAL AREA(S) TO INCREASE EFFECTIVENESS

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. A NARRATIVE ON THE PASTOR'S WORK & EFFECTIVENESS

Give an assessment on how your pastor's influence has affected the church's ministry. Comment on strengths and area(s) that need addressing.

E. SIGNATURES

S/PPRC CHAIRPERSON	PASTOR
CONFERENCE LAY MEMBER	LAY LEADER
COMMITTEE MEMBERS	

Date Submitted