

Consider each statement below carefully as it applies to the pastor being appraised.

Rate your assessment on a scale of 1-9 in relation to each statement.

Write any general comments in the space provided at the end of each section. If there is insufficient space, write on the other side of the paper. If you consider any important areas not covered in the appraisal write your comments at the end of the appraisal.

The survey is anonymous. Do not write your name on the survey form.

PASTORAL EVALUATION

INTERPERSONAL COMPETENCIES

Low

High

<i>CREATES A CLIMATE OF TRUST, ACCEPTANCE AND RESPECT</i>										
1.	Conveys trust in persons whenever opportunities exist	1	2	3	4	5	6	7	8	9
2.	Accepts persons as individuals allowing them to express their opinions	1	2	3	4	5	6	7	8	9
3.	Points out inappropriate behaviour in a positive manner	1	2	3	4	5	6	7	8	9
Comment										
<i>CREATES AND MAINTAINS PERSONAL INTEGRITY AND CONGRUENCE IN ALL INTERPERSONAL ACTIONS</i>										
4.	Fulfils commitments made to any individual or negotiates a change when necessary	1	2	3	4	5	6	7	8	9
5.	Deals with everyone in an open and straightforward manner	1	2	3	4	5	6	7	8	9
6.	Admits when mistakes are made and works to correct problems that result	1	2	3	4	5	6	7	8	9
Comment										
<i>MAINTAINS SENSITIVITY TO THE PERSONAL NEEDS OF OTHERS</i>										

7.	Listens carefully to others and restates their position on a given issue	1	2	3	4	5	6	7	8	9
8.	Shows support and respect for others and their views	1	2	3	4	5	6	7	8	9
9.	Approaches others in a tactful manner on sensitive issues	1	2	3	4	5	6	7	8	9
	Comment									

CHALLENGES FELLOW WORKERS TO GIVE THEIR BEST

10.	Encourages strength and abilities of fellow workers	1	2	3	4	5	6	7	8	9
11.	Encourages fellow workers when things seem to be going against them	1	2	3	4	5	6	7	8	9
12.	Encourages fellow workers to learn new skills and tasks	1	2	3	4	5	6	7	8	9

Comment

MAINTAINS SELF IN A PHYSICALLY, EMOTIONALLY AND SPIRITUALLY HEALTHY CONDITION

13.	Works diligently to maintain good physical health	1	2	3	4	5	6	7	8	9
14.	Gives priority to quality relationships with spouse and children	1	2	3	4	5	6	7	8	9
15.	Has discovered and maintains personal spiritual disciplines that feed his soul	1	2	3	4	5	6	7	8	9
	Comment									

IDENTIFIES CORRECTIVE ACTION THAT WILL IMPROVE RELATIONSHIPS WITH OTHER PEOPLE

23.	Identifies opportunities	1	2	3	4	5	6	7	8	9
24.	Facilitates the creation of a vision and vision statement	1	2	3	4	5	6	7	8	9
25.	Ensures that the congregation is continually aware of the desired direction	1	2	3	4	5	6	7	8	9
	Comment									

PROVIDES EFFECTIVE LEADERSHIP IN ACCOMPLISHING CONGREGATIONAL GOALS

26.	Defines and communicates clear tasks and goals	1	2	3	4	5	6	7	8	9
27.	Influences others without being dictatorial	1	2	3	4	5	6	7	8	9
28.	Displays enthusiasm and confidence in working with others towards goals	1	2	3	4	5	6	7	8	9
29.	Maintains leadership role when challenged	1	2	3	4	5	6	7	8	9
	Comment									

NURTURING MEMBERS IN DISCHARGING THEIR RESPONSIBILITIES

30.	Encourages and coaches as needed	1	2	3	4	5	6	7	8	9
31.	Provides insights and expertise in a supportive manner	1	2	3	4	5	6	7	8	9
32.	Challenges and confronts when necessary, but in a positive, problem-solving way	1	2	3	4	5	6	7	8	9
	Comment									

LEADS THE CONGREGATION THROUGH CHANGE PROCESSES

33.	Identifies when changes are required	1	2	3	4	5	6	7	8	9
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34.	Enlists influential people to back a change effort	1	2	3	4	5	6	7	8	9
35.	Considers ways of dealing with the resistances and the pain	1	2	3	4	5	6	7	8	9

Comment

FACILITATES INNOVATION IN THE CONGREGATION

36.	Creates a climate where new ideas are encouraged and rewarded	1	2	3	4	5	6	7	8	9
37.	Encourages risk taking with new and better approaches	1	2	3	4	5	6	7	8	9
38.	Facilitates the sponsorship of new positive ideas	1	2	3	4	5	6	7	8	9
	Comment									

IMPLEMENTING A CHANGE EFFORT

39.	Manages time and energy effectively	1	2	3	4	5	6	7	8	9
40.	Manages meetings and conferences effectively	1	2	3	4	5	6	7	8	9
	Comment									

SOLVES PROBLEMS EFFECTIVELY

41.	Identifies situations where new options are either desired or required	1	2	3	4	5	6	7	8	9
42.	Illustrates a variety of different approaches to the problem	1	2	3	4	5	6	7	8	9
43.	Presents options for study and decision	1	2	3	4	5	6	7	8	9
	Comment									

COMMUNICATION

44.	Can be persuasive on concepts central to the faith	1	2	3	4	5	6	7	8	9
45.	Preaches sermons that relate well to everyday life	1	2	3	4	5	6	7	8	9
46.	Brings adequate scholarship to sermons that are preached	1	2	3	4	5	6	7	8	9
47.	The outline and direction of sermons is usually easy to identify	1	2	3	4	5	6	7	8	9

Comment

WORSHIP

48.	Has the capacity to create an atmosphere of reverence and awe	1	2	3	4	5	6	7	8	9
49.	Leads and encourages congregants to enter fully into worship experiences	1	2	3	4	5	6	7	8	9
50.	Provides meaningful ways that draw members into experiencing and celebrating their faith	1	2	3	4	5	6	7	8	9
51.	Continually encourages members to trust and draw on the healing power of God	1	2	3	4	5	6	7	8	9

Comment