

Evaluation of Ministry Effectiveness



A tool used by the
Free Methodist Church of North
America

Section 1 – The Pastor

Prepared by the Board of Bishops
2001

Evaluation of Ministry Effectiveness

Section I - The Pastor

Conducted under the guidance of the Superintendent or his/her Designee(s)

The Mandate from the Book of Discipline

Book of Discipline, A/403.3.a

A pastoral evaluation will be conducted **annually by the superintendent** to assist the pastor in setting goals and objectives for his/her ministry. The results of each such evaluation shall be submitted in appropriate form by the superintendent to the MEG Board and/or MAC.

Book of Discipline, A/510

These categories and lists of qualities for ministers (A/502-506) are intended to assist the entire church in its work for God. **Ministers should examine themselves** in light of these... (MEG boards) should employ these qualities and skills while interviewing, helping and correcting ministers; and conferences should consider them when designing evaluation and reporting instruments for pastors.

Book of Discipline, A/403.1*

The evaluation of ministry effectiveness is intended to provide input for the pastor and congregation on their effectiveness in ministry. In addition, the information gleaned from the evaluation is valuable to both the conference MAC and MEG board as they carry out their work.

The MEG board functions not only to certify pastors for work in the conference but also to identify areas of pastoral ministry, which need **improvement** and make provision for venues to bring improvement to pass. Information from the evaluations facilitates this work.

The MAC makes its decisions after reflection on information and opinions from the delegate(s), recommendations from the superintendent, a confidential report from the pastor, and the results of the evaluation.

We encourage all who participate in the evaluation to do so with Christian grace, prayer and fasting, as the Lord may lead.

*Book of Discipline, A/403.2 - The contents of Paragraph A/403, section 1, shall be printed on materials used or read aloud.

Instructions

This evaluation form incorporates concepts from the Book of Discipline, paragraphs A/502-506 and A/404; insights from what is commonly called "Emotional Intelligence" (EQ), and teaching by Natural Church Development.

Fill the form out privately, ideally at least **one week prior** to an evaluation session. This will allow time for prayer, reflection and listening to the Holy Spirit's promptings. It is acceptable to change your answers prior to the session based on what the Spirit says to you.

Both the superintendent (or his designee or designees - e.g. Pastor's Cabinet, or Delegate and Reserve, or local Personnel Committee or selected members of the local board of administration) and the pastor should **bring their copy to the evaluation session**.

The evaluation session **should include a review of last year's Section II (Faith Goal Worksheet)**. The pastor will bring a new Faith Goal Worksheet, which should link to and build upon last year's Faith Goal Worksheet.

It is important to link these two worksheets as you seek to measure progress or regress. It is acceptable to carry a Faith Goal from last year forward and work on it again. Progress may be celebrated and regress may be noted as you agree upon proactive steps to improve for the succeeding year.

The evaluation session may also be used to reference any recent implementation of Section III - Local Church Evaluation (required of the local church a minimum of every three years).

If your congregation is using the evaluation forms from **Natural Church Development**, which recommends an annual updating, you may wish to substitute these for Section III. This substitution may occur with the blessing of conference leadership.

When you discuss the last page, the pastor's needed growth/change areas, endeavor to speak the **truth in love and balance it with much grace**. Remember that we are **on a journey** that always takes years to develop a wise and seasoned pastor, who has learned to express the full implications of grace. Remember that a pastor may be one of the most critiqued persons in our culture. Such persons grow best in an environment of encouragement and hope. Please bring a copy of Section I to leave with the pastor. If more than one person fills out Section I, the copy you leave with the pastor should express the consensus of the entire evaluation team.

Circle your responses using 1 = low and 4 = high.

Section I - Personal Quality and Skill Review

(1 = low, 4 = high)

1.1 Spiritual Qualifications/Family

Is committed to Jesus Christ as Lord	1	2	3	4
If married, has the strong support of his/her spouse.	1	2	3	4
Lives according to scripture toward spouse, children and parents (loves family as Christ does the church).	1	2	3	4
Nurtures the heart of his/her spouse toward health.	1	2	3	4
Honored and respected by own children.	1	2	3	4
Evidences integrity through holiness that is transforming, that is making him/her to be full of grace and truth.	1	2	3	4
Evidences integrity via practical holiness in all business dealings, contract obligations and finances	1	2	3	4
Evidences the fruit of the Spirit	1	2	3	4
Extends the grace of forgiveness to all, letting go of bitterness, grudges, hostility, etc.	1	2	3	4
Possesses healthy self-esteem.	1	2	3	4
Maintains a positive, faith-driven attitude.	1	2	3	4
Demonstrates faith, creativity and initiative.	1	2	3	4
Respects people of all races, gender and socio-economic strata, neglecting neither the poor nor the rich.	1	2	3	4
Models a teachable spirit.	1	2	3	4

Comments:

1.2 Personal Characteristics/Initiative/Drive/Creativity

Evidences being a person called of God to ministry.	1	2	3	4
Practices spiritual disciplines almost daily.	1	2	3	4
Has the spiritual gift of leadership, setting the pace, breaking new ground, accomplishing for God.	1	2	3	4
Is a faith-driven risk taker.	1	2	3	4
Models a balanced life with healthy self-discipline	1	2	3	4
Maintains freedom from addictions, especially food, caffeine, media and pornography.	1	2	3	4
Engages in life-long learning (Is still a student).	1	2	3	4
Offers innovative ideas that contribute to meeting the objectives (Expected Outcomes) of the church.	1	2	3	4
Has a strong drive to achieve for God, working for reasons				

that go beyond money or status.	1	2	3	4
Continues to be optimistic in the face of failure.	1	2	3	4
Has a realistic self-assessment.	1	2	3	4
Submits biblically to authority.	1	2	3	4
Controls/redirects personal disruptive impulses/moods	1	2	3	4
Regularly demonstrates ability to suspend judgment and to think before acting.	1	2	3	4
Works consistently without undue fatigue.	1	2	3	4
Seeks professional and personal accountability.	1	2	3	4
Outward impression made on people (weight, grooming, neatness, appropriateness) is one of which parishioners are not ashamed, not embarrassed.	1	2	3	4
Quality of work compared with accepted standards?	1	2	3	4
Quantity of work compared with accepted standards?	1	2	3	4
Ministry is being done for the LORD and not for personal aggrandizement (i.e. does not NEED the 'stage').	1	2	3	4
Is not lazy or slothful.	1	2	3	4

Comments:

1.3 Pastoral Care/Relating/Developing People

Responds warmly, appropriately to people.	1	2	3	4
Has positive relationships with parishioners.	1	2	3	4
Is friendly, even when core identity is more introverted or dominating.	1	2	3	4
Responds appropriately to criticism and/or suggestions for improvement. (Not 'touchy')	1	2	3	4
Can be told, "No," without being childish.	1	2	3	4
Embodies a passion for making disciples.	1	2	3	4
People feel that he/she really cares for them.	1	2	3	4
Ensures appropriate care for the people of God.	1	2	3	4
Builds up people and inspires hope.	1	2	3	4
Understands and responds in adapting ways to the emotional make-up of people.	1	2	3	4
Effectively selects, motivates and -appraises lay leaders and volunteers.	1	2	3	4
-appraises paid assistants and paid church staff.	1	2	3	4
Works well with current laity, building and training them,				

versus complaining about them.	1	2	3	4
Models dependability.	1	2	3	4
Builds and retains effective ministry teams.	1	2	3	4
Develops people and releases them to serve according to their spiritual giftedness/temperament/passion?	1	2	3	4
Demonstrates interpersonal skills.	1	2	3	4
Is characterized by trustworthiness and integrity.	1	2	3	4
Shows proficiency in managing relationships and in building networks.	1	2	3	4
Resolves conflict effectively.	1	2	3	4

Comments:

1.4 Communication

Handles the Word of God correctly, making sure that even topical preaching is grounded on biblical truth as opposed to pop psychology or self-help thinking.	1	2	3	4
Communicates effectively in public speaking.	1	2	3	4
Utilizes effective and creative means in communication.	1	2	3	4
Prepares thoroughly for public presentations.	1	2	3	4
Calls people to decide for Christ as Savior	1	2	3	4
Understands the culture, community and congregation.	1	2	3	4
Affirms and articulates Wesleyan theology.	1	2	3	4
Persuades people to make godly, life-changing decisions.	1	2	3	4
Challenges the status quo in a loving manner.	1	2	3	4
Facilitates, via attitude, speaking, writing and training, an environment of holy worship.	1	2	3	4
Listens as well or better than he/she speaks.	1	2	3	4
Listens 'between the lines' so as to adjust 'first intentions' based on the collective wisdom of lay leaders.	1	2	3	4

Comments:

1.5 Leadership/Thinking/Decision-Making

Leads the church based on a life of personal and corporate prayer.	1	2	3	4
Articulates a vision from God, which attracts followers.	1	2	3	4
Gives evidence of growth in leadership skills.	1	2	3	4
“Owns” the VISION of every Free Methodist Church being “A healthy biblical community of holy people multiplying disciples, leaders, groups, churches.”	1	2	3	4
“Owns” the Expected Outcomes as the proper targets for the congregation, and ‘fleshes them out’ via Natural Church Development concepts.	1	2	3	4
Motivates others to achieve a common objective.	1	2	3	4
Fosters a positive atmosphere.	1	2	3	4
Mobilizes resources to fulfill the vision.	1	2	3	4
Knows how to develop a consensus among the laity.	1	2	3	4
Graciously leads the church in more effective forms, even if it means “killing ineffective sacred cows.”	1	2	3	4
Develops congregational ownership of the vision and goals.	1	2	3	4
Develops ‘strategic paths’ to reach Expected Outcomes.	1	2	3	4
Analyzes problems well, leading the leaders to determine and choose appropriate action.	1	2	3	4
Builds rapport and helps laity find common ground.	1	2	3	4
Empowers laity with meaningful roles and authority to carry out their responsibilities.	1	2	3	4
Accepts and lives within the four ‘Fences’ of our ‘Non-negotiables,’	1	2	3	4
Uses the freedom granted by our “Leadership Initiative” to Strategize with his people to move toward our Expected Outcomes.	1	2	3	4
Gives away ministry by developing and nurturing self-directed Ministry Teams.	1	2	3	4
Practices sound principles in accomplishing change.	1	2	3	4
Identifies, recruits and equips leaders.	1	2	3	4
Knows and seeks to develop in the congregation the values enshrined in our ‘Community Culture.’	1	2	3	4
Is open to change and able to deal with ambiguity.	1	2	3	4
Promotes involvement in world evangelization.	1	2	3	4
Utilizes primarily, the world evangelization opportunities available through FM World Missions.	1	2	3	4
Knows and is guided by our ‘Distinctive Principles’ (See Book of Discipline Introduction).	1	2	3	4
Guides the church to bring all structures in line with the Mission and the Vision.	1	2	3	4
Can demonstrate the removal or recalibration of				

ineffective or non-aligned organizational structures. 1 2 3 4
Comments:

Summary: Pastor's Primary Strengths

1.

2.

3.

Summary: Pastor's Needed Growth/Change Areas

1.

2.

3.