



Pastor Evaluation
Sonrise CRC

Almost four years ago Sonrise Christian Reformed Church and Pastor William Delleman began ministry together. To fulfill our commitment made in the original call letter, you have been asked to take part in this “conversation.”

Part 1- Priorities

In this section, the purpose of the evaluation is to help the pastor focus on important areas of ministry or to maintain a helpful balance in his overall responsibilities. Our pastor has a job description that involves a number of responsibilities as listed below. Please rate the importance of each area of responsibility from 1 (low priority) to 5 (high priority)

Area of Ministry

- _____ Preaching: *Preparing and delivering sermons during Sunday worship and at other special services.*
- _____ Worship: *Planning and leading corporate worship.*
- _____ Member Visitation: *Conducting regular and intentional visiting of members.*
- _____ Leadership: *Providing leadership to the Council in all its activities.*
- _____ Youth: *Teaching catechism and giving leadership at youth activities.*
- _____ Denominational/Ministerial: *Providing leadership and skills for inter-church activities and denominational committees.*
- _____ Education: *Regular participation in skills development and ongoing training/instruction.*

Part 2 - Skills

In this section, the purpose of the evaluation is to help the pastor focus on existing ministry skills and gifts. Also, for him to be encouraged and challenged in further developing those skills and gifts.

Please rate the quality and effectiveness of our pastor’s performance regarding the following:

- Key:
 4 = outstanding 2 = average
 3 = above average 1 = below average

I. Areas Of Ministry	(Circle one)			
A. Public worship ministry: the way the pastor ...				
conducts public worship, in general	4	3	2	1
prepares sermons	4	3	2	1
addresses the needs of hearers	4	3	2	1
bases sermons on Scripture and Confessions	4	3	2	1
conducts public prayers	4	3	2	1
makes visitors feel welcome	4	3	2	1

B. Pastoral ministry: the way the pastor ... relates with the members	4	3	2	1
ministers to those with needs and problems	4	3	2	1
ministers to those contemplating marriage	4	3	2	1
deals with conflict situations	4	3	2	1
C. Leadership: the way the pastor ...				
casts a relevant vision of the kingdom for the congregation	4	3	2	1
assists council in their roles as Elders and Deacons	4	3	2	1
assists ministry leaders (worship director, etc.) in their roles	4	3	2	1
D. Teaching: the way the pastor teaches ...				
outside of the worship service with adults	4	3	2	1
outside of the worship service with youth	4	3	2	1
the Profession of Faith Class	4	3	2	1
E. Personal and professional development: The way the pastor				
values personal godliness	4	3	2	1
evidences a sense of calling the ministry	4	3	2	1
takes time for reflection and study	4	3	2	1
takes advantage of opportunities for continuing education	4	3	2	1
values listening skills	4	3	2	1
cultivates good working relations with Council	4	3	2	1
relates well to other area pastors	4	3	2	1

II. Summary Comments

A. In what area(s), according to your judgment, lie the pastor's greatest strengths and abilities?

B. What are some things you would suggest that the pastor work on?



Part 3 -Relationships

One sign of health in congregations is the willingness to describe relationships between the pastor and congregation members. This helps give meaning to the effectiveness ratings given in the precious sections. It also helps the pastor and congregation to have meaningful and productive conversations about their ministry together.

Using the sample words provided below select two words that describe each relationship identified. Do not worry about getting exactly the right word. Close is good. Feel free to use words not on the list.

- | | | | | |
|--------------|----------------|------------|--------------|------------|
| affectionate | uncertain | awkward | challenged | important |
| growing | disintegrating | honest | engaged | stale |
| adversarial | distant | respectful | irrelevant | energized |
| hesitant | estranged | fractured | spiritual | anxious |
| warm | apathetic | rebuilding | apprehensive | encouraged |
| trusting | puzzled | inviting | hopeful | ignored |

Relationships:

Pastor & Congregation: _____ & _____

Pastor & Elders: _____ & _____

Pastor & Deacons: _____ & _____

Pastor & Ministry Leaders: _____ & _____

Pastor & Seniors: _____ & _____

Pastor & Youth: _____ & _____

Thank you for participating in this important way that the congregation and pastor at Sunrise CRC can do the Lord’s work together effectively and graciously. You may remain anonymous, or if you so desire provide your name below. Council will provide the results of this evaluation once the results have been collected and shared with our pastor. Some comments may be withheld for the sake of privacy and consideration for both the congregation and pastor.