

Introduction

The following is a "quantified review," numerical response is given to investigatory questions.
 Give a blank page to staff to begin a "self-review"
 A review is a process; be open to questions and new insights from the one being reviewed

Name & Summary	
Name	Joe Pastor
Title	Pastor of Senior Adults
Period	Calendar Year 2006
Supervisor	Executive Pastor
Areas	
How the Pastor Works	93
How the Pastor Relates	76
How the Pastor Communicates	93
How the Pastor Leads	77
How the Pastor Ministers	90
total	84

Definition of Ratings	
1 to 2	Poor: Performance against expectations is far below minimum level
2 to 4	Fair: Performance is below minimum level
5 to 7	Commendable: Performance is acceptable
8 to 9	Exemplary: Performance consistently exceeds expectations
10	Distinguished: Performance is outstanding

How the Pastor Works	Rate 1-10
1. Ministry Expertise <i>Applies specific knowledge or expertise to the given ministry areas</i> Comments:	10
2. Quality of Work <i>Produces consistent, accurate and quality work</i> Comments:	9
3. Quantity of Work <i>Accomplishes the expected amount of work within reasonable time frames</i> Comments:	9
4. Dependability <i>Fulfills duties and tasks by applying precedents, procedure or instructions</i> Comments:	9
5. Initiative <i>A "self-starter" or willingness to learn, takes action or originates new ideas</i> Comments:	10
6. Adaptability <i>Adjusts to varying situations, accepts new ideas, and responds to problems</i> Comments:	9

How the Pastor Relates 7. Supervision of Others (double score) <i>Effectively oversees their staff, keeps them focused and engaged</i> Comments:	8
8. Working Relationships with Others <i>Employs tact, diplomacy and coopertion in the office or their area</i>	8

Comments:	
9. Working Relationships with Leadership (double score) <i>Responds positively to input, instruction and authority of supervisor and leadership</i> Comments:	7
10. Working Relationships with Ministry Team (double score) <i>Works effectively with their team; engages the team to provide leadership</i> Comments:	7
11. Working Relationships with Elders (double score) <i>Relates well to the Elders and responds to Elder leadership</i> Comments:	8

How the Pastor Communicates	
12. Communication Skills (double score) <i>Expresses ideas in a clear and understanding manner, tactful and appropriate</i> Comments:	9
13. Teaching / Speaking Skills <i>Effective at teaching biblical truth in a clear, logical and understanding manner</i> Comments:	10

How the Pastor Leads	
14. Support of Church Goals (double score) <i>Gives support to the church in terms of its goals, views and desired image</i> Comments:	8
15. Effectiveness in Developing the Ministry (double score) <i>Developes and expands their ministry areas in order to seerve better</i> Comments:	7
16. Effectiveness in Developing Lay Leadership (double score) <i>Provides on-going leadership and resources for lay leaders, raises up new leaders</i> Comments:	8

How the Pastor Ministers	
17. Effectiveness in Personal Discipleship <i>Engaged in intentionally discipling others</i> Comments:	9
18. Shepherding the Flock <i>Fulfills the pastoral care responsibilities to the congregation</i> Comments:	9
19. Fulfilling Key Responsibility of (double score) <i>Performs key functions of their role and responsibilities effectively</i> Comments (required):	9
20. Fulfilling Key Responsibility of (double score) <i>Performs key functions of their role and responsibilities effectively</i> Comments (required):	9

Scores ...

How the Pastor Works

1. Ministry Expertise

2. Quality of Work	9		
3. Quantity of Work	9		
4. Dependability	9		
5. Initiative	10		
6. Adaptability	9		93
How the Pastor Relates			
7. Supervision of Others (double score)	8	8	
8. Working Relationships with Others	8		
9. Working Relationships with Leadership (double score)	7	7	
score)	7	7	
11. Working Relationships with Elders (double score)	8	8	76
How the Pastor Communicates			
12. Communication Skills (double score)	9	9	
13. Teaching / Speaking Skills	10		93
How the Pastor Leads			
14. Support of Church Goals (double score)	8	8	
score)	7	7	
score)	8	8	77
How the Pastor Ministers			
17. Effectiveness in Personal Discipleship	9		
18. Shepherding the Flock	9		
19. Fulfilling Key Responsibility of (double score)	9	9	
20. Fulfilling Key Responsibility of (double score)	9	9	90
	172	80	subtotals
		252	total points
		84	final score