

New South Conference Pastor's Self-Evaluation Tool

This is an optional (but encouraged!) confidential self-assessment that can be completed by the pastor for the sake of her/his own self-development and honest self-evaluation. It's helpful in that it serves as a comprehensive reminder of the breadth and depth of the pastoral vocation and call.

Please rate each characteristic on the scale of 1 to 10, ten being highest.

Section 1 – Personal Quality and Skill Review

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

COMMENTS:

1.2 Personal Characteristics/Initiative/Drive Creativity

- ___ Evidences being a person called of God to ministry.
- ___ Practices spiritual disciplines faithfully.
- ___ Has the spiritual gift of leadership, setting the pace, breaking new ground, etc.
- ___ Is a faith-driven risk taker.
- ___ Models a balanced life with healthy self-discipline.
- ___ Maintains freedom from addictions, especially food, caffeine, media and pornography.
- ___ Engages in life-long learning (is still a student.)
- ___ Offers innovative ideas that contribute to meeting the objectives of the church.
- ___ Has a strong drive to achieve for God, working for reasons that go beyond money or status.
- ___ Continues to be optimistic in the face of failure.
- ___ Has a realistic self-assessment.
- ___ Submits biblically to authority.
- ___ Controls/redirects personal disruptive impulses/moods.
- ___ Regularly demonstrates ability to suspend judgement and to think before acting.
- ___ Works consistently without undue fatigue.
- ___ Seeks professional and personal accountability.
- ___ Outward impression made on people (weight, grooming, neatness, appropriateness) is one of which parishioners are not ashamed, not embarrassed.
- ___ Ministry is being done for the LORD and not for personal aggrandizement.
- ___ Is not lazy or slothful.

COMMENTS:

1.3 Pastoral Care/Relating/Developing People

- ___ Responds warmly, appropriately to people.
- ___ Has positive relationships with parishioners.
- ___ Is friendly, even when core identity is more introverted or dominating.
- ___ Responds appropriately to criticism and/or suggestions for improvement. (Not touchy)
- ___ Can be told, "No," without being childish.
- ___ Embodies a passion for making disciples.
- ___ Builds up people and inspires hope.
- ___ Understands and responds in adapting ways to the emotional make-up of people.
- ___ Effectively selects, motivates and appraises lay leaders, volunteers, paid staff/assistants.
- ___ Works well with laity - building and training them, versus complaining about them.
- ___ Models dependability and timeliness.
- ___ Builds and retains effective ministry teams.
- ___ Develops and releases people to serve according to their spiritual giftedness and temperament.
- ___ Demonstrates healthy and appropriate interpersonal skills.
- ___ Is characterized by trustworthiness and integrity.
- ___ Shows proficiency in managing relationship and in building networks.
- ___ Resolves conflict effectively.

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.
- ___ Communicates effectively in public speaking.
- ___ Utilizes effective and creative means in communication.
- ___ Prepares thoroughly for public presentations.
- ___ Calls people to decide for Christ as Savior.
- ___ Understands the culture, community and congregation.
- ___ Affirms and articulates Wesleyan theology.
- ___ Persuades people to make godly, life-changing decisions.
- ___ Challenges the status quo in a loving manner.
- ___ Facilitates, via attitude, speaking, writing and training, an environment of holy worship.
- ___ Listens as well or better than he/she speaks.
- ___ Listens 'between the lines' so as to adjust 'first intentions' based on the collective wisdom of lay leaders.

COMMENTS:

1:5 Leadership/Thinking/Decision-Making

- ___ Leads the church based on a life of personal and corporate prayer.
- ___ Articulates a vision from God, which attracts followers.
- ___ Gives evidence of growth in leadership skills.
- ___ “Owns” the vision every Free Methodist Church being “A healthy biblical community of holy people multiplying disciples, leaders, groups, and churches”.
- ___ Motivates others to achieve a common objective.
- ___ Fosters a positive atmosphere.
- ___ Mobilizes resources to fulfill the vision.
- ___ Knows how to develop a consensus among the laity.
- ___ Graciously leads the church in more effective forms, even if it means “killing ineffective sacred cows”.
- ___ Analyzes problems well, leading the leaders to determine and choose appropriate action.
- ___ Builds rapport and helps laity find common ground.
- ___ Empowers laity with meaningful roles and authority to carry out their responsibilities.
- ___ Gives away ministry by developing and nurturing self-directed Ministry Teams.
- ___ Identifies, recruits and equips leaders.
- ___ Is open to change and able to deal with ambiguity.
- ___ Promotes involvement in world evangelization, primarily using the opportunities available through Free Methodist World Missions.
- ___ Guides the church to bring all structures in line with the Mission and the Vision.

COMMENTS:

Summary:

Pastor's Primary Strengths

Pastor's Needed Growth/Change Areas