

## Pastoral Review Tool 101

Process: The first year the pastor should develop objectives in column four for each character and competence desired in column one. The second year he/she can rate themselves on a scale of 1 - 4 (1= Unacceptable, 2 = Needs improvement, 3 = Meets Expectations, 4 = Exceeds Expectations) for the previous years objectives in column 5. Each person who is reviewing the pastor should get a copy of the previous years review tool and provide their ratings in column five. The scores should be averaged and presented to the pastor as one score for conversation. This tool should be used in conjunction with Board Review Tool 101.

The character and competence desired	How it will be demonstrated	Specific Skill or behaviour required	Pastors (_Year_) Objective	Rating
<p><b><u>Spiritual Vitality</u></b></p> <p>Out of a person's' growing relationship with Christ comes a Christ-like character and a Spirit-empowered competence for ministry. Spiritual vitality is the foundation of professional competency and spiritual authority for a Christian leader. "The greatest need for my church is my own personal holiness" (RM McCheyne)</p> <p>(Ps 78:72; Prov 4:23; Matt 6:33; 2 Tim 3:16-17; Acts 6:3; 2 Chron 16:9; 1 Tim 3:1-7; Rom 8:28-29; Phil 1:9-11; 2:5-11; 3:10)</p>	<p><u>Prayer</u></p> <p>Demonstrates full dependence on the Lord in all matters through the regular practice of prayer for personal and ministry life</p> <p><u>Biblical orientation</u> Sermons and teaching opportunities show a spiritual vitality, preparation and reliance on God.</p> <p><u>Motivation &amp; Values</u></p> <p>Demonstrates a motivation to focus all glory on the Lord and the expansion of His Kingdom rather than on their personal stature or status.</p> <p><u>Kingdom Passion</u></p> <p>Their spiritual vitality is expressed in a dedication to building the Kingdom of God globally</p>	<p>Able to show evidence of a regular discipline of prayer, bible study, journaling, and fasting.</p> <p>Reserves time for study and preparation in his/her weekly schedule.</p> <p>Is apart of an accountability group that addresses motivation and values</p> <p>Evidence of personal involvement in the community of (your town), the province, and the world.</p>		

## Pastoral Review Tool 101

<p><b><u>Influence</u></b></p> <p>Godly leadership is influencing other people towards God's purposes for them, primarily by an exemplary life and through setting the pace for others to follow.</p> <p>(Matt 4:19; 28:18-20; Mark 3:14; 2 Tim. 2:2; 1 Cor 11:1)</p>	<p><b><u>Relationship and Modeling</u></b> Demonstrates transparency in communication that enables others to understand their commitment and motivation.</p> <p><b><u>Influence</u></b> The potential to influence others through one's leadership position is in essence organizational "power", therefore the pastor will seek to understand:</p> <ul style="list-style-type: none"> <li>-Their personal &amp; leadership style</li> <li>-The nature and limits of his/her power within the (your town) Church of God and in personal relationships within the congregation and community.</li> </ul>	<p>Uses his/her influence to equip and enable the congregational members in utilizing their God-given gifts in effective ministry.</p> <p>Uses his/her influence to ensure that quality discipleship occurs in the teaching ministry of the church.</p> <p>Uses his/her influence to ensure that quality pastoral care is provided to the congregation. Visitation and counselling is understood as a means to providing pastoral care to congregants.</p>		
---	---	--	--	--

## Pastoral Review Tool 101

<p><b><u>Future orientation (vision):</u></b></p> <p>Godly leaders are persons of genuine vision – seeing with the eye of faith what God is intending to do.</p> <p>(Heb 11:1-2; 2 Thess 1:11; Mark 11:22-24; John 4:35)</p>	<p><u>Purpose Driven</u></p> <p>Can clearly articulate the overall mission and vision of the church.</p> <p><u>Kingdom oriented</u></p> <p>Understands the concept and practical implication of the establishment of the Kingdom of God and its impact on the institutional church</p> <p><u>Strategic Planning</u></p> <p>Possesses a strategic plan for their teams’ ministry grounded in a clear, compelling and faith challenging story of a preferred future</p> <p><u>Communicating Vision</u></p> <p>By drawing from Scriptural principle &amp; perspective on how God acts, will be able to inspire others by describing a “preferred future”, a story of what will exist when strategic objectives have been accomplished.</p>	<p>Communicate the vision by modelling servanthood working alongside people from the city of (your town) and members of the congregation.</p> <p>Models kingdom values by engaging people personally about their faith journey. Equips members of the congregations to do the same.</p> <p>Evaluate ministries and activities of the church against the vision of the church. Think strategically with regards to the Christian Education Ministry, Outreach Ministries and Worship Ministry of the congregation.</p> <p>Lead the congregation through appropriate strategic planning exercises.</p> <p>Through preaching and teaching cultivate vision for the members of the church. Communicate vision to the new members of the church.</p>		
--	---	---	--	--

## Pastoral Review Tool 101

<p><b><u>Self Awareness</u></b></p> <p>Possesses a proper estimate of their own strengths and limitations. They have a healthy, though not arrogant, confidence in their calling and equipping by God for their ministry.</p> <p>(Rom 12:3-8; 1 Cor 3:5-7; Gal 2:7; 1 Cor 4:6-7; 2 Cor 10:13; 12:8-10).</p>	<p><b><u>Gifts</u></b></p> <p>The Pastor focuses on building on their strengths, they have an ability to identify their areas of weakness that affect their leadership ability and gather appropriate people around them to compliment their leadership style.</p> <p><b><u>Temperament</u></b></p> <p>Understands their personal temperament &amp; style and in particular how it affects their interactions with others. Is growing in their management of self in conflict, and able to facilitate reconciliation between others.</p>	<p>Able to receive instructions on how to improve. Willing to engage tools to help in this self-discovery.</p> <p>Developed a plan for further educations and self improvement.</p> <p>Can identify his/her conflict style. Is able to identify areas of improvement.</p>		
<p><b><u>Ministry Skill Development</u></b></p> <p>Godly leadership involves strengthening personal ministry competence, developing team relationships, achieving tasks and inspiring and motivating those who are being lead.</p> <p>(John 17:4, 20-21; 1 Tim 4:12a; 1 Thess 2:8; Phil 1:27; 2:20-22; 1 Cor 1:10)</p>	<p><b><u>Team Building</u></b></p> <p>Is equipped and able to develop effective teams that accomplish specific purposes in line with their ministry's strategic goals.</p> <p><b><u>Leader Selection and Development</u></b></p> <p>Demonstrates discernment in selecting others for leadership roles, and will have a plan to develop them to their fullest potential. Also seeks to nurture the leadership potential they identify among team members.</p> <p><b><u>Task Management</u></b></p>	<p>Able to define a good working team. Has a specific plan on how to accomplish team and develop team in all areas of the church.</p> <p>Able to identify those he is developing. Able to articulate a practical workable plan to accomplish leadership development inline with the vision of the church.</p> <p>Provide written reports and attend all board meeting of the leadership team.</p> <p>Facilitate meaningful worship services. Coordinate worship services with worship personnel on a weekly basis.</p>		

## Pastoral Review Tool 101

	Is able to define and develop the tasks and strategies necessary to accomplish their strategic objectives.	Provide a preaching plan to worship leaders on an ongoing basis.		
--	--	--	--	--