

Pastor-Church Evaluation

Thank you for taking the time to fill out this evaluation. I have changed this tool to more broadly evaluate the fitness of your church rather than specifically the pastor's performance. I do see the pastor as responsible for the overall health of the church, so all of this is under his/her leadership. This evaluation is based on the book Building the Body, by Gary L. McIntosh and Phil Stevenson. The book lists twelve characteristics of a fit church and this forms the outline for the evaluation.

The book uses five levels to describe a church in various stages of development: Beginner, Novice, Intermediate, Advanced, and Elite. This is taken from a comparison of churches with athletes. I have used these terms in the scale, but have tried to describe what a church at this level of development is like. Don't get caught up in the labels, but be honest as to where you feel the church is currently in this area. This will help us to determine where best to focus our attention for future development.

Your answers to this survey are confidential and your name will not be associated with your comments. The answers will be compiled into a single format and discussed together with your pastor at a board meeting. Respond to these questions as if you are speaking to your pastor directly. Please answer all questions as thoroughly as possible. Please do not leave any blanks, even if you need to answer that you do not know. This will help to make this a more effective exercise. .

In each section, I start by asking for something positive and an area of improvement in each area. Please take the time to write encouraging comments as well as constructive suggestions as these will be much more helpful than just numerical scores.

— Joseph W. Jennings, District Superintendent

Your Name	
Address	
Church Name	
Leadership Position	
Email	
Phone Number	

1. Outreach

Energy engaging people outside the church walls

What are the best ways our church is reaching out to people beyond the congregation?

What are some ways you think our church could better reach unchurched people in our community?

Using the descriptions below, on a scale of 1-10, how outward-focused would you say our church is at this point?

1 2 3 4 5 6 7 8 9 10

Beginner (1-2)

- Have little interest in the community or the world around them.
- Concern is on survival and keeping peace in the congregation.

Novice (3-4)

- Have an inward focus, but are beginning to take steps toward their community.
- Leaders set the example of engaging in ministry beyond the church walls.

Intermediate (5-6)

- At least 10% of the congregation are involved in community-engagement activities.
- Members understand the makeup of the community in which they reside.

Advanced (7-8)

- The leadership affirms ministry in community as much as ministry in the church.
- Act as though new people are present in every meeting.

Elite (9-10)

- At least 60% of the congregation are involved in community-engagement activities.
- Pastor spends more than 10 hours/week involved in community activities.

2. Effective Evangelism

Engaged in a positive way with those who are disconnected from Jesus. Effort to intentionally determine methods to share the gospel

What is one thing our church does well to bring people to faith?

What could we be doing better?

Using the descriptions below, on a scale of 1-10, how effective is our church with evangelism?

1 2 3 4 5 6 7 8 9 10

Beginner (1-2)

- The church has no evangelism plan or process in place
- People in the congregation seldom invite other people to church
- Pastor preaches as though everyone in the church were already a Christian.

Novice (3-4)

- Congregation is intentionally praying for friends and family disconnected from God.
- The gospel is regularly presented in worship services.

Intermediate (5-6)

- Have plans and strategies in place to equip the congregation in personal evangelism.
- Our worship service keeps guests in mind at all times.
- We offer many opportunities for new people to get involved in a ministry or small group.

Advanced (7-8)

- Have systems in place to reach and disciple others.
- Members are motivated to share their faith and the truth of the gospel.
- Leaders recognize the value of training members to connect with lost people.

Elite (9-10)

- Evangelism is focused on training people to represent Jesus in their context.
- Our members see themselves as missionaries in their neighborhoods, workplaces, schools, and families.
- We mobilize our people to live like Jesus in our community.

3. Community Engagement

Infiltrating culture to transform it (like yeast in dough - Luke 13:20-21)

Equipping people to share their stories and reaching into your community

What is one thing our church does well to engage with people outside of our congregation?

What is one thing we could we be doing to better engage with our community?

Using the descriptions below, on a scale of 1-10, how well would you say our church is doing engaging with our community?

1 2 3 4 5 6 7 8 9 10

Beginner (1-2)

- Limited resources, don't know much about the surrounding community

Novice (3-4)

- Just beginning to become active in community

Intermediate (5-6)

- Consistently engaging their community in several ways

Advanced (7-8)

- High level of community influence. Community engagement is part of our DNA

Elite (9-10)

- Totally absorbed in community engagement and push to do better

4. Personal Ministry

God uses His people to grow His church

God calls all His people to serve Him in His mission in the world

What are some of the positive ways we are calling and equipping people to serve in ministry?

What is something we can do to improve in this area?

Using the descriptions below, on a scale of 1-10, how well is our church our church doing at recruiting and equipping people to serve in ministry?

1 2 3 4 5 6 7 8 9 10

Beginner (1-2)

- Find it difficult to recruit people to serve.
- Pastor is responsible for doing all the recruiting.

Novice (3-4)

- Have not given serious consideration to using new people.
- Only a few, if any, entry level ministries are available for new people.
- Pastor does exhort people to use their spiritual gifts, but few understand how.
- Members often complain that only a few are serving.

Intermediate (5-6)

- Made a number of attempts at training and equipping people for service.
- Church is still seeking a workable system.
- Some results with 30% of attendees involved.
- Only a few entry level jobs are available.

Advanced (7-8)

- Developed and using effective systems for recruiting, training and deploying people in ministry.
- Clear pathways to service, which we publish widely.
- 40% of its people serving in some form both inside and outside the church.

Elite (9-10)

- Clear pathways to service, as well as very workable systems to place people in ministry.
- Newcomers understand how they can get involved in ministry.
- Large number of entry-level jobs available for serving.
- At least 50% of people serve in some ministry role.

5. God-Honoring Stewardship

How people and churches handle money.
Value investing in heavenly wealth.

What are we doing well in teaching our people about stewardship and handling our finances?

What is one thing we could be doing better?

Using the descriptions below, on a scale of 1-10, how would you say our church is doing at handling our finances?

1 2 3 4 5 6 7 8 9 10

Beginner (1-2)

- A single person controls accounting functions.
- Teaching on stewardship rarely occurs.
- Urgent financial appeals are regularly made.

Novice (3-4)

- Basic budget in place.
- Leaders receive monthly reports.
- The church has a stewardship campaign/emphasis once a year.

Intermediate (5-6)

- Multiple, qualified people oversee the finances and accounting on-site.
- Independent committee or outside firm conducts yearly audit.

Advanced (7-8)

- Treasurer or accountant on staff handles finances in highly professional manner.
- Income and Expense reports sent to the pastor each week.
- Budget formed annually with input from every ministry leader.

Elite (9-10)

- Employ specialists to take excellent care of the church's finances.
- Well-respected independent firm conducts annual audit with no conflict of interest to the church.
- With excellent stewardship training, the people give sacrificially to the general budget.

6. Leadership Development

Leaders develop other leaders (not just followers)

A culture of leadership development and a leadership development pipeline

What are we doing well to develop leaders in our church?

What could we be doing better?

Using the descriptions below, on a scale of 1-10, how effective would you say we are at developing leaders?

1 2 3 4 5 6 7 8 9 10

Beginner (1-2)

- Rely solely on the pastor for everything related to leadership.
- The few who are willing to chair a committee or team are typically not leaders.
- Same folks serve in the same roles for long periods of time because no other leaders are being developed.

Novice (3-4)

- Pastor and local board has begun to sense the need for leadership development within the church.
- Pastor has come to the realization that he/she is unable to lead everything.

Intermediate (5-6)

- The church has a leadership board that are growing in their leadership capacity.
- Leadership lessons are central aspect of board meetings.
- Board meetings are more about looking ahead than managing property and handling crises.

Advanced (7-8)

- The church is highly engaged in leadership development.
- Pastors and local board members are leading leadership development groups.
- Leaders are expected to multiply this in others so that a “farm system” of new leaders is developed.

Elite (9-10)

- Leadership development in place in every level of our congregation.
- People are attracted to the church because of the leadership culture.
- Leaders sent out to other ministries outside the church.

7. Christ-Exalting Worship

Inspiring corporate worship. People come to the service expecting God to work, sinners to repent, the sick to be made whole, the hurting to be restored and the Word of God preached in such a manner that people are challenged to live life with vibrancy and take appropriate action in the world.

What are we doing well that helps people connect with God in our worship services?

What is one thing you would change to make our worship services more meaningful?

Using the descriptions below, on a scale of 1-10, how would you say our church's corporate worship is at this point?

1 2 3 4 5 6 7 8 9 10

Beginner (1-2)

- Take little effort in designing worship services, all the elements (sermon, scripture and music) are planned the week before the service.
- No thought is given to evaluation of past services.

Novice (3-4)

- Start to evaluate our worship and ask, "What is Biblical Worship?"
- Sermons planned at least a month in advance to allow worship leader a chance to design a good worship service.
- The pastor and worship leader meet regularly to plan out future worship services.

Intermediate (5-6)

- Demonstrate a serious attitude toward our worship services.
- Themes for worship services are planned out at least three months in advance.
- A worship team meets regularly to evaluate the worship services.
- The church is determined to offer meaningful worship to our congregation.

Advanced (7-8)

- Plan services to respectfully honor God while actively serving Him through worship.
- The worship team keeps a close eye on newcomers, but also continues to focus on helping mature believers continue in their faith.
- Pastors provide sermon outlines and scriptures six months in advance.

Elite (9-10)

- Seek input of large worship team of six or more people.
- Pastor prepare basic sermon outlines a year in advance.

8. Discipleship-Making Strategies

Design and deploy disciple-making strategies

Disciple-making process, not a program

What are the best ministries or activities we have for discipleship?

How could we be more effective at making disciples?

Using the descriptions below, on a scale of 1-10, how effective would you say is our church at disciple-making at this point?

1 2 3 4 5 6 7 8 9 10

Beginner (1-2)

- Affirm disciple-making, but do not have a well thought out process in place.
- Sees the pastor's teaching as the primary disciple-making method.

Novice (3-4)

- Aware of the limitation of a pulpit-driven disciple-making process.
- Beginning to educate ourselves about discipleship and beginning to put plans into place.

Intermediate (5-6)

- Achieved agreement on the leadership team on the definition of a disciple.
- Have a process in place, have tested it and evaluated it.
- Wider church body is sensing importance of a disciple-making strategy.

Advanced (7-8)

- Populated with disciple-making groups.
- Built-in expectation that disciples will make more disciples.
- Disciple-making is woven into the fabric of every aspect of the church.

Elite (9-10)

- Multiplying disciple-making to the third and fourth generation.
- Define effectiveness by how many are multiplying disciples, not merely how many are being disciplined.
- New faith communities are developed.
- Intentional process that multiplies disciples, leaders and churches.

9. Pastoral Leadership

The pastor's leadership in getting the church to accurately assess how effective it is and developing plans to move forward. This is not primarily the perceived performance of the pastor as a leader, but the pastor and church being honest and accountable with key indicators.

Please give some positive ways the pastor is helping the church leadership assess the overall effectiveness of the church?

What are some ways we could better address our progress in accomplishing our mission?

Using the descriptions below, on a scale of 1-10, how well does our leadership (pastor and board) honestly assess the overall effectiveness of the church at accomplishing our mission?

1 2 3 4 5 6 7 8 9 10

Beginner (1-2)

- The church rarely reflects on how effective it is at making disciples
- There are 0 salvations and 0 baptisms in the past 12 months.
- Less than 1% of the church budget is designated for disciple-making.

Novice (3-4)

- Salvations in past 12 months equals 1-3% of weekly worship attendance
- Baptisms totals 10-15% of reported salvations.
- Budget for initiatives for disciple-making is 2-5% of the annual budget

Intermediate (5-6)

- Identify clear markers that show progress toward fitness
- Leadership has open discussion about strengths and weaknesses

Advanced (7-8)

- Demonstrate the ability to reproduce leaders, services and sites/campuses
- Help start other churches or campuses

Elite (9-10)

- Look to other effective churches to continue learning and growing
- Pastor is focused on listening to God for direction and vision

10. Loving Community

How the congregation relates with each other and makes new people feel.

What are the most effective ways we promote a loving community in our church?

What changes need to be made to become more welcoming to new people?

Using the descriptions below, On a scale of 1-10, how welcoming/loving would you say our church is at this point?

1 2 3 4 5 6 7 8 9 10

Beginner (1-2)

- Guests are welcomed in a haphazard way
- Newcomers are left to find their way and find a group or class
- Difficult for new people to break through social barriers

Novice (3-4)

- Have established at least two small groups for every one hundred adults.
- Have at least one church-wide fellowship gathering per year

Intermediate (5-6)

- Have made a commitment to enlarge their small group ministry
- Seek to have four small groups per 100 adults
- Leaders have talked with new people about the first impressions the church makes
- Have at least two church-wide fellowship gathering per year

Advanced (7-8)

- Seek to have five small groups per 100 adults
- Arrange the building to create centers of community throughout the facility.
- There is a plan to welcome newcomers and get them involved in the church

Elite (9-10)

- Is starting new groups (20% of groups are less than 2 years old)
- Seek to have seven small groups per 100 adults
- The plan to welcome new people is working and reviewed annually.

11. Vision-Directed Systems

Presenting a clear picture of what God wants to do in our community through our church and making plans to achieve this vision.

What has been most helpful to you in understanding and expressing our vision?

What are ways we could develop or express our vision in a more compelling manner?

Using the descriptions below, on a scale of 1-10, how clear is our church about our vision?

1 2 3 4 5 6 7 8 9 10

Beginner (1-2)

- The church does not have a clear vision statement
- Leaders are reactive rather than proactive in planning for the future.
- They view the church as a ministry to maintain rather than a future to envision.

Novice (3-4)

- The pastor and the board have discussed the church's vision statement.
- The pastor has discussed with ministry leaders ideas about the future of their ministry

Intermediate (5-6)

- The pastor and the board have agreed on a clear vision statement.
- The vision statement is published and displayed often.
- Pastor spends one Sunday per year explaining the vision of the church.

Advanced (7-8)

- The church has a clear vision which everyone knows, believes and can recite
- Guest are likely to hear church members talk about the church's vision
- Leaders make decisions with the vision in mind

Elite (9-10)

- The congregation is excited about the vision of the church.
- They are drawn to give their treasure, their time, and their talents to help fulfill the vision.
- The leadership have a 3-5 year strategic plan to fulfill the vision.

12. Divine Empowerment

When the church exercises prayer to overcome growth barriers, difficult problems, and conflict that threatens to undermine the unity of the congregation.

What are some of the positive ways we are encouraging our people to pray?

How could we make the ministry of prayer more significant in our church?

Using the descriptions below, on a scale of 1-10, how prayerful would you say our church is at this point?

1 2 3 4 5 6 7 8 9 10

Beginner (1-2)

- Talks about prayer but do little to practice it.
- Prayer in meetings is perfunctory and offered with little passion.
- A few people gather to pray, but less than 10% of the congregation.

Novice (3-4)

- Has a basic prayer chain or method to disseminate prayer requests.
- On occasion, 10-20% of the congregation gathers to pray.

Intermediate (5-6)

- The church routinely commits the churches plans to the Lord.
- Generally, 20-30% of the congregation participate in prayer initiatives.

Advanced (7-8)

- When the leaders sense the Holy Spirit is working, they obediently and sacrificially seek to follow.
- Worshippers are regularly encouraged to participate in congregational prayer opportunities and 30-40% of the people participate.

Elite (9-10)

- The church fervently prays for the Holy Spirit to lead lost people to Christ.
- The leaders identify, organize and give specific prayer requests to intercessors.
- Small groups and classes involve at least 50% of the congregation in some aspect of prayer.

Pastoral Call Renewal

Directly addressing your pastor, give positive ways your pastor is serving your church and community.

Again, addressing your pastor, please give ways the pastor could sharpen and improve his/her leadership at your church.

How are you praying for your pastor?

After prayerful consideration, please select the one statement that most accurately reflects your views. This question and any needed changes or improvements will be directly addressed in your board meeting with the District Superintendent.

- Our pastor is doing a great job and I support his/her continued service with the expectation of a continual process of sharpening and improvement.
- I think our pastor's continued service should be dependent on whether necessary changes and improvements are made.
- I do not believe the pastor will be able to continue to serve effectively, even if he/she is willing to make changes.

Further Comments: