



Appendix A:

A Sample Pastoral Review

This evaluation form provides metrics for gauging the integrity and effectiveness of the pastor on an annual basis. While faithfulness and fruitfulness are impossible to test perfectly, they can be sufficiently evaluated to provide a fairly objective rubric for encouragement, thanksgiving, and where necessary, improvement. The clerk will collate the results of forms completed by each elder by averaging the values the officers assign to each numbered statement. The clerk will also collate the additional write-in comments. Each numbered statement should be rated on a scale of 1–4 (1=almost never true, 2=seldom true, 3=often true, 4=almost always true). Low scores should be accompanied by a brief explanation.

Preaching and Worship

1. ____ The pastor's sermons reflect the truths of the Bible as summarized by the Three Forms of Unity.
2. ____ The pastor's sermons are an appropriate length.
3. ____ The pastor's preaching appropriately balances law and gospel.
4. ____ The pastor's sermons address the unconverted.
5. ____ The pastor's sermons are accessible to those of elementary school age.
6. ____ The pastor's sermons are accessible to those of grade school and high school age.
7. ____ The pastor's sermons adequately feed mature believers.
8. ____ The pastor's sermons include an appropriate devotional aspect.
9. ____ The pastor's sermons are practical and applicable.
10. ____ The pastor's sermons communicate the necessity and beauty of Christ.
11. ____ The pastor's sermons are engaging.
12. ____ The pastor communicates a clear warmth toward the worshipers, including visitors.
13. ____ The pastor communicates a suitable gravity in leading God's people into his presence.
14. ____ The pastor's choice of songs aids the worshiper in praising God.
15. ____ The pastor's prayers appropriately articulate the needs and praises of the congregation..

Personal and Family Life

1. ____ The pastor manages his time well.
2. ____ The pastor balances his work load with the care of his own health and the well-being of his family.
3. ____ The pastor practices a tangible joy in the ministry.
4. ____ The pastor generally demonstrates a gentle, self-controlled, Christ-like attitude (1 Tim. 3:2–3).
5. ____ The pastor seems to be managing his own household well (1 Tim. 3:4–5).

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6. ____ The pastor seems to have a good reputation with those outside of the church (1 Tim. 3:7).
7. ____ The pastor seems to demonstrate good financial stewardship, for example, by living within his means and tithing.
8. ____ The pastor is diligent in prayer.
9. ____ The pastor is submissive to the leadership of the council and consistory.

Pastoral Care and Discipleship

1. ____ The pastor is diligent in visiting the shut-ins, the sick, and other needy members of the congregation.
2. ____ The pastor demonstrates appropriate concern for pastoral needs as they arise.
3. ____ The pastor and his family practice leadership in hospitality.
4. ____ After services and at other times throughout the week, the pastor helps the congregation feel comfortable approaching him on matters of concern.
5. ____ The pastor is diligent in engaging and instructing the youth.
6. ____ The pastor is diligent in premarital counseling.
7. ____ The pastor is diligent in conducting membership classes.

Leadership and Administration

7. ____ The pastor promotes unity with fellow church leaders.
8. ____ The pastor promotes a vision for long-term congregational development.
9. ____ The pastor leads positively, not by coercion, guilt, or other negative means.
10. ____ The pastor engenders confidence in the church members and leaders.
11. ____ The pastor, in his leadership, respects the congregation's past and traditions.
12. ____ The pastor designates appropriate time to serving the needs of the denomination.
13. ____ The pastor spends appropriate time ministering outside the local church and denomination through speaking at conferences and writing.
14. ____ The pastor fulfills his role as an evangelist.
15. ____ The pastor is sufficiently organized to fulfill his administrative duties.
16. ____ The pastor conducts meetings in a professional, biblical manner.
17. ____ The pastor demonstrates a strong love for the church and a fervent zeal for its well-being.
18. ____ The pastor responds well to criticism.
19. ____ The pastor responds well to praise.

Concluding General Observations

1. In what area do you feel that the pastor needs to improve the most?
2. What areas are exceptional in the pastor's service to the church?
3. How can the elders be more proactive in encouraging the pastor?