

**Pastoral Review**

The West Virginia North District Church of the Nazarene in cooperation with the General Church and in fulfillment of the Manual would invite you to participate in this review survey. The purpose of this survey is to assist your Pastor to strengthen his/her effectiveness in ministry. Please answer the following questions candidly and objectively. When you complete your survey, please return it to the District Office as instructed by your Board Secretary. A summary will be prepared for use at our Pastoral Review meeting.

Pastor

Church

**A YOUR PASTOR’S PROFESSIONAL ABILITIES ATTITUDES AND CHARACTERISTICS**

Poor Avg Excellent

Fulfills responsibilities promptly and adequately

Shows satisfaction in his/her work

Protects confidentiality

Works effectively under pressure

Dresses/grooms appropriately and represents the church well

Manages time wisely

Level of personal spirituality/commitment to Christ

Personal desire for innovative ministry

Sensitivity to others/empathetic/understanding

Trustworthy in completing tasks/stated programs started

Decisive in making decisions and carrying them out promptly

Enthusiastic about the ministry of the local church

A healer in bringing people together/not polarizing

Confident/secure/not dependent on others constantly

Flexible to change/open minded and willing to find compromise on issues

Holds high standards and values for himself/herself and the church

Poised/stable/secure and at ease in leadership

Accessible/approachable and eager to help where possible

Credible/dependable/trustworthy

Organized/thoughtful and well planned

**Pastoral Review**

**B YOUR PASTOR’S PROFESSIONAL SKILLS AND PASTORAL MINISTRIES SKILLS**

Poor Avg Excellent

- Soul winning and outreach
- Conducts supports public evangelistic meetings
- Involves and trains laymen for soul winning
- Conducts baptismal classes when opportunity arises
- Makes pastoral calling and visitation a priority
- Does pastoral counseling as the need arises
- Relates to members of the congregation with warmth and care
- Handles conflict well
- Is involved with and encourages Worship in a positive way
- Conducts baptisms communion services and rituals with care
- Conducts board meetings and offers leadership direction
- Follows up on board actions
- Communicates church program to the congregation at large
- Recruits and trains leaders
- Gives proper financial leadership to the church

**C YOUR PASTOR’S STRENGTHS AND ABILITIES**

Disagree Unknown Agree

- My pastor organizes and administers the church effectively
- My pastor is a strong spiritual leader
- My pastor is reasonably meeting the expectations of our church
- My pastor’s sermons are biblically based interesting and helpful
- My pastor is accessible and is in contact with people and their needs
- My pastor is helpful to those who are sick and in crisis
- My pastor is interested in youth and their needs
- My pastor trains our leaders for effective ministry
- My pastor supports the fulfillment of our church mission statement
- My pastor has a vision for the future of our church and communicates it

**Pastoral Review**

**D SUMMARY OF YOUR RELATIONSHIP WITH THE PASTOR AND CHURCH**

Circle the age group you represent

Circle your church attendance services per month

**Poor Avg Excellent**

I am committed to Jesus Christ

I am committed to the mission of our local church

I am a person of prayer

I am living up to God's call on my life as a spiritual leader

I am in support of our denomination

I am involved in my community reaching people for Christ

I pray for my pastor daily

I am an encourager to my pastor and empathetic to their needs

I am available to my pastor when called upon

I advise my pastor of the needs within our church fellowship

I am faithful in my attendance to worship events

I am faithful in my tithes to the body of Christ

I am faithful by positively speaking to others about our pastor

I am faithful by positively speaking to others about our church

I invite others to attend church with me

I am open to teaching about soul winning and evangelism

I am willing to be involved in discipleship

I faithfully attend board meetings

I am open to need ideas and innovative ways of reaching people

I share ideas that could be considered with our board

I am committed to being a good steward

Our church is accomplishing the mission statement

Our church is a vision oriented body look forward

Our church is united in Christian love for one another

Our church is growing due to God's presence

Our church is Christ Centered and healthy

**Pastoral Review**

How do you feel the pastor is doing?

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Are there areas you feel he she could improve? What would you ask?

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What are you hearing from the congregation about his her ministry?

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What way can you assist him her in being a better pastor?

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What would you like to share with your pastor?

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