

FBCD Pastoral Staff Performance Review Form 2013

Pastor: _____

Reviewer: _____

Ministry Assessment

List major accomplishments for the performance period:

What aspects of the staff member's ministry is a current strength?

What should be done that isn't getting done now?

Key Performance Areas

*(For each question, please rate your own level of effectiveness by **underlining** one of the four descriptions: Highly Effective, Effective, Somewhat Effective, and Not Effective.)*

1. Engages lay leadership and other church volunteers to further develop ministry(ies) and other responsibilities.

Rating Scale Highly Effective Effective Somewhat Effective Not Effective

Areas of strength

Areas of opportunity

2. Proactively contributes to ministry areas outside his/her own.

Rating Scale Highly Effective Effective Somewhat Effective Not Effective

Areas of strength

Areas of opportunity

3. Collaborates with other staff members.

Rating Scale Highly Effective Effective Somewhat Effective Not Effective

Areas of strength

Areas of opportunity

4. Collaborates with church laity.

Rating Scale Highly Effective Effective Somewhat Effective Not Effective

Areas of strength

Areas of opportunity

5. Evaluates own efforts to discern opportunities to strengthen and expand ministry.

Rating Scale Highly Effective Effective Somewhat Effective Not Effective

Areas of strength

Areas of opportunity

6. Continues to grow and develop his/her skills and abilities in ministry.

Rating Scale Highly Effective Effective Somewhat Effective Not Effective

Areas of strength

Areas of opportunity

7. (if applicable) Provides beneficial and meaningful direction to other individuals on staff.

Rating Scale Highly Effective Effective Somewhat Effective Not Effective

Areas of strength

Areas of opportunity

8. Grows and develops the skills and abilities of members of the congregation to better serve, experience spiritual growth and fulfill the mission of FBCD.

Rating Scale Highly Effective Effective Somewhat Effective Not Effective

Areas of strength

Areas of opportunity

9. Follows through and accomplishes agreed upon actions and commitments, fulfills responsibilities.

Rating Scale Highly Effective Effective Somewhat Effective Not Effective

Areas of strength

Areas of opportunity

10. Proactively serves our community.

Rating Scale Highly Effective Effective Somewhat Effective Not Effective

Areas of strength

Areas of opportunity

Others:

Personal Effectiveness

1. Manages time wisely.

Rating Scale Highly Effective Effective Somewhat Effective Not Effective

Areas of strength

Areas of opportunity

2. Develops trusting relations with laity.

Rating Scale Highly Effective Effective Somewhat Effective Not Effective

Areas of strength

Areas of opportunity

3. Resolves conflict well.

Rating Scale Highly Effective Effective Somewhat Effective Not Effective

Areas of strength

Areas of opportunity

4. Seeks feedback.

Rating Scale *Highly Effective* *Effective* *Somewhat Effective* *Not Effective*

Areas of strength

Areas of opportunity

5. Produces quality work.

Rating Scale *Highly Effective* *Effective* *Somewhat Effective* *Not Effective*

Areas of strength

Areas of opportunity

Other comments