

Open Bible Churches

Governing Board Member Review Guide

Form B-1

The following assessment is designed to be self-administered by the governing board member, completed by the senior pastor, and discussed in a private meeting led by the senior pastor. The purpose of a governing board member review is to identify and affirm the board member's leadership effectiveness, identify areas for growth, and collaborate on a plan for continued leadership development. It provides opportunity for the pastor to lovingly and prayerfully partner with the board member in the spirit of Ephesians 4:12-16 (NIV):

...to prepare God's people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ. Then we will no longer be infants, tossed back and forth by the waves, and blown here and there by every wind of teaching and by the cunning and craftiness of men in their deceitful scheming. Instead, speaking the truth in love, we will in all things grow up into him who is the Head, that is, Christ. From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work.

The Board's Responsibility

Effective use of this pastor review guide is founded upon a premise that the senior pastor and members of the governing board are committed and accountable to the priority of servant leadership and have yielded personal agendas for the greater cause of Jesus Christ. Prayerfully submit this review to the Lord, determining that He will be glorified in every way through what is said and how. Variations that this review may reveal between senior pastor and governing board member provide an opportunity to glorify the Lord by helping one another in a scriptural manner: "As iron sharpens iron, a friend sharpens a friend" Proverbs 27:17 (NLT). Members of the governing board must be introspectively open to review by and discussion of their leadership effectiveness with the senior pastor.

What to do with the Results

The governing board member review shall be conducted confidentially between the senior pastor and individual board members. Should this review reveal major conflict or irresolvable differences in evaluations and interpretations between the senior pastor and a board member, it may be necessary for the board member to either resign or not be available for reappointment or re-election.

This Guide

The following guide is a tool to assess core leadership competencies of members of the church governing board. It is not intended to be exhaustive, covering every gift, talent, and skill of a board member. Rather, certain key, leadership competencies are identified for analysis and discussion of strengths, weaknesses, and opportunities for growth.





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Date:
Board Member:

Very great extent	Great extent	Average	Somewhat	Not at all	
<table border="1" style="margin: auto; border-collapse: collapse;"> <tr> <td style="padding: 2px 10px;">Circle One</td> </tr> </table>					Circle One
Circle One					
To what degree are the following statements accurate regarding the board member?					

MODELING INTEGRITY						
1.	5	4	3	2	1	Demonstrates a lifestyle of biblical integrity, free of sinful habits.
2.	5	4	3	2	1	Demonstrates faithfulness to the doctrines of the church.
3.	5	4	3	2	1	Demonstrates faithful attendance/participation.
4.	5	4	3	2	1	Demonstrates faithful stewardship through tithe and offerings.
LEADING ON BEHALF OF OUR VISION						
5.	5	4	3	2	1	Supports and communicates the vision for our church.
6.	5	4	3	2	1	Inspires people to commit to achieving the vision.
7.	5	4	3	2	1	Works in support of pastor's priorities, in pursuit of our vision.
8.	5	4	3	2	1	Participates in developing strategies to achieve the vision.
TEAMING WITH PEOPLE						
9.	5	4	3	2	1	Serves as relational ambassador for pastor and congregation.
10.	5	4	3	2	1	Consistently treats people with loving respect and dignity.
11.	5	4	3	2	1	Trusts people, including the pastor, enough not to control them.
12.	5	4	3	2	1	Genuinely listens/accepts feedback without becoming defensive.
PARTICIPATING IN BOARD DECISIONS						
13.	5	4	3	2	1	Lovingly expects/accepts accountability for leadership.
14.	5	4	3	2	1	Loyally endeavors to support the pastor's leadership in decisions.
15.	5	4	3	2	1	Lovingly and clearly states views when decisions are to be made.
16.	5	4	3	2	1	Knows when to yield to the majority for the greater good.
17.	5	4	3	2	1	Honors board procedures with complaints and grievances.
18.	5	4	3	2	1	Maintains confidentiality, including through family members.
SEEING THE HARVEST						
19.	5	4	3	2	1	Demonstrates a heart and passion for the community and world.
20.	5	4	3	2	1	Engages in evangelism on a personal level.

Very great extent	Great extent	Average	Somewhat	Not at all	To what degree are the following statements accurate regarding the board member?
Circle One					

LEADING CHANGE						
21.	5	4	3	2	1	Sees change as opportunity, not a problem.
22.	5	4	3	2	1	Challenges the status quo when change is needed.
23.	5	4	3	2	1	Encourages creativity and innovation in others.
24.	5	4	3	2	1	Effectively translates creative ideas into ministry results.
ACHIEVING PERSONAL GROWTH						
25.	5	4	3	2	1	Understands his/her own strengths and weaknesses.
26.	5	4	3	2	1	Works at ongoing personal growth and development.
27.	5	4	3	2	1	Demonstrates humble confidence in his/her calling to serve.
28.	5	4	3	2	1	Maintains a teachable spirit.
PROVIDING SPIRITUAL LEADERSHIP						
29.	5	4	3	2	1	Demonstrates a passionate relationship with God.
30.	5	4	3	2	1	Inspires people to love the Lord and His Word.
31.	5	4	3	2	1	Faithfully prays for pastor, church, and those in leadership.
32.	5	4	3	2	1	Challenges the church to embrace and be all that God desires.

Affirm leadership strengths	Identify aspects of leadership that need attention and suggest steps for growth
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