

Open Bible Churches Pastor Review Guide Form P-5

The purpose of a biennial, lead pastor review is to identify and affirm the lead pastor's leadership effectiveness, identify areas for growth, and collaborate on a plan for continued pastor leadership development. The following assessment is designed to be self-administered by the lead pastor, independently completed as a group by the governing board, and jointly discussed by pastor and board.

The Board's Responsibility

Effective use of this pastor review is founded upon a premise that the lead 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. A pastor review assumes members of the governing board are motivated by love to affirm their lead pastor's strengths, respectfully offer honest assessment of leadership concerns, and support their pastor by helping to identify opportunities and avenues for growth. 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 lead pastor and governing board 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). In like manner, members of the governing board must be introspectively open to review by and discussion of their leadership effectiveness with the lead pastor.

What to do with the Results

The biennial pastor review shall be conducted confidentially between the lead pastor and governing board. Although church members shall be invited to offer written input to the governing board regarding the lead pastor review, the evaluations and discussion specifics between the lead pastor and governing board shall not be divulged to members. At the conclusion of this process, the governing board shall complete and submit the *"Pastor Review Verification"* to the regional executive director, confirming the review has been completed and the lead pastor's call to serve has been reaffirmed. The governing board shall also reaffirm their support for the lead pastor to the membership. Should this review reveal major conflict or irresolvable differences in evaluations and interpretations between the lead pastor and governing board, the governing board and/or the lead pastor shall consult with the regional executive director to request assistance. *For churches where the pastor's appointment was initially ratified by the regional board of directors or an approved, apostolic council, copies of the review forms shall be submitted to the regional executive director.*

This Review and Verification

The following review is a tool to assess core leadership competencies of lead pastors. It is not intended to be exhaustive, covering every gift, talent, and skill of a pastor. Rather, certain key, leadership competencies are identified for analysis and discussion of strengths, weaknesses, and opportunities for growth. The second part of the review is validation to the regional executive director that the review, as *required by church by laws*, has been completed.





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Form P-5

Date: _____

The intent of this evaluation is to build and encourage the pastor in continuing to build a strong church for the glory of God. The mutual exchange between the pastor and board will build a much clearer trust and form a greater loyalty within the church.

We will use the scale of 1-4 with this measurement placed upon each numerical figure

1. Poor 2. Needs improvement 3. Good 4. Excellent

We will evaluate the pastor in the following areas: preaching, pastoral care, outreach, leadership, relationship with Open Bible.

PREACHING

- _____ The sermons have clear Biblical instruction.
- _____ The sermon gave a clear application so that all could understand.
- _____ The communication of the message was clear.
- _____ The manner of the delivery.
- _____ The illustrations were appropriate.

Strengths, weaknesses, and comments:

WORSHIP SERVICE

- _____ The pastor plans and leads an inspiring worship service.
- _____ The pastor works well with others who assist in worship.
- _____ The pastor gives attention to appropriate selection of worship music.
- _____ The pastor shapes worship to gain the presence of God and the guidance of the Holy Spirit.

Strengths, weaknesses, and comments:

PASTORAL CARE

- _____ The pastor is a good listener.
- _____ The pastor is aware of the needs of the congregation.
- _____ The pastor responds in a timely fashion to requests.
- _____ The pastor is kind and considerate when making hospital visits.
- _____ The pastor is good at resolving conflicts in the church.
- _____ The pastor carries a positive attitude with all the people.

Strengths, weakness, and comments:

OUTREACH

- _____ The pastor shares stories of his own evangelism efforts.
- _____ The pastor preaches on evangelism regularly.
- _____ The pastor challenges the church members to reach out to the community.
- _____ The pastor is himself involved in community events.
- _____ The pastor can lead people to Christ in a comfortable manner.

Strengths, weakness, and comments:

DISCIPLESHIP/TRAINING

- _____ The pastor helps people discover and develop their spiritual gifts and abilities.
- _____ The pastor gives high priority to discipleship as an integral part of the church's ministry.
- _____ The pastor gives recognition and support to people in the teaching ministry of the church.

Strengths, weakness, and comments:

LEADERSHIP

- _____ The pastor is well prepared for every event he oversees.
- _____ The pastor is regularly training others to lead well.
- _____ The pastor demonstrates an ability to release people in their giftings.
- _____ The pastor is able to cast vision for our church regularly.
- _____ The pastor oversees the boards/committees of our church in an orderly fashion.

Strengths, weakness, and comments:

PERSONAL GROWTH

- _____ The pastor has strong spiritual disciplines.
- _____ The pastor consistently grows in leadership by attending conferences/classes.
- _____ The pastor models a balanced family lifestyle.
- _____ The pastor handles both church and personal finances with integrity.
- _____ The pastor has a strong prayer life.
- _____ The pastor regularly takes a day off each week.

Strengths, weakness, and comments:

RELATIONSHIP WITH OPEN BIBLE

- _____ The pastor promotes Mission Venture Plan (MVP) and cooperation with 5%.
- _____ The pastor speaks highly of his relationship with other Open Bible Pastors.
- _____ The pastor assists the congregation in cooperating with Open Bible Churches' projects.
- _____ The pastor is able to articulate the value of the covering Open Bible Churches affords.

Strengths, weakness, and comments:

Please complete and return one copy of the Pastor Review Verification form to your regional executive director. Only one Verification form needs to be submitted per church board.