

Open Bible Churches Pastor Review Guide Form P-6

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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Date: _____

Purpose: God's call upon Christian leaders is to be effective and fruitful. The following assessment tool will give feedback to the pastor from others on his/her perceived effectiveness, understanding that the ultimate assessment belongs to God.

Directions: Please assess the following ten areas of pastoral ministry.

1. Spiritual Formation and Self-Care

Evidences a commitment to personal prayer, Bible study and reading for spiritual growth. Observes a Sabbath for personal renewal. Is open to receiving spiritual direction from others. Honors and models healthy personal and family lifestyles.

EFFECTIVENESS: Very Effective Effective Not Fully Effective

Evaluation Comments:

Suggestions/Goals for Development and Improvement:

2. Worship Services

Is an effective preacher. Plans and leads an inspiring worship service with skill and care and with attention to pace and energy. Encourages the participation of others in the service.

EFFECTIVENESS: Very Effective Effective Not Fully Effective

Evaluation Comments:

Suggestions/Goals for Development and Improvement



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3. Administration

Makes a positive impression on others. Works well with boards and leadership groups. Completes required assignments and paperwork in a timely manner. Is knowledgeable in church policies and procedures. Demonstrates intentional day-to-day involvement in the financial and facilities operation of the church. Works as a productive and supportive team member.

EFFECTIVENESS: Very Effective Effective Not Fully Effective

Evaluation Comments:

Suggestions/Goals for Development and Improvement

4. Discipleship

Uses time well and appropriately prioritizes duties. Is an energizing teacher and Bible study leader. Encourages those in the church to grow in their faith. Challenges people to tithe. Demonstrates competence in basic theology and biblical studies and in the primary tasks of ministry.

EFFECTIVENESS: Very Effective Effective Not Fully Effective

Evaluation Comments:

Suggestions/Goals for Development and Improvement



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5. Evangelism

Spends time with people who are not yet participating in the life of the church. Leads people in evangelistic outreach and equips people in the church to share their faith with others.

EFFECTIVENESS: Very Effective Effective Not Fully Effective

Evaluation Comments:

Suggestions/Goals for Development and Improvement:

6. Leadership

Leads the church into God's vision for it by providing a sense of direction for the ministries of the church. Identifies, equips and releases emerging leadership. Delegates appropriately. Honors confidentiality and relates well to staff. Understands and manages conflict in a positive manner.

EFFECTIVENESS: Very Effective Effective Not Fully Effective

Evaluation Comments:

Suggestions/Goals for Development and Improvement:



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7. Pastoral Care

Is attentive to the ministries of hospital and home visitation, counseling, caring ministry, funerals, and contacting shut-ins. The pastor enables and partners with the laity in the caring ministry of the church.

EFFECTIVENESS: Very Effective Effective Not Fully Effective

Evaluation Comments:

Suggestions/Goals for Development and Improvement:

8. Team Building and Equipping

Effectively builds teams to multiply ministry; is an effective recruiter; shares credit for successes with the team; actively seeks out new people to be in ministry; invests in emerging leaders. Casts vision for positive change and is open to new ideas; seeks to be surrounded by highly competent people; is able to build consensus for a new idea and implement it; believes the best days of the church are in the future.

EFFECTIVENESS: Very Effective Effective Not Fully Effective

Evaluation Comments:

Suggestions/Goals for Development and Improvement:



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9. Missions

Is engaged in home missions by leading the church to help those in need in the community. Is engaged in international missions by challenging and leading the church in its responsibility to take the gospel to the world. Supports the home and international ministries of Open Bible Churches.

EFFECTIVENESS: Very Effective Effective Not Fully Effective

Evaluation Comments:

Suggestions/Goals for Development and Improvement:

10. Open Bible and Community Involvement

Attends and serves district, regional and national Open Bible events. Participates in community and ecumenical concerns.

EFFECTIVENESS: Very Effective Effective Not Fully Effective

Evaluation Comments:

Suggestions/Goals for Development and Improvement:

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