

INTERIM PASTOR REVIEW

Six Month Review

Per the covenant between session and _____, session is to provide a performance review at six-month intervals. Please complete the following written evaluation, send it via email to _____ at _____ before _____. Results will be compiled for discussion together at the Session meeting on _____. Your responses will be compiled without identifying information and shared with Session and with _____ prior to our discussion. The compiled result will be available for discussion between _____ and the Personnel Team at the Pastor's request.

General pastoral duties and expectations: *The following categories have to do with the general pastoral duties agreed to in the covenant and outlined below.*

1. Serve in a full-time interim position
2. Serve as head of staff, supervising and supporting the employees
3. Plan for regular worship services with the assistance of staff and volunteer church members
4. Support the development of leaders and the vibrancy of current ministries
5. Develop with staff and volunteers, the vision and goals for the programs for children and youth
6. Moderate Session meetings
7. Conduct regular staff meetings
8. Make pastoral calls, including calls on prospective new members, in order to build the strength of the congregation
9. Officiate at weddings and funerals as requested

(Circle or highlight your number choice)

WORSHIP: planning and conducting worship services, including special services such as weddings and funerals.

don't know___ (poor) 1 2 3 4 5 6 7 8 9 10 (great)

PREACHING: bringing the word of God into focus for today, challenging, inspiring, touching us, and giving us something to take with us for the week.

don't know___ (poor) 1 2 3 4 5 6 7 8 9 10 (great)

ADMINISTRATION: working with staff and committees to help to plan and implement the programs of the church.

don't know___ (poor) 1 2 3 4 5 6 7 8 9 10 (great)

STAFF SUPERVISION: working with staff to help them oversee their areas of responsibilities and holding regular reviews to ensure accountability of goals and expectations.

don't know___ (poor) 1 2 3 4 5 6 7 8 9 10 (great)

LEADERSHIP: serving the congregation as the person to whom members turn for advice and guidance on the life and work of the church family.

don't know___ (poor) 1 2 3 4 5 6 7 8 9 10 (great)

RELATIONSHIPS: calling on people, at home or work, in social and serious situations to get to know the congregation and to build relationships.

don't know___ (poor) 1 2 3 4 5 6 7 8 9 10 (great)

PASTORAL CARE: being of help and comfort during the difficult times such as sickness, hospitalization, death, or other traumatic moments in life.

don't know___ (poor) 1 2 3 4 5 6 7 8 9 10 (great)

Specific interim goals: *The following are the goals outlined in the covenant that _____ and session agreed to work on together for the well-being of _____ Church.*

(Circle or highlight your number choice)

Promoting **HEALING** in a congregation that has gone through, emotionally demanding changes
don't know___ (poor) 1 2 3 4 5 6 7 8 9 10 (great)

Articulating a **NEW VISION** for the congregation
don't know___ (poor) 1 2 3 4 5 6 7 8 9 10 (great)

Promoting corporate and personal **SPIRITUAL GROWTH**
don't know___ (poor) 1 2 3 4 5 6 7 8 9 10 (great)

Bringing **UNITY** out of diversity
don't know___ (poor) 1 2 3 4 5 6 7 8 9 10 (great)

Developing an appropriate model for **STAFFING AND LEADERSHIP**
don't know___ (poor) 1 2 3 4 5 6 7 8 9 10 (great)

Written examples of strengths and challenges you would like to highlight:

Other Comments & Remarks:

Questions to guide our discussion. The following are some questions that may be used to guide our conversation. You do not need to answer them here, they are included for your preparation. Consider the following in the context of the work that's been done in the past year and the work that remains to be accomplished in this year of preparing to receive an installed pastor.

In which areas (and in what ways) has _____ worked well toward the interim goals that we want continued?

Which areas would you like to see _____ focus more effort or attention?

Do you have any specific concerns from the past year?

Are there specific leadership needs, opportunities or concerns (present or future) that _____ and Session will need to address together?

Where have _____ and session shown the most fruitful partnership?

Are there specific areas that Session ought to engage more directly?

Where have we seen God's hand at work in the last year? Are there specific events that give you hope and joy for the next stage of this transition?

Questions for _____: In what ways are you feeling most supported and affirmed? Are there specific expectations that you had for Session that were not met in the last

year? Are there specific ways that you would like for Session to support you in the coming year?
Are there specific ways that we can help to encourage you and hold you accountable?