

Performance Evaluation

Name (optional): _____

Please Print

This tool is to encourage conversation about the ministry of pastor and people over the last year. Discuss the four basic ministry areas (based on the ELCA Model Constitution) and the overall ratings and record what exceeds constitutional provisions, meets constitutional provisions, and what changes are desired.

Please Print		Exceeds Constitutional Provisions	Meets Constitutional Provisions	Changes Desired Please Comment
1. Understanding of ministry				
<i>Pastor</i> demonstrates a clear understanding of responsibilities in this area (ELCA Model Constitution C9.03)				
<ul style="list-style-type: none"> •preaching: <i>comments:</i> Want to hear more personal stories; more good news and less law; sometimes speech is too rapid 	24 ex. 1 e/m	11	0	
<ul style="list-style-type: none"> •administering the sacraments: <i>comments:</i> acolytes could be more involved in communion; use "Now the Feast and Celebration" periodically 	20 1 e/m	15	0	
<i>Council members</i> demonstrate a clear understanding of their responsibilities in this area (C12.04)				
<ul style="list-style-type: none"> •stating the congregation's mission, conducting long-range planning, and evaluating the council's activities: <i>comments:</i> I don't know all the council members; "Other than maintaining the activities of respective teams, I don't see any long-range planning or evaluation taking place. The council has not been involved with evaluating information from MAT/MET/Unique teams."; we need to work on C.12.4.f.i.b 	20 1 e/m	13 1 m/c	0	
<ul style="list-style-type: none"> •maintaining supportive relationships with the pastor and staff: <i>comments:</i> 	21 1 e/m	13 1 m/c	0	
<ul style="list-style-type: none"> •assisting in or providing for annual evaluation of pastor and staff ministries: <i>comments:</i> In the future we need to evaluate all other staff in addition to pastor. 	13 1 e/m	19	1	

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<ul style="list-style-type: none"> modeling a faithful lifestyle: <i>comments:</i> 	20 1 e/m	15	0
<p><i>The climate or culture of the congregation</i> encourages members to use their gifts for ministry in the congregation and community: <i>comments:</i> "There is room for improvement to foster an inclusiveness without reservation for a sense of community."; "Not much participation outside of a small group."; "A little hard hitting."; "Personally speaking I think the current atmosphere is leaning towards procedural not 'free-flowing'. "; Help members recognize their gifts and how they can be used in the congregation; "I feel we can do a better job at making people feel we need them and their gifts."; "some members feel they are overwhelmed by too many opportunities to serve."</p>	15 1 e/m	15 2 m/c	2
2. Caring for the congregation			
<i>Pastor</i> demonstrates a clear understanding of responsibilities in this area (C9.03 and C9.12)			
<ul style="list-style-type: none"> conducting worship: <i>comments:</i> a little slower speech would be good; worship tends to be long, too many long announcements; 	24 2 e/m	10	0
<ul style="list-style-type: none"> providing pastoral care: <i>comments:</i> 	21 2 e/m	10 1 m/c	0
<ul style="list-style-type: none"> offering instruction and services for confirmation and marriage, visiting the sick, and conducting funerals: <i>comments:</i> 	16 1 e/m	16	0
<ul style="list-style-type: none"> supervising the congregation's ministries and organizations: <i>comments:</i> 	20 1 e/m	13 1 m/c	0
<ul style="list-style-type: none"> supporting and developing lay leaders: <i>comments:</i> Not sure there is an intentional, organized lay leader development program. 	19	14 2 m/c	0

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<ul style="list-style-type: none"> •keeping accurate records on baptisms, confirmations, marriages, burials, communicants, and membership: (to be answered by the council, pastor and parish administrator only) <i>comments:</i> 	1	6 1 m/c	0
<ul style="list-style-type: none"> •submitting statistics to the synod annually: (to be answered by the council, pastor and parish administrator only) <i>comments:</i> 	1	6 1 m/c	0
<i>Council members demonstrate a clear understanding of their responsibilities in this area (C12.04)</i>			
<ul style="list-style-type: none"> •seeking to involve all members of the congregation in congregational life: <i>comments:</i> "Maybe calls could be made to congregational members to get more involved."; "The council seeks to do this but needs to be more intentional in our inviting, more inclusive than exclusive." "As a council how hard do we really work at this or plan to accomplish this?" 	12 1 e/m	17 2 m/c	1
<ul style="list-style-type: none"> •overseeing the administration of the congregation: <i>comments:</i> 	11 1 e/m	18	0
<ul style="list-style-type: none"> •handling the congregation's financial and property matters: <i>comments:</i> "recommend coordination with other teams" 	14 1 e/m	17	0
<ul style="list-style-type: none"> •ensuring that provisions of the constitution are carried out: <i>comments:</i> 	12 1 e/m	18 1 m/c	0
<ul style="list-style-type: none"> •submitting a comprehensive report at the annual meeting: <i>comments:</i> 	17 1 e/m	14 1 m/c	0

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<i>The climate or culture of the congregation</i> encourages members to assume responsibilities and leadership roles and follow through on their commitments: <i>comments:</i> "To a point, many feel that the 'few who do' are enough."; "No matter how much we try there is still a lack of good communication."; "We have work to do in this area...we need to recruit new leadership."; "Needs to keep improving, needs follow through."; We are in flux and there are questions as to how to become involved various ministries.	9 1 e/m	19 1 m/c	2
3. Taking Christ's mission into the world			
<i>Pastor</i> demonstrates a clear understanding of responsibilities in this area (C9.03)			
•speaking for poor and oppressed people, calling for justice, and proclaiming God's love for the world, promoting the Kingdom of God: <i>comments:</i> "We could all be doing more and should be doing more."	23	11 1 m/c	0
•encouraging qualified individuals to consider ordained or rostered lay ministry: <i>comments:</i> "I don't know whether a situation has come up."	9 1 e/m	17 1 m/c	1
•distributing information about the ELCA and its ministry: <i>comments:</i>	15 1 e/m	18 1 m/c	0
•encouraging the congregation to support the synod and churchwide organization: <i>comments:</i>	16	19 1 m/c	0
<i>Council members</i> demonstrate a clear understanding of their responsibilities in this area (C12.04)			
•encouraging partnership with the synod and ELCA and the use of ELCA resources: <i>comments:</i> "Our partnership could be stronger, needs to improve - in particular our awareness of GMS and ELCA websites."The council needs to purposely support the ELCA and their mission and the Greater Milwaukee Synod."	12	19 1 m/c	2

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<i>Members of the congregation</i> are willing to actively participate and invite others to			
<ul style="list-style-type: none"> worship and other ministry opportunities: <i>comments:</i> "We need to be more inviting."; "More people need to be involved."; "Need to continue intentional effort to connect new members and less active members with activities."; 	8 1 e/m	19 1 m/c	5
<ul style="list-style-type: none"> serve non-members in the name of Christ: <i>comments:</i> "Members need to reach out and invite people to church." "Need to be more intentional with building relationships with each other and in our neighborhood." 	12 1 e/m	19 3 m/c	1
<ul style="list-style-type: none"> carry out the work of Jesus Christ in the world today: <i>comments:</i> "We have work to do in spreading the gospel, not sure if we feel real comfortable talking about our faith in our daily life." 	11 1 e/m	22 1 m/c	1
4. Mutual ministry			
<i>Pastor</i> demonstrates a clear understanding of responsibilities in this area			
<ul style="list-style-type: none"> supervising staff members: (to be answered by the council only) <i>comments:</i> 	3	14 1 m/c	0
<ul style="list-style-type: none"> communicating well with the council: <i>comments:</i> 	11 1 e/m	9 1 m/c	2
<ul style="list-style-type: none"> caring for our mutual life together in ways that create a positive climate: <i>comments:</i> 	11 2 e/m	9 1 m/c	2

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<i>Council members</i> demonstrate a clear understanding of their responsibilities in this area			
<ul style="list-style-type: none"> communicating well with the pastor: <i>comments:</i> 	10 1 e/m	13	0
<ul style="list-style-type: none"> caring for our mutual life together in ways that create a positive climate: <i>comments:</i> "We should work toward unity in the congregation."; "I think we have to ask ourselves, 'Could we do more? Could I do more?'" 	10 1 e/m	15 1 m/c	1
<i>The climate or culture of the congregation</i> encourages members to care for one another and for our mutual life together in ways that create a positive climate. <i>comments:</i> "We must find ways to come together in a mutual life, there are problemed areas that need to be addressed such as cliques."; "Our personal efforts are not as good as they should be.";	7 2 e/m	11 1 m/c	2
5. Overall ratings			
Overall, <i>the pastor</i> is functioning effectively: <i>comments:</i>	21 1 e/m	11	0
Overall, <i>the congregation council</i> is functioning effectively: <i>comments:</i> Would suggest more mentoring from current council to next; "I think that we are on the edge of doing real ministry. We were a group of many functions but without a common direction."	14 1 e/m	19	0
Overall, <i>our congregation</i> is functioning effectively: <i>comments:</i> New members need to be encouraged and mentored to step forward in ministry; we still need to work on unifying the congregation and eliminating cliques; we still need to invite inactive members and new people to church; "I would like to see us practice the 'golden rule'."	8	21 1 m/c	3