

Conducting a Review of a QB Pastor



1. Some Important Purposes of a Pastoral Review

1. To encourage a pastor and provide positive feedback.
2. To evaluate the effectiveness of the ministry of a pastor.
3. To improve the functioning and ministry of a pastor.
4. To hear how a pastor is finding their ministry and the resources the church offers.
5. To evaluate the effectiveness of the church's support of the pastor and bring improvement.
6. To assist a pastor in setting new pastoral ministry goals.
7. To identify training and development needs of the pastor.

2. Biblical Foundations

1. The parable of the talents (Matt. 25:14-30) clearly indicates that we are accountable to God for the effective use of the resources God has given each of us.
2. In Eph. 4:11-16, Paul says that the church has a responsibility to ensure that each part of the body functions effectively ("does its work") through loving and honest feedback and relationship ("speaking the truth in love").
3. The Pastoral Epistles are good examples of Paul providing the kind of feedback to Timothy and Titus that would emerge from a Review.

3. What You will Need

1. *A Review group.* Usually about 2-4 people in the best size. It's helpful if someone with experience with Reviews can be part of the group. This could be an external person if no-one in the church is suitable. If the pastor has a supervisor, that person would normally be part of the group. The group needs to be people that the pastor trusts (even if they don't always agree with the pastor). Normally a review group is appointed from within the church context in which the pastor is serving. In some instances where there is conflict or other significant identifiable problem, it may be useful to seek to have external people involved with or leading on this review group to provide some independent perspectives.
2. *A process for conducting the Review.* There are at least three main types of Reviews.
 - A mini-Review in which the church leadership (or its representatives) checks on a new pastor after 3 to 6 months of ministry with a view to encouraging them and working through any problems.
 - An annual Review (minor Review) in which feedback is sought from the pastor and church leadership with a view to assist the development of the pastor and the church.
 - A major Review (possibly every 3 to 5 years) in which feedback is sought from a wide range of people with a view to both assisting the development of the pastor and the church and deciding whether the pastor should be recalled.
3. *Information for the Review group.* A position description, the goals of the pastor (if available), the goals of the church (if available), and some feedback from the church and the pastor (the amount of feedback needed will depend on the type of Review). An effective review needs some criteria against which the ministry of the pastor can be measured.

4. Review Process

	Mini Review	Annual Review	Major Review
Occasion & purpose of Review	Undertaken typically 6 months into a new appointment to see how things are settling in.	Undertaken every year as an annual performance review to help set goals and direction.	Conducted 6-12 months prior to the recall of a pastor to provide input into whether the pastor should be recalled for a further term.
Choice of Review group	A small group usually chosen from within the leadership	2-4 people including supervisor (if relevant)	2-4 people including main lay leader and supervisor (if relevant)
Setting up the Review group	Settle on the purposes of Review (see above). Agree on the scope and reporting requirements. Decide on process and information needed (See below for questions.)		
Collect and distribute information	Usually informal talks with the Pastor, other leaders and with those most impacted by ministry. Questionnaires may be used if preferred. Useful information to source includes Position description and any goals.	Formal questionnaire for pastor and a few leaders. Questionnaires or conversations with work peers/direct reports. Useful information to source includes Position description, the goals of the pastor (if available), the goals of the church (if available).	Questionnaire for pastor and a few leaders. 360 degree questionnaire with feedback from supervisor, peers, spouse/family, some members of the congregation and the pastor. Useful information to source includes Position description, the goals of the pastor (if available), the goals of the church (if available).
Who to Interview as part of the review.	The Pastor	The Pastor An interview with the Leadership team may be valuable if clarity is needed about issues raised in the questionnaires.	The Pastor and spouse An interview with the Leadership team or representative groups of ministry leaders or congregation members may be valuable if clarity is needed about issues raised in the questionnaires.
Conduct Review interview	Meet before the interview to reflect on information gathered and decide who will ask the questions. Be honest and encouraging. Don't shy away from difficult issues but be gentle. Listen carefully. Take notes.		
Write report and check it with pastor and Review group	Prepare a short report for church leadership and pastor. Consider all suggestions. Collate and rewrite where needed so that the essence is maintained, but unnecessarily hurtful or inconsiderate words are removed. Review it with the Review group and Pastor before presentation.		
Present final report to leadership and pastor. Decide on any further follow-up.	Discuss report at leadership meeting. Ensure there is a mechanism to monitor agreed outcomes.		Discuss report at leadership meeting. Inform church of results of Review. Ensure there is a mechanism to monitor agreed outcomes.
Evaluate Review process	Reflect on the strengths and weaknesses of the process and seek to capture learnings for next time.		

Note: A period of review can be anxiety producing for the person being reviewed, so keeping the process relatively simple and completed in a short time frame (usually a month) is helpful. For those being reviewed, support during the process is often beneficial.

5. Possible Questions for a Mini Review

Questions for the Pastor (Senior / Solo):

1. What have your first six months been like?
2. How is your family adjusting to the change? Do your spouse and family feel at home in the church and community?
3. What are you discovering about the uniqueness of this congregation? What surprises have you experienced?
4. Do you feel that the people (Leaders, Team, Congregation) are responding to your ministry? Are there areas where you feel resistance?
5. Do you feel your goals correspond with those of the congregation? What would you like to see happen here because of your ministry?
6. What do you think are areas where changes could or should take place in the church and community? Which are the most critical of these in your view?
7. Are there areas in your ministry where you feel the need of more help? If so, what sort of help?
8. Are you satisfied with the terms of your Position Description?
9. How do you feel you are fitting in the ministry team?
10. Anything else?

Questions for the Pastor (Associate):

1. What have your first six months been like?
2. How is your family adjusting to the change? Do your spouse and family feel at home in the church and community?
3. What are you discovering about the uniqueness of this congregation? What surprises have you experienced?
4. Do you feel that the people (Leaders, Team, Congregation) are responding to your ministry? Are there areas where you feel resistance?
5. Do you feel your goals correspond with those of the senior pastor and the congregation? What would you like to see happen here because of your ministry?
6. What do you think are areas where changes could or should take place in your ministry area? Which are the most critical of these in your view?
7. Are there areas in your ministry where you feel the need of more help? If so, what sort of help?
8. Are you satisfied with the terms of your Position Description?
9. How do you feel you are fitting in the ministry team?
10. How do you feel about your relationship with your Senior Pastor / Team Leader?
11. Anything else?

Questions for the Leaders

1. What are some discoveries you are making about your pastor and family?
2. Is there additional information about your pastor that you would like?
3. What are some of the important realities about this congregation that you would like to emphasize to your pastor?
4. How is your relationship with your pastor developing?
5. In general, how do you see the congregation responding to your pastor's ministry?
6. How do you perceive your pastor is fitting in to the pastoral, staff and ministry team?
7. From your present standpoint, how valid is the Position Description you formulated and the skills required? What modifications, if any, would you like to make?
8. Identify your pastor's strengths and weaknesses in fulfilling the priorities of this Position Description. Be specific.

9. Is there an area where you would like to see improvement?
10. Do you have any suggestions as to where your pastor needs to place an emphasis during the next six months?
11. Do you have any suggestions as to how to facilitate better communication between your pastor and the congregation, staff or other leaders?
12. Are there any other things you would like to raise with your Pastor at this time?

6. Possible Questions for an Annual Review

Questions for the Pastor:

1. **SUCCESSSES.** What have you really enjoyed about the last year? What have been the major achievements in your own ministry at the church over the year?
2. **DIFFICULTIES.** Where have you not done as good a job as you would have liked? Why is this the case? What did you find difficult or disappointing or frustrating in your ministry over the last year? Why?
3. **GOALS FOR THE REVIEW PERIOD.** How did you go with your goals for the year? If you did not set goals or are new to your role, the key responsibilities of your position description should be used. Please insert a copy of your goals OR key responsibilities from your position description.
4. **CONTRIBUTION.** What do you feel is the major contribution(s) you make to the growth and development of the church?
5. **FEEDBACK.** What important feedback (positive and critical) have you received about your ministry during the year (from your supervisor, mentors, ministry teams, etc.)? How has this impacted your ministry? What support people (e.g. Mentors, spiritual directors, coaches, etc) do you meet with regularly? (Please give details on who, frequency of meeting and what you seek to gain from these relationships)
6. **PERSONAL MINISTRY GROWTH.** In what ways have you grown in your leadership and ministry over the last year? What has helped this occur? How are you planning to develop further?
7. **RESOURCES AND CONDITIONS.** In what environment do you prosper? Are there any resources or support or conditions you feel would make your ministry more effective?
8. **RELATIONSHIPS.** How do you contribute to the strength and harmony of the pastoral, staff and/or leadership team? In what ways do you build relationships with people in the church? Which have been some of the challenging relationships in the last year and how have you sought to grow these? (Associate pastors: what have been the best aspects of your relationship with your senior pastor/team leader? What have been the most challenging?) Anything else.
9. **PERSONAL LIFE & WELLBEING.** How is your life outside of your church ministry going? How has your spiritual growth been over the last year? How do you maintain this growth? How are your relationships with your family and friends? How do you maintain balance in life? What is your sense of personal wellbeing? How have you managed the emotional, physical, psychological and relational demands of ministry?
10. **LOOKING AHEAD.** What ideas do you have for personal ministry goals (through your ministry) for the next year? (The Review Panel may suggest further goals.)
11. **ANYTHING ELSE.** Is there anything else you would like to say to or discuss with the Review Panel?

Questions for the Leaders (and/or Colleagues)

1. List the core values of the church (no more than six). If you are not sure of these, consider behaviours and practices of the church people for clues. In what ways does your Pastor reflect or contradict these values?
2. What is the vision of the church? (That is, what is “the better tomorrow” the church is moving towards.) In what ways does your Pastor assist or hinder this vision?
3. What do you observe are 3 of your Pastor’s strengths?
4. How have you seen your Pastor’s ministry grow over the last 12 months?

5. Check out your Pastor's position description and/or goals. What has been achieved? Where could there be further improvement?
6. How has your Pastor contributed to the church's leadership team (if relevant)?
7. What existing strengths would you like to see further developed in your Pastor's life or ministry in the coming 12 months.
8. What growth areas would you like to see addressed in your Pastor's life and ministry in the coming 12 months.
9. Identify ...
 - a. 1 thing that your Pastor does that is highly effective that you would like them to Continue to do,
 - b. 1 thing that your Pastor could do to be more effective that you suggest they Start doing.
 - c. 1 thing that your Pastor does that is not helpful that you would suggest they Stop doing.
10. Please mention any other specific ways that you think that the ministry of your Pastor could be enhanced.
11. Are there any other things you would like to raise with your Pastor at this time?

7. Possible Questions for a Major Review

Select from the questions in 6. above. In addition, use the questions below for a 360 degree survey.

Rating Scale: 0. I don't know | 1. Seldom True | 2. Sometimes true | 3. Mostly true | 4. Very true | 5. Always true.

1. From your perspective, how well do the following statements describe the pastor's spirituality and character?
 - a. Enjoys God's grace and lives peacefully and freely
 - b. Has a heart for obeying and serving God
 - c. Treats people with love and grace
 - d. Relies on prayer and prays frequently
 - e. Makes wise choices and decisions
 - f. Is reliable and trustworthy
 - g. Understands Scripture well and shares it as appropriate
 - h. Is known as a servant
 - i. Readily submits to authority
 - j. Is committed to personal growth

2. From your perspective, how well do the following statements describe the pastor's ministry?
 - a. Does a good job in their ministry area
 - b. Builds teams well
 - c. Copes well with disappointments and setbacks
 - d. Encourages and cares for the people they work with
 - e. Puts sufficient time and energy into their ministry
 - f. Structures and organises things well
 - g. Has vision and passion for the future of their ministry
 - h. Seeks to improve and develop their ministry
 - i. Has sufficient expertise to be effective in their role
 - j. Effectively ministers the Word of God (preaching, teaching, training, etc.)

3. From your perspective, how well do the following statements describe the pastor's contribution to healthy team?
 - a. Is humble and readily admits faults and failures
 - b. Is teachable and keen to learn
 - c. Relates to other staff and/or volunteers well
 - d. Manages conflicts & criticism appropriately
 - e. Understands people well and relates appropriately

- f. Is known to be a hard worker who readily takes on responsibility
 - g. Delegates well and assigns tasks clearly
 - h. Supports others in the team – is a good team member
4. From your perspective, how well do the following statement describe the pastor's personal life?
- a. Models healthy family relationships (if relevant)
 - b. Works on personal physical health
 - c. Is emotionally healthy
 - d. Develops relationships with non-Christians
 - e. Balances life well between personal needs, family needs and ministry needs
 - f. Has good support (e.g. an effective mentor and prayer support team)
 - g. Participates in the worship and prayer life of the church
 - h. Effectively maintains energy and passion
5. What are the pastor's greatest strengths and contributions from your perspective?
6. What constructive advice would you like to offer the pastor?
7. Share a story that illustrates the contribution that the pastor has made to your life and ministry, or to the life of another, or to the ministry of the church community or to the wider community.
8. Do you have any other comments or insights concerning the pastor that will help in the review process?

8. Providing Feedback from a Pastoral Review

Every situation is different so these are just ideas that may be helpful to think about.

1. Before any report is finalised, a draft of the report should be provided to the full review team and the Pastor being reviewed for their review and approval.
2. It is important for the Review Group to know to whom they will report. Often the full report would go to the leadership group and would contain an overview of the data and conclusions along with some recommendations. It will normally be the Leadership group who is responsible for addressing any recommendations with the Pastor concerned and negotiating subsequent actions. The Review Group is normally responsible for gathering, compiling and presenting the data necessary for this conversation to take place
3. If the Review Group is reporting to the whole church they need to be careful about how much information is provided. Often the Review Group will report to the leadership and then the leadership will provide a modified report to the church.
4. The format and extent of the Review feedback will depend on the nature of the Review. A mini Review may only require some feedback to the pastor and a report to the Leadership that the Review has been conducted successfully. On the other hand, a Review to ascertain whether a senior pastor will receive a new call by the church, may require formal reporting and a recommendation with reasons to the church.
5. Check the church constitution to see whether it contains any requirements for reporting.
6. With all significant Reviews a written report is needed to ensure that the conclusions are noted and acted on. This report should be seen and agreed to by both the Review group and the pastor being reviewed. The pastor may correct factual misinformation in the report or provide an alternative perspective to reported information but would usually not be able to change conclusions or

recommendations. The pastor should receive a copy of the final report. If there are any significant differences of opinion on issues, this could be noted in the report.

7. Reviews look both backwards and forwards. Make sure that both components are reflected in the report. Categories could include:
 - a. The purpose of the Review and how it was conducted
 - b. Affirmation and encouragement for the pastor
 - c. Strengths/contributions of the pastor;
 - d. Recommendations for growth/development of the pastor;
 - e. Changes needed for the pastor and/or the church;
 - f. Goals for the next period (if relevant);
 - g. Final comments.
8. Review reports presented to the leadership should contain no surprises for the pastor. All the major recommendations should be discussed with the pastor either during the Review process or at a meeting following the Review (to go through the draft report).
9. Make sure that the report is filed properly (often in the minutes of a leadership meeting) and that there is a mechanism to ensure that the recommendations are implemented.

9. QB Support for Pastoral Reviews

Pastoral Reviews are normally the responsibility of and therefore conducted by the leadership of a local church (Board / Council / Elders / Diaconate). Sometimes, however, external assistance may be sought where there is not expertise within a local congregation to undertake a review or where there are known conflicts or complex issues involved and an independent reviewer is sought. In these situations, the QB Director of Pastoral Services or QB Director of Church Health Services may be able to provide some guidance, coaching or consultation services for a review group.

QB has sought to support churches in these review processes by developing a number of questionnaires that can be made available to review groups to enable collection of input from various sources in their review. These electronic questionnaires can be made available to local churches to customise to their needs and use. Help with interpreting data collected may also be requested from QB Services dependant on the availability of resources.

Often leadership are tempted to instigate pastoral reviews when issues arise in their churches. In these situations, however, it may be more appropriate to widen the scope of enquiry and consider a leadership team review or church review, rather than just a pastoral review. To discuss whether this is the better course of action, please contact the QB Director of Church Health Services or the QB Director of Pastoral Services.

The QB Director of Church Health Services and the QB Director of Pastoral Services are available to provide advice, coaching, and support to churches exploring review types or next steps in the review process.

Appendices – Review Form Templates

Note: These Questionnaires are available as customisable Google Forms or Microsoft Forms that can be used during Reviews for collecting data for analysis.

- 1. Mini Review - Questions for the Pastor (Senior / Solo)**
- 2. Mini Review - Questions for the Pastor (Associate)**
- 3. Mini Review - Questions for the Leaders**
- 4. Annual Review - Questions for the Pastor**
- 5. Annual Review - Questions for the Leaders**
- 6. Major Review - Questions for the Pastor**
- 7. Major Review - Questions for the Leaders**
- 8. Major Review - General 360 Degree Questionnaire**

Mini Review – Questions for the Pastor (Senior / Solo)

Pastor's Name _____ Date of Review _____

1. What have your first six months been like?

2. How is your family adjusting to the change? Do your spouse and family feel at home in the church and community?

3. What are you discovering about the uniqueness of this congregation? What surprises have you experienced?

4. Do you feel that the people (Leaders, Team, Congregation) are responding to your ministry? Are there areas where you feel resistance?

5. Do you feel your goals correspond with those of the congregation? What would you like to see happen here because of your ministry?

6. What do you think are areas where changes could or should take place in the church and community? Which are the most critical of these in your view?

7. Are there areas in your ministry where you feel the need of more help? If so, what sort of help?

8. Are you satisfied with the terms of your Position Description?

9. How do you feel you are fitting in the ministry team?

10. Anything else?

Mini Review – Questions for the Pastor (Associate)

Pastor's Name _____ Date of Review _____

1. What have your first six months been like?

2. How is your family adjusting to the change? Do your spouse and family feel at home in the church and community?

3. What are you discovering about the uniqueness of this congregation? What surprises have you experienced?

4. Do you feel that the people (Leaders, Team, Congregation) are responding to your ministry? Are there areas where you feel resistance?

5. Do you feel your goals correspond with those of the senior pastor and the congregation? What would you like to see happen here because of your ministry?

6. What do you think are areas where changes could or should take place in your ministry area? Which are the most critical of these in your view?

7. Are there areas in your ministry where you feel the need of more help? If so, what sort of help?

8. Are you satisfied with the terms of your Position Description?

9. How do you feel you are fitting in the ministry team?

10. How do you feel about your relationship with your Senior Pastor / Team Leader?

11. Anything else?

Mini Review – Questions for the Leaders

Pastor's Name _____ Date of Review _____

1. What are some discoveries you are making about your pastor and family?
2. Is there additional information about your pastor that you would like?
3. What are some of the important realities about this congregation that you would like to emphasise to your pastor?
4. How is your relationship with your pastor developing?
5. In general, how do you see the congregation responding to your pastor's ministry?
6. How do you perceive your pastor is fitting in to the pastoral, staff and ministry team?
7. From your present standpoint, how valid is the Position Description you formulated and the skills required? What modifications, if any, would you like to make?

8. Identify your pastor's strengths and weaknesses in fulfilling the priorities of this Position Description. Be specific.

9. Is there an area where you would like to see improvement?

10. Do you have any suggestions as to where your pastor needs to place an emphasis during the next six months?

11. Do you have any suggestions as to how to facilitate better communication between your pastor and the congregation, staff or other leaders?

12. Are there any other things you would like to raise with your Pastor at this time?

Annual Review - Questions for the Pastor

Pastor's Name _____ Date of Review _____

<p>1. SUCCESSES. What have you really enjoyed about the last year? What have been the major achievements in your own ministry at the church over the year?</p>	
<p>2. DIFFICULTIES. Where have you not done as good a job as you would have liked? Why is this the case? What did you find difficult or disappointing or frustrating in your ministry over the last year? Why?</p>	
<p>3. GOALS FOR THE REVIEW PERIOD. How did you go with your goals for the year? If you did not set goals or are new to your role, the key responsibilities of your position description should be used. Please insert a copy of your goals OR key responsibilities from your position description.</p>	
<p>4. CONTRIBUTION. What do you feel is the major contribution(s) you make to the growth and development of the church?</p>	

<p>5. FEEDBACK. What important feedback (positive and critical) have you received about your ministry during the year (from your supervisor, mentors, ministry teams, etc.)? How has this impacted your ministry? What support people (e.g. Mentors, spiritual directors, coaches, etc) do you meet with regularly? (Please give details on who, frequency of meeting and what you seek to gain from these relationships)</p>	
<p>6. PERSONAL MINISTRY GROWTH. In what ways have you grown in your leadership and ministry over the last year? What has helped this occur? How are you planning to develop further?</p>	
<p>7. RESOURCES AND CONDITIONS. In what environment do you prosper? Are there any resources or support or conditions you feel would make your ministry more effective?</p>	
<p>8. RELATIONSHIPS. How do you contribute to the strength and harmony of the pastoral, staff and/or leadership team? In what ways do you build relationships with people in the church? Which have been some of the challenging relationships in the last year and how have you sought to grow these? (Associate pastors: what have been the best aspects of your relationship with your senior pastor/team leader? What have been the most challenging?) Anything else.</p>	

<p>9. PERSONAL LIFE & WELLBEING. How is your life outside of your church ministry going? How has your spiritual growth been over the last year? How do you maintain this growth? How are your relationships with your family and friends? How do you maintain balance in life? What is your sense of personal wellbeing? How have you managed the emotional, physical, psychological and relational demands of ministry?</p>	
<p>10. LOOKING AHEAD. What ideas do you have for personal ministry goals (through your ministry) for the next year? (The Review Panel may suggest further goals.)</p>	
<p>11. ANYTHING ELSE. Is there anything else you would like to say to or discuss with the Review Panel?</p>	

Annual Review - Questions for the Leaders

Pastor's Name _____ Date of Review _____

<p>1. List the core values of the church (no more than six). If you are not sure of these, consider behaviours and practices of the church people for clues. In what ways does your Pastor reflect or contradict these values?</p>	
<p>2. What is the vision of the church? (That is, what is “the better tomorrow” the church is moving towards.) In what ways does your Pastor assist or hinder this vision?</p>	
<p>3. What do you observe are 3 of your Pastor's strengths?</p>	
<p>4. How have you seen your Pastor's ministry grow over the last 12 months?</p>	

<p>5. Check out your Pastor's position description and/or goals. What has been achieved? Where could there be further improvement?</p>	
<p>6. How has your Pastor contributed to the church's leadership team (if relevant)?</p>	
<p>7. What existing strengths would you like to see further developed in your Pastor's life or ministry in the coming 12 months?</p>	
<p>8. What growth areas would you like to see addressed in your Pastor's life and ministry in the coming 12 months?</p>	

<p>9. Identify</p> <p>a. 1 thing that your Pastor does that is highly effective that you would like them to Continue to do,</p>	
<p>b. 1 thing that your Pastor could do to be more effective that you suggest they Start doing.</p>	
<p>c. 1 thing that your Pastor does that is not helpful that you would suggest they Stop doing.</p>	
<p>10. Please mention any other specific ways that you think that the ministry of your Pastor could be enhanced.</p>	
<p>11. Are there any other things you would like to raise with your Pastor at this time?</p>	

Major Review - Questions for the Pastor

Pastor's Name _____ Date of Review _____

<p>1. SUCCESSES. What have you really enjoyed about the last period of ministry? What have been the major achievements in your own ministry at the church over the previous term of ministry?</p>	
<p>2. DIFFICULTIES. Where have you not done as good a job as you would have liked? Why is this the case? What did you find difficult or disappointing or frustrating in your ministry over the last term of ministry? Why?</p>	
<p>3. GOALS FOR THE REVIEW PERIOD. How did you go with your goals for the last year? How have your goals been realised during the last term of ministry? How have they failed to be realised?</p>	
<p>4. CONTRIBUTION. What do you feel is the major contribution(s) you make to the growth and development of the church?</p>	

<p>5. FEEDBACK. What important feedback (positive and critical) have you received about your ministry during the term of ministry (from your supervisor, mentors, ministry teams, etc.)? How has this impacted your ministry? What support people (e.g. Mentors, spiritual directors, coaches, etc) do you meet with regularly? (Please give details on who, frequency of meeting and what you seek to gain from these relationships)</p>	
<p>6. PERSONAL MINISTRY GROWTH. In what ways have you grown in your leadership and ministry over the last term of ministry? What has helped this occur? How are you planning to develop further?</p>	
<p>7. RESOURCES AND CONDITIONS. In what environment do you prosper? Are there any resources or support or conditions you feel would make your ministry more effective?</p>	
<p>8. RELATIONSHIPS. How do you contribute to the strength and harmony of the pastoral, staff and/or leadership team? In what ways do you build relationships with people in the church? Which have been some of the challenging relationships in the last term of ministry and how have you sought to grow these? (Associate pastors: what have been the best aspects of your relationship with your senior pastor/team leader? What have been the most challenging?) Anything else.</p>	

<p>9. PERSONAL LIFE & WELLBEING. How is your life outside of your church ministry going? How has your spiritual growth been over the last term of ministry? How do you maintain this growth? How are your relationships with your family and friends? How do you maintain balance in life? What is your sense of personal wellbeing? How have you managed the emotional, physical, psychological and relational demands of ministry?</p>	
<p>10. LOOKING AHEAD. What would you like to see achieved in this church in the next period of ministry? What are your goals if you continue in ministry here? What ideas do you have for personal ministry goals (through your ministry) for the next term of ministry? (The Review Panel may suggest further goals.)</p>	
<p>11. ANYTHING ELSE. Is there anything else you would like to say to or discuss with the Review Panel?</p>	

Major Review - Questions for the Leaders

Pastor's Name _____ Date of Review _____

<p>1. List the core values of the church (no more than six). If you are not sure of these, consider behaviours and practices of the church people for clues. In what ways does your Pastor reflect or contradict these values?</p>	
<p>2. What is the vision of the church? (That is, what is “the better tomorrow” the church is moving towards.) In what ways has the pastor assisted to achieve these in the last period of ministry?</p>	
<p>3. What do you appreciate about the pastor’s ministry. What do you observe are the main strengths of the pastor?</p>	
<p>4. How have you seen the pastor’s ministry grow over the last ministry period?</p>	

<p>5. Check out your Pastor's position description and/or goals. What has been achieved? Where could there be further improvement?</p>	
<p>6. How has your Pastor contributed to the church's leadership team (if relevant)?</p>	
<p>7. What existing strengths would you like to see further developed in your Pastor's life or ministry in the coming period of ministry?</p>	
<p>8. What growth areas would you like to see addressed in your Pastor's life and ministry in the coming 12 months?</p>	

<p>9. Identify</p> <p>a. 1 thing that your Pastor does that is highly effective that you would like them to Continue to do,</p>	
<p>b. 1 thing that your Pastor could do to be more effective that you suggest they Start doing.</p>	
<p>c. 1 thing that your Pastor does that is not helpful that you would suggest they Stop doing.</p>	
<p>10. Please mention any other specific ways that you think that the ministry of your Pastor could be enhanced.</p>	
<p>11. Are there any other things you would like to raise with your Pastor at this time?</p>	

Major Review – General 360 Degree Questionnaire

Pastor's Name _____ Date of Review _____

Select which best describes you

- Pastor under review
 Other Pastor / Staff Member
 Elder / Deacon / Board Member
 Ministry Leader
 Congregational Member not in a key leadership role

Please rate the following	<i>Always true</i>	<i>Very true</i>	<i>Mostly true</i>	<i>Sometimes true</i>	<i>I don't know</i>
1. From your perspective, how well do the following statements describe the pastor's spirituality and character?					
Enjoys God's grace and lives peacefully and freely					
Has a heart for obeying and serving God					
Treats people with love and grace					
Relies on prayer and prays frequently					
Makes wise choices and decisions					
Is reliable and trustworthy					
Understands Scripture well and shares it as appropriate					
Is known as a servant					
Readily submits to authority					
Is committed to personal growth					
2. From your perspective, how well do the following statements describe the pastor's ministry?					
Does a good job in their ministry area					
Builds teams well					
Copes well with disappointments and setbacks					
Encourages the people they work with					
Puts sufficient time and energy into their ministry					
Structures and organises things well					
Has vision and passion for the future of their ministry					
Seeks to improve and develop their ministry					
Has sufficient expertise to be effective in their role					
Effectively ministers the Word of God (preaching, teaching, training, etc.)					

Please rate the following	<i>Always true</i>	<i>Very true</i>	<i>Mostly true</i>	<i>Sometimes true</i>	<i>I don't know</i>
3. From your perspective, how well do the following statements describe the pastor's contribution to healthy team?					
Is humble and readily admits faults and failures					
Is teachable and keen to learn					
Relates to other staff and/or volunteers well					
Manages conflicts & criticism appropriately					
Understands people well and relates appropriately					
Is known to be a hard worker who readily takes on responsibility					
Delegates well and assigns tasks clearly					
Supports others in the team – is a good team member					
4. From your perspective, how well do the following statement describe the pastor's personal life?					
Models healthy family relationships (if relevant)					
Works on personal physical health					
Is emotionally healthy					
Develops relationships with non-Christians					
Balances life well between personal needs, family needs and ministry needs					
Has good support (e.g. an effective mentor and prayer support team)					
Participates in the worship and prayer life of the church					
Effectively maintains energy and passion					

5. What are the pastor's greatest strengths and contributions from your perspective?

6. What constructive advice would you like to offer the pastor?

7. Share a story that illustrates the contribution that the pastor has made to your life and ministry, or to the life of another, or to the ministry of the church community or to the wider community.

8. Do you have any other comments or insights concerning the pastor that will help in the review process?