The purpose of this form is to assist a colleague in the ministry to better evaluate his/her professional performance and concerns. You are being asked to affirm the strengths of the person in question as well as to assist him/her in assessing areas of need. By using your personal knowledge of the individual and the information available of the church or agency being served, you can render a very valuable service by your candid responses. Your responses will be discussed with the individual. Each of the following questions has the possibility of six responses: 1) unsatisfactory; 2) tolerable; 3) satisfactory; 4) very good; 5) excellent; and, X) no basis for judging. Make a check mark over the numbered response you have chosen.

RELATION BUILDING

1. Ability to respond in the Pastoral relationship _ _ _ _ _ _ according to need: e.g., friend, counselor, teacher. 1 2 3 4 5 X
2. Ability to enable others to clarify their own _ _ _ _ _ _ convictions and values through counseling, preaching, etc. 1 2 3 4 5 X
3. Ability to help people build relationships with God _ _ _ _ _ _ through prayer and other spiritual experiences. 1 2 3 4 5 X
4. Ability to help others in crises of faith and major life changes. _ _ _ _ _ _ 1 2 3 4 5 X
5. Ability to facilitate healthy interpersonal relationships _ _ _ _ _ _ in congregation, family, work, etc. 1 2 3 4 5 X
6. Ability to involve the church with the wider community. _ _ _ _ _ _ 1 2 3 4 5 X
7. Ability to work with clergy and laity of other _ _ _ _ _ _ denominations. 1 2 3 4 5 X
8. Ability to cooperate with others in own denominational _ _ _ _ _ _ structure. 1 2 3 4 5 X

COMMUNICATION

1. Communication skills:
   a. Public speaking _ _ _ _ _ _ 1 2 3 4 5 X
   b. Preaching _ _ _ _ _ _ 1 2 3 4 5 X
   c. Traditional forms of teaching _ _ _ _ _ _ 1 2 3 4 5 X
d. Experimental forms of teaching

1 2 3 4 5 X

e. Use of media: radio, TV, etc.

1 2 3 4 5 X

f. Writing skills

1 2 3 4 5 X

g. Listening

1 2 3 4 5 X

2. Skill in interpreting the heritage of the Christian faith with relevance for today.

1 2 3 4 5 X

3. Skill in interpreting the Christian faith to non-church members.

1 2 3 4 5 X

4. Skill in helping others communicate effectively in groups or individually.

1 2 3 4 5 X

5. Skill in giving constructive criticism and dealing openly with conflict.

1 2 3 4 5 X

ADMINISTRATION

1. Enables others to set policy and make decisions.

1 2 3 4 5 X

2. Administers and organizes long-range plans and program development.

1 2 3 4 5 X

3. Fundraising.

1 2 3 4 5 X

4. Leadership in budgeting and administration of funds.

1 2 3 4 5 X

5. Staff coordination and team development.

1 2 3 4 5 X

6. Direct use and care of facilities.

1 2 3 4 5 X

7. Negotiation of salaries, contracts, and letters of agreement.

1 2 3 4 5 X

8. Willingness to evaluate programs and change in response to evaluation.

1 2 3 4 5 X

9. Following through on commitments.

1 2 3 4 5 X

10. Ability to manage time: family, work, study, personal needs, etc.

1 2 3 4 5 X
PERSONAL AND PROFESSIONAL GROWTH

1. Ability to integrate personal and professional identity. 
   
   1 2 3 4 5 X

2. Ability to reflect upon and learn from one's own experience. 
   
   1 2 3 4 5 X

3. Uses continuing education and career development opportunities. 
   
   1 2 3 4 5 X

4. Use of consultative and professional help to meet the needs of the congregation. 
   
   1 2 3 4 5 X

5. Ability to accept and use criticism. 
   
   1 2 3 4 5 X

6. Willingness to share practice for review with other professional church leaders. 
   
   1 2 3 4 5 X

7. Ability to handle hostility, dependence, manipulation, suspicion and despair in positive ways. 
   
   1 2 3 4 5 X

8. Acknowledges need for and seeks appropriate help for needs. 
   
   1 2 3 4 5 X

9. Ability to maintain a reasonable discipline for nurture of physical health. 
   
   1 2 3 4 5 X

10. Ability to care for personal and family well-being. 
    
    1 2 3 4 5 X

ADDITIONAL COMMENTS:

NAME: ___________________________ DATE: ___________________________