

PEER EVALUATION FOR  
ANNUAL OR REGULAR REVIEW

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.     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 2. | Ability to enable others to clarify their own convictions and values through counseling, preaching, etc. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 3. | Ability to help people build relationships with God through prayer and other spiritual experiences.      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 4. | Ability to help others in crises of faith and major life changes.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 5. | Ability to facilitate healthy interpersonal relationships in congregation, family, work, etc.            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 6. | Ability to involve the church with the wider community.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 7. | Ability to work with clergy and laity of other denominations.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 8. | Ability to cooperate with others in own denominational structure.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

COMMUNICATION

- |    |                                  |                          |                          |                          |                          |                          |                                     |                          |
|----|----------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|
| 1. | Communication skills:            |                          |                          |                          |                          |                          |                                     |                          |
|    | a. Public speaking               | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
|    | b. Preaching                     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
|    | c. Traditional forms of teaching | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

d. Experimental forms of teaching	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	X	<u>  </u>
	1	2	3	4	5		
e. Use of media; radio, TV, etc.	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	X	<u>  </u>
	1	2	3	4	5		
f. Writing skills	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	X	<u>  </u>
	1	2	3	4	5		
g. Listening	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	X	<u>  </u>
	1	2	3	4	5		
2. Skill in interpreting the heritage of the Christian faith with relevance for today.	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	X	<u>  </u>
	1	2	3	4	5		
3. Skill in interpreting the Christian faith to non-church members.	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	X	<u>  </u>
	1	2	3	4	5		
4. Skill in helping others communicate effectively in groups or individually.	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	X	<u>  </u>
	1	2	3	4	5		
5. Skill in giving constructive criticism and dealing openly with conflict.	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	X	<u>  </u>
	1	2	3	4	5		

#### ADMINISTRATION

1. Enables others to set policy and make decisions.	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	X	<u>  </u>
	1	2	3	4	5		
2. Administers and organizes long-range plans and program development.	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	X	<u>  </u>
	1	2	3	4	5		
3. Fundraising.	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	X	<u>  </u>
	1	2	3	4	5		
4. Leadership in budgeting and administration of funds.	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	X	<u>  </u>
	1	2	3	4	5		
5. Staff coordination and team development.	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	X	<u>  </u>
	1	2	3	4	5		
6. Direct use and care of facilities.	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	X	<u>  </u>
	1	2	3	4	5		
7. Negotiation of salaries, contracts, and letters of agreement.	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	X	<u>  </u>
	1	2	3	4	5		
8. Willingness to evaluate programs and change in response to evaluation.	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	X	<u>  </u>
	1	2	3	4	5		
9. Following through on commitments.	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	X	<u>  </u>
	1	2	3	4	5		
10. Ability to manage time: family, work, study, personal needs, etc.	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	X	<u>  </u>
	1	2	3	4	5		

PERSONAL AND PROFESSIONAL GROWTH

1.	Ability to integrate personal and professional identity.	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>
		1	2	3	4	5	X		
2.	Ability to reflect upon and learn from one's own experience.	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>
		1	2	3	4	5	X		
3.	Uses continuing education and career development opportunities.	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>
		1	2	3	4	5	X		
4.	Use of consultative and professional help to meet the needs of the congregation.	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>
		1	2	3	4	5	X		
5.	Ability to accept and use criticism.	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>
		1	2	3	4	5	X		
6.	Willingness to share practice for review with other professional church leaders.	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>
		1	2	3	4	5	X		
7.	Ability to handle hostility, dependence, manipulation, suspicion and despair in positive ways.	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>
		1	2	3	4	5	X		
8.	Acknowledges need for and seeks appropriate help for needs.	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>
		1	2	3	4	5	X		
9.	Ability to maintain a reasonable discipline for nurture of physical health.	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>
		1	2	3	4	5	X		
10.	Ability to care for personal and family well-being.	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>
		1	2	3	4	5	X		

ADDITIONAL COMMENTS:

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_