

Evaluating Your Pastoral Relationship

Part 1: Pastoral Character

Integrity

To what degree does your pastor tell the truth, honor and respect boundaries, walk the talk of faith

1	2	3	4	5	6	7	8	9	10
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Quick to Listen; Slow to Speak

Does your pastor know all the answers before the conversation starts? To what degree does your pastor show a desire to listen to others and respond thoughtfully?

1	2	3	4	5	6	7	8	9	10
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Approachable and Accessible

Approachability is a character trait. Accessibility is the discipline of making enough space in your day to respond to the unexpected.

1	2	3	4	5	6	7	8	9	10
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Leadership Partner

To what degree do you feel that leadership decisions are appropriately collaborative and participatory?

1	2	3	4	5	6	7	8	9	10
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Values What is Old and What is New

How would you rate your pastor's ability to let new ideas and approaches stand side by side with valued patterns and traditions?

1	2	3	4	5	6	7	8	9	10
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Failure Friendliness

Is there a spirit of playfulness in leadership that encourages people to try and learn honestly from failure?

1	2	3	4	5	6	7	8	9	10
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Loves and Values People as They Are

Do the people of this congregation feel that the pastor sincerely loves them as they are, or do they need to be someone else in order to be loveable?

1	2	3	4	5	6	7	8	9	10
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Part 2: Leadership Competency

Dynamic and Inspiring

To what degree do you experience your pastor's preaching, teaching and personal style to be inspiring for your own faith and life?

1	2	3	4	5	6	7	8	9	10
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Visionary

Does the pastor articulate a clear, attainable picture of the preferred future for your congregational mission?

1	2	3	4	5	6	7	8	9	10
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Motivated and Motivating

Do you feel that your pastor is energized by the work of mission and ministry, and is that energy contagious?

1	2	3	4	5	6	7	8	9	10
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Systematic and Systemic

To what degree is your pastor orderly and organized in leadership processes and to what degree is he/she aware of the overall emotional dynamics of the congregation?

1	2	3	4	5	6	7	8	9	10
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Clarity, Consistency and Courage

To what degree is your pastor transparent, predictable, decisive, and determined enough to keep going in the face of unpleasant resistance?

1	2	3	4	5	6	7	8	9	10
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Part 1 Total

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Part 2 Total

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Evaluating Your Congregation Council Culture

Part 1: Collective Character

Integrity

To what degree does your Congregation Council tell the truth, honor and respect boundaries, walk the talk of faith

1	2	3	4	5	6	7	8	9	10
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Quick to Listen; Slow to Speak

Are there people on your Congregation council who know all the answers before the conversation starts? To what degree do your meetings show a desire to listen to others and respond thoughtfully?

1	2	3	4	5	6	7	8	9	10
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Approachable and Accessible

Are there systems in place to allow congregation members to speak their minds to council members?

1	2	3	4	5	6	7	8	9	10
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Leadership Partner

To what degree do you feel that leadership decisions are appropriately collaborative and participatory?

1	2	3	4	5	6	7	8	9	10
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Values What is Old and What is New

How would you rate your Congregation Council's ability to let new ideas and approaches stand side by side with valued patterns and traditions?

1	2	3	4	5	6	7	8	9	10
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Failure Friendliness

Is there a spirit of playfulness in leadership that encourages people to try and learn honestly from failure?

1	2	3	4	5	6	7	8	9	10
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Loves and Values People as They Are

Do the people of this congregation feel that the Council leaders sincerely love them as they are, or do they need to be someone else in order to be loveable?

1	2	3	4	5	6	7	8	9	10
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Part 2: Leadership Competency

Dynamic and Inspiring

To what degree do you experience your council's leadership style to be inspiring for your congregation's faith and life?

1	2	3	4	5	6	7	8	9	10
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Visionary

Has the Congregations Council articulated a clear, attainable picture of the preferred future for your congregational mission?

1	2	3	4	5	6	7	8	9	10
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Motivated and Motivating

Do you feel that members of your Congregation Council are energized by the work of mission and ministry? Is that energy contagious?

1	2	3	4	5	6	7	8	9	10
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Systematic and Systemic

To what degree does the work of your council reflect an orderly and organized leadership process, and to what degree is the council aware of the overall emotional dynamics of the congregation?

1	2	3	4	5	6	7	8	9	10
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Clarity, Consistency and Courage

To what degree is your Congregation Council transparent, predictable, decisive, and determined enough to keep going in the face of unpleasant resistance?

1	2	3	4	5	6	7	8	9	10
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Part 1 Total

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Part 2 Total

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