

**First Congregational Church  
Port Washington, Wisconsin  
Pastor Evaluation**

The following evaluation has been created through the guidance of materials as recommended by the United Church of Christ. The purpose of this assessment is to gather feedback from our congregation to support in the creation of objectives and areas of focus for the year ahead.

Please thoughtfully consider your rating for each focus area, and where possible provide comments to support your answers. Evaluations can be completed per person, or at a family or household level. All evaluations received will remain anonymous.

**Worship Leadership & Preaching**

**FOCUS:** How effective is our pastor in delivering a sermon I find to be meaningful and relevant?

NA/ Not aware	1- Not effective	2- Developing	3- Proficient	4- Exemplary
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**FOCUS:** Through the use of music, liturgy and other worship activities, how effective is our pastor in leading worship services that reflect a unified purpose?

NA/ Not aware	1- Not effective	2- Developing	3- Proficient	4- Exemplary
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**Comments:**

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**Educational Guidance and Teaching**

**FOCUS:** Through church hosted events or direct engagement, how effective is our pastor in providing thought-provoking and meaningful leadership to promote spiritual growth?  
(Examples could include: Lenten Studies, Wednesday Bible Studies, Summer Bible Studies)

NA/ Not aware	1- Not effective	2- Developing	3- Proficient	4- Exemplary
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**Comments:**

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**Pastoral Care and Counseling**

**FOCUS:** How effective is our pastor in being available and providing pastoral care in the Church Office, or to those in need of a visit at home, hospital or care home?

NA/ Not aware	1- Not effective	2- Developing	3- Proficient	4- Exemplary
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**Comments:**

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**Public Witness and Church Growth Advocacy**

**FOCUS:** How effective is our pastor in coaching, motivating, and teaching others to work towards church growth?

NA/ Not aware	1- Not effective	2- Developing	3- Proficient	4- Exemplary
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**FOCUS:** How effective is our pastor in demonstrating service to the community to highlight the congregation's presence and mission? (Examples of service methods could include Food Pantry, Family Promise, Lighthouse Ministry, etc.)

NA/ Not aware	1- Not effective	2- Developing	3- Proficient	4- Exemplary
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**FOCUS:** How effective is the pastor in articulating our church’s mission and leading new believers into active faith and involvement?

NA/ Not aware	1- Not effective	2- Developing	3- Proficient	4- Exemplary
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**Comments:**

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**Church Administration and Planning**

**FOCUS:** How effective is our pastor with managing conflict and leading change and supporting others in their response to change within the church?

NA/ Not aware	1- Not effective	2- Developing	3- Proficient	4- Exemplary
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**FOCUS:** How effective is our pastor in encouraging, supporting, and working with lay leadership (anyone serving on a team) in the design and implementation of various church-related programs?

NA/ Not aware	1- Not effective	2- Developing	3- Proficient	4- Exemplary
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**Comments:**

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**Pastoral Self-Care**

**FOCUS:** Do the members of the church and the Church Council effectively support our pastor's overall health (physical & mental)?

NA/ Not aware	1- Not effective	2- Developing	3- Proficient	4- Exemplary
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**FOCUS:** Does our pastor effectively demonstrate a balanced lifestyle (i.e. work & self-care)?

NA/ Not aware	1- Not effective	2- Developing	3- Proficient	4- Exemplary
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**Comments:**

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**In the year ahead, it will be important for First Congregational Church to focus on the membership growth while also sustaining our existing membership. Do you have any ideas or suggestions which you feel would help further along this objective?**

**Comments:**

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Thank you for your time and consideration in completing this evaluation.