

Pastoral Feedback Form

Instructions

The pastor who has given you this feedback form is seeking your honest feedback about his character and ministry. This feedback is designed to help him in his continued growth in Christian maturity as well as his development as a minister. The results of this questionnaire will be kept confidential and will not be used as part of a performance review. No one else will see the results unless he chooses to share them. Your candid response to each question is appreciated.

Rate the pastor from 1 (almost never/very poor) to 8 (almost always/excellent) on each trait listed in the questions below. Many of the questions relate to abstract character qualities. As much as possible, try to answer the questions based on your personal direct observation of the pastor's life and ministry. If there are some questions about which you have absolutely no knowledge you may leave them blank.

Thank you for taking the time to fill out this feedback form!

I. Spiritual Life and Character

A. Spiritual Foundations

| | |
|---|-----------------|
| Loves the Word of God | 1 2 3 4 5 6 7 8 |
| Relates to God on the basis of grace rather than striving to earn God's favor through achievement | 1 2 3 4 5 6 7 8 |
| Delights in worship of God | 1 2 3 4 5 6 7 8 |
| Exemplifies dependence on God in prayer | 1 2 3 4 5 6 7 8 |
| Lives in submission to God and is committed to obedience to God's Word | 1 2 3 4 5 6 7 8 |
| Has a heart for those without Christ | 1 2 3 4 5 6 7 8 |

B. Fruit of the Spirit

The fruit of the spirit provide a description of the character of a mature Christian.

| | |
|---|-----------------|
| Love (a love that motivates sacrifice for others) | 1 2 3 4 5 6 7 8 |
| Joy (a deep and abiding inner joy) | 1 2 3 4 5 6 7 8 |
| Peace (inner repose and quietness, even in the face of adverse circumstances) | 1 2 3 4 5 6 7 8 |
| Patience (courageous endurance without quitting, forbearance under provocation) | 1 2 3 4 5 6 7 8 |
| Kindness (benevolence in action toward others) | 1 2 3 4 5 6 7 8 |
| Goodness (uprightness of soul as well as out to others to do good even when it is not deserved) | 1 2 3 4 5 6 7 8 |
| Faithfulness (trustworthy, reliable, dependable) | 1 2 3 4 5 6 7 8 |
| Gentleness (meekness, humility) | 1 2 3 4 5 6 7 8 |
| Self-control (models a balanced life with healthy self discipline, freedom from addictions) | 1 2 3 4 5 6 7 8 |

C. Personal and Character Traits

| | |
|--|-----------------|
| Characterized by trustworthiness and integrity | 1 2 3 4 5 6 7 8 |
| Contentment (no evidence of greed or materialism) | 1 2 3 4 5 6 7 8 |
| Initiative (a self-starter) | 1 2 3 4 5 6 7 8 |
| Does ministry for the Lord and not for personal aggrandizement (i.e. does not need the 'stage') | 1 2 3 4 5 6 7 8 |
| Possesses healthy self-esteem | 1 2 3 4 5 6 7 8 |
| Punctuality (on time for appointments, tasks) | 1 2 3 4 5 6 7 8 |
| Physical appearance (well groomed, appropriate dress) | 1 2 3 4 5 6 7 8 |

D. Relationships with Others

| | |
|---|-----------------|
| Ability to handle criticism (teachable, not defensive) | 1 2 3 4 5 6 7 8 |
| Willing to learn from others | 1 2 3 4 5 6 7 8 |
| Ability to work with others (cooperative) | 1 2 3 4 5 6 7 8 |
| Relationships with the opposite sex (discreet, prudent) | 1 2 3 4 5 6 7 8 |
| Patient, not quick tempered | 1 2 3 4 5 6 7 8 |
| Extends the grace of forgiveness to all, letting go of bitterness, grudges, and hostility | 1 2 3 4 5 6 7 8 |

E. Calling and Leadership

| | |
|---|-----------------|
| Above reproach (blameless, free from accusation) | 1 2 3 4 5 6 7 8 |
| Has the spiritual gift of leadership (setting the pace, breaking new ground, accomplishing for God) | 1 2 3 4 5 6 7 8 |
| Perceived as a leader by others | 1 2 3 4 5 6 7 8 |
| Respected by people within and outside the church | 1 2 3 4 5 6 7 8 |
| Manages his own household well | 1 2 3 4 5 6 7 8 |
| Submits biblically to authority | 1 2 3 4 5 6 7 8 |
| Maintains a positive, faith-driven attitude | 1 2 3 4 5 6 7 8 |
| Regularly demonstrates ability to suspend judgment and to think before acting | 1 2 3 4 5 6 7 8 |
| Engages in life-long learning | 1 2 3 4 5 6 7 8 |

II. Ministry Skills**A. Pastoral Care / Relating**

| | |
|--|-----------------|
| Responds warmly, appropriately to people | 1 2 3 4 5 6 7 8 |
| Hospitable (reaches out to and cares for strangers) | 1 2 3 4 5 6 7 8 |
| People feel that he/she really cares for them | 1 2 3 4 5 6 7 8 |
| A good listener (attentive, discerning) | 1 2 3 4 5 6 7 8 |
| Shows proficiency in managing relationships and in building networks | 1 2 3 4 5 6 7 8 |
| Resolves conflict effectively | 1 2 3 4 5 6 7 8 |

B. Communication / Preaching and Teaching

| | |
|---|-----------------|
| [elder]Handles the Word of God correctly, making sure messages are solidly based on the Word of God | 1 2 3 4 5 6 7 8 |
| Challenges people to grow in their understanding of and obedience to God's Word | 1 2 3 4 5 6 7 8 |
| Understands the culture, community and congregation | 1 2 3 4 5 6 7 8 |
| Calls people to decide for Christ as Savior | 1 2 3 4 5 6 7 8 |
| Persuades people to make godly, life-changing decisions | 1 2 3 4 5 6 7 8 |
| Public speaking skills (clear? relevant? forceful?) | 1 2 3 4 5 6 7 8 |
| Platform presence (poised? articulate? warm?) | 1 2 3 4 5 6 7 8 |
| Speaks with the power of the Spirit rather than relying only on his own strengths and abilities | 1 2 3 4 5 6 7 8 |

C. Leadership / Decision-Making

| | |
|---|-----------------|
| Articulates a vision from God, which attracts followers | 1 2 3 4 5 6 7 8 |
| Develops congregational ownership of the vision and goals | 1 2 3 4 5 6 7 8 |
| Knows how to develop a consensus among co-workers | 1 2 3 4 5 6 7 8 |
| Is skilled at managing change | 1 2 3 4 5 6 7 8 |
| Leads the church based on a life of personal and corporate prayer | 1 2 3 4 5 6 7 8 |
| Fosters a positive atmosphere | 1 2 3 4 5 6 7 8 |
| Management (good at delegating? motivates others?) | 1 2 3 4 5 6 7 8 |
| Is open to change and able to deal with ambiguity | 1 2 3 4 5 6 7 8 |

D. Leadership Development / Supervision

| | |
|--|-----------------|
| Embodies a passion for making disciples | 1 2 3 4 5 6 7 8 |
| Effectively identifies, recruits and equips leaders | 1 2 3 4 5 6 7 8 |
| Develops people and releases them to serve according to their spiritual giftedness/temperament/passion | 1 2 3 4 5 6 7 8 |
| Builds and supports effective ministry teams | 1 2 3 4 5 6 7 8 |
| Provides clear instructions and makes expectations clear | 1 2 3 4 5 6 7 8 |
| Provides adequate oversight of co-workers | 1 2 3 4 5 6 7 8 |
| Gives co-workers an appropriate level of freedom | 1 2 3 4 5 6 7 8 |
| Cares for co-workers as people rather than merely using them to accomplish the work | 1 2 3 4 5 6 7 8 |

Summary: Pastor's Primary Strengths

- 1.

- 2.

3.

Summary: Pastor's Primary Areas that Need Growth/Change

1.

2.

3.

Thank you for taking the time to fill out this feedback form! Please write any additional comments or suggestions about improving this feedback form on the back of the form.

The sources for these questions

These questions have been compiled from several sources, including pastoral feedback forms found on line, the fruit of the Spirit (Gal. 5:22-23), and the biblical qualifications for elders (1 Tim. 3:1-7; Titus 1:5-9). The latter were included because in Scripture the usual term for the spiritual leader of a church is "elder," and the terms "pastor," "elder," and "overseer" are used interchangeably.

Created by Kenneth P. Carlson (<http://reflections.cyberpastor.net>)