

THE
DISCIPLESHIP
PLACE

**Boardroom
Transformation**

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COURSE AUTHORS

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Mark is an experienced executive and leadership development coach focused on strategic executive coaching that supports growth and leadership excellence that serves others. Mark's coaching empowers leaders to attain a strategic vision, lead with conviction, serve with courage, champion resources, and grow and thrive in their capacity. Mark is an expert facilitator and catalyst for breakthrough discussions with teams and individuals while enabling the discovery of purpose and the development of a clear vision.

Mark's unwavering focus lies in developing a strategic vision that promotes growth and leadership excellence, inspiring others to lead with conviction, deliver results, catalyze resources, and expand their capacity. He is a respected thought leader to clients and colleagues, leveraging his 28 years of professional business experience and deep expertise in sales, marketing, operations, development, executive management, board management, coaching, and mentoring.

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Pastoral Performance Review: A Tool for Leadership Success

SESSION OVERVIEW

INTRODUCTION

JOURNALING

APPLICATION

MENTORING QUESTIONS

CONCLUSION

PASTORAL REVIEW INTERVIEW

LEARNER OBJECTIVES

At the end of this session, you should:

- Identify and pursue the adoption of board policies that help set the stage for effective pastoral reviews.
- Coordinate a thoughtful evaluation process that will result in specific discussions about an annual leadership plan, executive retention, professional recognition, and leadership succession.
- Recognize the pitfalls of a pastoral review process that can unintentionally inhibit positive board and pastoral relationships.

SCRIPTURAL FOCUS

1 Timothy 3:1-10

Pastoral Performance Review: A Tool for Leadership Success

INTRODUCTION



The way a board of directors chooses to evaluate the performance of a pastor tells an important story about how that community values its people and their contributions to advancing the cause. The review process also illustrates the culture of accountability that exists among diverse people working to contribute to a community's quality of life. This course presents two fundamental principles to bear in mind.

First, the purpose of a pastor performance review is to help ensure the leadership responsibilities of the organization are clear to everyone, are monitored over time, and are objectively evaluated against appropriate measurements. The pastoral review also clarifies the pastor's responsibilities versus those of the board.

Second, a pastoral review process must be approached collaboratively. The board and pastor are partners in advancing the cause, and that includes both parties supporting the process from design through implementation. The board recognizes its duty to provide the type of work environment that will enable the pastor(s) to succeed. Prior to the hiring of a senior pastor or any pastoral staff member, the board should review the church's major strengths and needs; it should articulate and strategize the objectives and expectations required in the leadership to meet the identified needs.

The Church of the Nazarene 2023 Manual (Section K, 133-133.7) provides guidance on the Renewing of the Local Church/Pastoral Relationship. Every year, the pastor and the church board shall conduct a planning session to renew the expectations and goals of the church and the pastor. The written understanding of goals, plans, and objectives between the church and the pastor shall be updated. Such written understanding shall be filed with the district superintendent (132).

With regard to informal and formal performance reviews, the board and senior pastor should agree on purposes and processes. This delicate business is helped immeasurably if annual goals and objectives are mutually discussed and agreed upon. They become the primary criteria for review through informal and candid discussion.

APPLICATION



Write a one-page paper on what it means as a board member to participate in the review process of the pastor.

MENTORING DISCUSSION



NOTES

Be prepared to discuss the following with your mentor.

- Commit to reading at least one article, blog, or book about board service. Share your insights and discoveries with your mentor.

CONCLUSION



NOTES

A pastoral performance review is one of three essential evaluations that include a board governance assessment and an organizational assessment. The results of these additional evaluations provide important input into the culture of the organization and the ultimate success of the executive. It is also recommended that a pastoral review must involve a compensation review component as well as a discussion of leadership continuity and succession planning among key leadership positions in the organization.

PASTORAL REVIEW INTERVIEW



Church:

Pastor:

Date:

The Health of the Church: Self-supporting, governing, and propagating

1. Corporate Health

- a. Is the church in good standing in the state of incorporation with the Save, Organize and Share (SOS) process?
 - i. Who monitors the email notifications?
 - ii. Are the appropriate fees paid up to date?
 - iii. Is the annual report provided to the (secretary of) state?
 - iv. Is the “corporation” in good standing with the state?
- b. Do you have your own Employer Identification Number (EIN tax ID)?
- c. Is insurance coverage adequate and up to date?
 - i. Property, vehicle, liability, counseling, and sexual misconduct?
 - ii. Are the necessary background checks up to date?
- d. When was your last annual meeting, and do you have the minutes?
 - i. How many members participated in your last annual meeting?
- e. Is the membership list up to date, and how often is it reviewed?
- f. How is the financial health?
 - i. Balance sheet?
 - ii. Debt?
 - iii. Annual budget process?

PASTORAL REVIEW INTERVIEW



NOTES

- iv. Division of responsibilities?
- g. How does the church approach missional giving? WEF, District, P&B, Education
 - i. Do you make payments online?
 - ii. Do you make full use of Funding the Mission? (reporting and payments)

2. Missional Health

- a. Is the church seeing conversions, baptisms, and new members?
- b. Is discipleship taking place? If so, can you describe your discipleship process? Who are the disciple makers?
- c. To what extent do most congregants understand the doctrine of holiness and living a spirit-filled life?
- d. Is there an increasing manifestation of the gifts of the Spirit in the church?
- e. Do you regularly evaluate who you are/should be reaching and how?
- f. Have you recently done any of the following:
 - i. Taken laypeople to a conference or training
 - ii. Brought in a coach/consultant/trainer
 - iii. Done a site visit to another church
 - iv. Conducted any type of self-study
- g. What is the plan to take new ground for the Kingdom?

PASTORAL REVIEW INTERVIEW



NOTES

Church Leadership Self-Evaluation:

1. Do you have stated goals and a method for evaluating progress?
2. Do you regularly review your facilities from a visitor's perspective?
3. Does the board function as a policy board or tactical board?
4. How do you view the relationship between the pastor and board (structurally and missionally)?

The Board's Goals for the Church:

- 1.
- 2.

Senior Pastor's Goals for the Church:

- 1.
- 2.

PASTORAL REVIEW INTERVIEW



NOTES

Senior Pastor Evaluation by Board:

1. Is the pastor's preaching/teaching clear and understandable? Is it dynamic/evangelistic?

2. Do you provide your pastor with a written job description? If so, does he/she accomplish objectives?

3. Is the pastor leading in a way that facilitates effectiveness and growth?

4. Is the pastor innovative?

5. Does the pastor provide spiritual leadership, mentoring, and discipleship?

6. Describe the pastor's financial leadership and example.

7. Do you regularly review the pastor's compensation package?

8. When is your pastor due for a sabbatical?

9. Are there any significant concerns not already mentioned?

The Consensus of the Board:

- 1.

- 2.