



Elder EVALUATION Questions for the Lead Pastor

For many church leaders, a thoughtful and intentional evaluation process can be an invaluable tool for personal and ministry growth. This resource offers a series of open-ended questions designed to guide lead pastors and their elders through an annual review of life and ministry.

CHURCHWIDE

- Greatest church wins of the past year?
- What would you have done different this past year?
- What were 3 new learnings from the past year?
- What is your biggest concern for the congregation? What do you think should be done about that?
- What do you see the future role of our church being locally & nationally?

STAFF / LEADERSHIP

- Assess your leadership with our church staff: collaboration, development, and soul keeping
- Report on your 3 goals/ measures from last year (what was the goal and how did you do)
- Present your goals for next year (and benchmark how they will be measured).
- What is your biggest frustration?
- How are you performing on your key roles?
 - Spiritual Leader of the Church
 - Lead Teacher/ Preacher
 - Lead Visionary
 - Trainer/ Developer of Key Leaders

PERSONAL

- Describe the spiritual, physical, emotional, and relational health of you, your spouse, and your kids.
- Describe in detail your current time with God.
- Describe how you are maintaining holiness in key areas of temptation to sin.
- In what specific ways are you modeling our church's core values and discipleship markers?
- How are you dealing with any negative feedback from the congregation or staff?
- Where do you see yourself in the next 5-10 years? Do you see your role changing?
- What are you doing proactively re: succession/contingency planning?

LEAD PASTOR ONLY QUESTIONS:

- As Lead Pastor, I see these ministries thriving at our church (name each ministry and why)
- As Lead Pastor, I see these ministries most stagnant at our church this year (name each and why)

360 QUESTIONS FROM 5 SELECTED STAFF PEOPLE:

- Please describe the lead pastor's strengths in his leadership style.
- Please describe the lead pastor's weaknesses in his leadership style.