

<p style="text-align: center;">Ministry Performance Factor</p>	<p>Rating: 5 - Excellent 4 - Good 3 - Satisfactory 2 - Needs Improvement 1 - Unacceptable</p>	<p style="text-align: center;">Comments</p>
<p>1. Sermon Content & Impact Understandable, Biblical, well-illustrated, well prepared, practical application, faces issues squarely, helps me.</p>		
<p>2. Sermon Delivery Keeps my attention, communicates clearly, passionate, enthusiastic, from his heart, calls for response</p>		
<p>3. Relating to Others Considerate & tactful, servant heart, loves people, approachable, hospitable, creates & maintains healthy relationships</p>		
<p>4. Personal Integrity Trustworthy, faithful, respectful, appropriate conduct with opposite sex, regarded as a growing Christian</p>		
<p>5. Work Habits Demonstrates initiative, dependable, follows through, good overall work ethic, motivated within, puts forth effort</p>		
<p>6. Accessibility Has regular work hours, returns calls, responds to messages, available to talk</p>		
<p>7. Demonstrates Leadership Has vision, communicates vision for future, has goals, anticipates the next step of improvement for the church, leads the church</p>		
<p>8. Training & Equipping Helps leaders lead, conducts training, facilitates discipleship, assists others in discovering their ministry</p>		
<p>9. Spiritual Vitality & Growth Shows evidence of meaningful devotional life, demonstrates fruit of the Spirit, has character, passion to become like Christ, wants to know God</p>		
<p>10. Creates Ownership of Ministry Builds the team, motivates others to get involved, demonstrates recruitment skills, frequently meets with leaders, has influence for the purpose of the church</p>		

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11. Organizational Skills Balances priorities, good use of time, well organized, meets deadlines, shows high regard for order, delegates, delegates tactfully		
12. Family & Home Shows love & care for spouse & family, spouse is supportive of ministry, spiritually leads his family, parsonage(if applicable) is well maintained inside and out		
13. Relates to the Unchurched Builds bridges & develops rapport with unchurched people, has friendships outside the church, teaches people to reach out		
14. Professional Self-improvement Attends training events regularly, shows evidence of reading and study, openness to evaluation, is well informed and up-to-date		
15. Response to the Community Genuine spiritual concern for the community, leads church to meet needs of community, organizes efforts to impact church's neighborhood		
16. Adaptable & Flexible Open to change, responds positively when plans change, handles emergencies efficiently, handles multiple projects, has back-up plan		
17. Builds Community Creates harmony, effectively resolves conflict, creates team-spirit, teaches people to love others		
18. Resilience Stamina, persistence to "keep going" even with opposition, handles discouragement prayerfully, able to handle "criticism" with grace.		
19. Exercises Faith Calls church to prayer, encourages people to trust God, growing faith in God to enable his ministry, prays for God to meet "big needs."		
20. Connection to Region/ Denomination Attends & promotes Region and Denominational conferences & events, encourages relationships with other Missionary Churches.		

OVERALL RATING AVERAGE: _____
(Add rating scores for each category then divided by number of categories for overall rating average)

ADDITIONAL COMMENTS:

PLAN OF ACTION FOR GROWTH AND IMPROVEMENT:

PASTOR'S RESPONSE AND COMMENTS:

We have participated in a review of this evaluation and overall performance....

PASTOR'S SIGNATURE

CHAIR/ VICE-CHAIRMAN'S SIGNATURE

DATE

DATE

MAKE THREE COPIES OF THIS EVALUATION:
[1] Church Board Copy
[2] Pastor's Copy
[3] Region Director's Copy

PLEASE COMPLETE AND RETURN BY FEBRUARY 15

Michigan Resource Center, Missionary Church - 1091 Creekwood Trail - Burton, Michigan 48509
E-mail: office@mcmichigan.org – FAX: 810-742-8102

PASTORAL SALARY WORKSHEET
Michigan Region of the Missionary Church

Due February 15

Minister's Name _____

Church Name _____

1. SALARY	20 _____	20 _____
A. Cash Salary	\$ _____	\$ _____
B. Utilities (amount paid by church)	_____	_____
C. Social Security (above cash salary)	_____	_____
TOTAL SALARY	\$ _____	\$ _____

2. HOUSING		
A. Fair Rental Value (for parsonages)	\$ _____	\$ _____
B. Housing Allowance paid to Pastor	_____	_____
TOTAL SALARY & HOUSING	\$ _____	\$ _____

3. BENEFITS (not considered as salary by IRS)		
A. Parsonage Telephone (Region policy is for churches to pay for the phone in the parsonage, except for the pastor's personal long distance calls)	\$ _____	\$ _____
B. Hospitalization/Medical	_____	_____
C. Long Term Disability	_____	_____
D. Pension - Denominational	_____	_____
E. Other (e.g. 403b) _____	_____	_____
_____	_____	_____
TOTAL SALARY, HOUSING & BENEFITS	\$ _____	\$ _____

4. BUSINESS EXPENSE (not considered salary by IRS)		
A. Travel Allowance: flat rate or mileage at _____ cents per mile	\$ _____	\$ _____
B. Entertainment Allowance	_____	_____
C. Educational Improvement: professional growth, books, periodicals, seminars, etc.	_____	_____
D. Other _____	_____	_____
TOTAL COMPENSATION PACKAGE	\$ _____	\$ _____

OTHER NOTES and POLICIES

1. Vacation time agreement _____

2. Conferences and Seminars _____

3. Other _____

4. Other _____

**PLEASE COMPLETE AND RETURN TO THE RESOURCE CENTER
BY FEBRUARY 15**

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