

An Evaluation of Our Pastoral Roles and Duties

for pastor(s) and elder(s)

This evaluation is based upon the biblical duties, responsibilities, and roles that the Bible sets forth regarding elders and pastors of a local church. To get a better understanding of what the Bible says, read either *Searching for the Perfect Pastor, Volume 3* or chapters 7 through 10 in *The Perfect Pastor?*

This non-scientific instrument is designed to be used as a self-check by an elder or a pastor. The checklist is not a perfect measure to grade an elder or pastor in the church. The aim to use this as a means to denigrate a fellow servant in Christ. Rather, it ought to function as a tool for the pastor(s) and elder(s) to discover more about how each one is doing in ministry. The goal would be to sharpen one's own life and then to help edify another's life by discovering areas of strengths and successes in growth as well as to highlight areas needing change or improvement.

It is recommended that you evaluate yourself first. Then, have other elders or pastors with whom you work do their own self-examination. After that, give the elders or pastors a copy to have them assess one another or the team as a whole. When the evaluations are completed, the next step would be to take turns and discuss how each person did or how the board or team is doing.

Instructions:

1. Check the boxes where it is obvious that the elder or pastor is obviously fulfilling the role or task.
2. Where the box is checked, insert a value on the line using a scale of 1 to 5 to indicate the following: 1 means this character trait is lacking, almost difficult to notice in your or his life, while 5 would mean that you or he is very strong and a good example of this quality.

An Evaluation for

Name: _____

Date: _____

Have I or has _____ functioned according to the New Testament biblical images for elders or pastors?

- As a *father* of the household of God (Matt. 13:52; 1 Tim. 3:5) _____
- As a *shepherd* of God's flock (Acts 20:28; 1 Peter 5:2) _____
- As a *ruler* in God's assembly (Heb. 13:7, 17; 1 Thess. 5:12, 13) _____

Have I or has _____ kept God's priorities right?

- By serving the Lord first of all
(Acts 20:19; Gal. 1:10; 1 Thess. 2:4; Eph. 6:6-7; Col. 3:22-24)
 - By emphasizing God's Word and prayer (Acts 6:4; 20:20,27) _____
 - By confronting opposition with sound teaching (Eph. 4:15) _____
 - By feeding the flock of God (1 Pet. 2, 5) _____
- By serving the congregation:
 - By equipping the saints for service (Eph. 4:11,12) _____
 - By confronting opposition with sound teaching (Eph. 4:15) _____
 - By arming them for spiritual warfare (2 Cor. 11:13ff; Eph. 6) _____

Have I or has _____ been faithful in our God-given duties?

- As an example to the flock of God (Ti. 2:7,8; Heb. 13:7; 1 Pet. 5:3) _____
 - As an example in life (1 Tim. 4:6): _____

- Keeping myself/ourselves right with God
 - by guarding myself/ourselves (Acts 20:28), and walking in the Spirit (Gal. 5:16) _____
 - by growing in grace and knowledge of Christ (2 Pet. 3:18) _____
 - by prayer and study (Acts 6:4; 1 Tim. 4:13-16; 2 Tim. 2:15) _____
 - by proper delegation of certain tasks to deacons (Acts 6) or others _____
 - by separating from selfish interests (Acts 20:33-35; Rom. 13:8) _____
 - As an example, holding steady in wise and biblical balance, by
 - Keeping my/our homes in order (1 Tim. 3:4-5) _____
 - Being good stewards (1 Cor. 4:1-2; 9:17; Col. 1:24-25) _____
 - Through the study-application of God's Word (2 Tim. 2:15) _____
 - As true living sacrifices unto the Lord (Phil. 2:17; 2 Tim. 4:6; Acts 20:24; 31:13; Phil. 3:7-8) _____
 - As an example(s) to the flock in doctrine (1 Tim. 4:16) _____
- Have I/he been faithful in my/his duty as a sound teacher of the Word of God? (Mk. 6:34b; 1 Cor. 12:28,31; Col. 1:28; 1 Tim. 3:2; 5:17; Ti. 1:9; Jas. 3:1; Rev. 7:17)
 - In public teaching? _____
 - In private teaching and instruction? _____
- Have I/we been faithful as a shepherd(s) of God's flock (Acts 20:28; 1 Pet. 5:1-2)?
 - By comforting them, nourishing them with compassion (Matt. 9:36; Mk. 6:34; Jas. 5:14)
 - Through social events or times of hospitality _____
 - Through pastoral visits _____
 - Through godly counsel or advice _____

