

I have been a lead pastor and a senior for over 13 years and here are some of my guidelines used for evaluations:

- a. A pastoral staff is called to serve in a specific role.
 - Is he in agreement with how the church designs, divides and deploys the work of the team?
 - Is he satisfied with ministering and leading in his assigned area of ministry?
- b. Does he show willingness to grow and learn beyond just being “faithful” to “fruitfulness”?
 - Is he attending any professional seminars to help him to grow?
 - Does his ministry plan reside in his heart?
 - Is he self-evaluative and reflective on his current ministry assignments?
 - Church staff is viewed as an extension of the senior pastor, as complementary to him in regards to gifts, interests, passion and even personality. Is he willing to come under him?
- c. Can he do what he is called to do?
 - Can he take things up to the next step?
 - If assistance is needed (e.g. taskforce), will he resist help?

Tools:

- a. Peer feedbacks based on fairness and objectivity.
- b. Mailbox principle: Is he on top of the ministry tasks?
- c. Locker room conversations to provide 1-1 interaction. The purpose is to listen, to understand, to encourage and to mentor so as to gauge his behavioral response.
- d. Formal assessment (with GB chairperson)
- e. The “heart” index in his ministry presentation
- f. Weekly staff progress report.