



REDEEMER PRESBYTERIAN CHURCH

An Evangelical Presbyterian Church

Pastoral Leadership Evaluation

The role of the Pastor (Teaching Elder) within the polity of the Evangelical Presbyterian Church is defined in the *Book of Order* (2018-2019) in Section 9-5.A.2 as follows:

Pastors shall preach and expound the Word, to be God's prophet to the people and to be the people's priest before God.⁵⁵ Pastors shall lead the people in worship, celebrate the sacraments, and oversee the education, nurture, and mission of the church. The Pastors with the Ruling Elders shall exercise joint ministry to the needs of the flock and to all those who have need of a Pastor's care, love, and compassion. With the active Ruling Elders, the Pastor and Associate Pastor(s) shall exercise the joint responsibility of jurisdiction.⁵⁶ Teaching Elders shall be diligent to serve actively in the courts of which they are members.

The principal, or first-mentioned, responsibility of the Pastor is to "preach and expound the (written) Word (of God)." Therefore, in evaluating the Pastor, the Ruling Elders should naturally and appropriately emphasize the efforts the Pastor has made to effectively and consistently perform this responsibility.

Secondly, and of very significant importance, is the role the Pastor plays in congregational leadership. As stated above: "Pastors shall lead the people in worship, celebrate the sacraments, and oversee the education, nurture, and mission of the church." The leadership role of a Pastor cannot be overemphasized. All of the skills of a servant leader—following in the example of our blessed Lord Jesus Christ—should become definitive goals of any Pastor who desires to develop into the kind of under-shepherd that will be able to see fruits arise from the spiritual formation of those given to his care by God.

To become a true Servant-Leader, in his relationship with the Ruling Elders, the Pastor must serve as a collegial, cooperative, and consultative leader who can help anchor the decisions the Session makes into the solid rock that is Jesus, and our Lord's principles and practices as exemplified in the written Word of God. Thus, to develop properly as a Servant-Leader, the Pastor must seek to enter into a process of continuous improvement, whereby he will develop the skills necessary to enhance his natural gifts, or when necessary, supplement those natural gifts. In so doing, the pastor must avoid the all-too-common trap of becoming too assertive in his leadership style—for such behavior may lead to the pastor acting in a too dictatorial manner, rather than leading in a collegial and cooperative way.

The following list of goals and enabling objectives intend to guide the Pastor in his performance of the above stated duties and also guide the Ruling Elders in evaluating his successful performance of those duties. The goals stand as benchmarks toward which the pastor should

always move in a positive direction. The enabling objectives provide the steps to facilitate the pastor reaching the stated goals. Thus, the actual evaluation of the pastor will measure his success at achieving the essence of the enabling objectives.

These goals and enabling objectives must flow forth from God's written Word and from the *Book of Order of the Evangelical Presbyterian Church*. The goals and enabling objectives must also flow from the overall Purposes of Redeemer Presbyterian Church, as stated in the document: "Core Values and Elements of Our Strategic Plan"—namely:

As part of the global church of Jesus Christ, Redeemer Presbyterian Church exists to draw people into a life-long transforming relationship with Him (by:)

1. EXALT(ing) God thoughtfully and joyfully
2. KNOW(ing) God intimately
3. SERVE(ing) others wholeheartedly
4. SHARE(ing) God's love locally and globally.

This brings us to a statement of six goals, with appropriate and measureable enabling objectives, for the Pastoral Ministry throughout the 2019-2020 Pastoral Ministry Year.

Goals and Enabling Objectives

PREACHING and TEACHING the Written Word of God—Goal: As enabled by the Holy Spirit, the Pastor will commit to spend a sufficient amount of time in prayer, study, and reflection on an appropriate biblical text so that he can effectively proclaim the truth of that text in a manner that will encourage the acceptance, understanding, and application of the text by the congregation to their lives and their personal Christian formation. The Ruling Elders will measure his achievement of this particular Goal by his success in completing the following:

Enabling Objectives

1. In his preaching and teaching, the Pastor will display the ability to communicate; thoroughness of preparation; rapport with listeners; ability to organize and develop material that enriches the spiritual growth of the listener/student.
2. In his preaching and teaching, the Pastor will enrich the spiritual growth of the listener/student through the application of spiritual truth to today's needs and through the effective use of analogies, examples, supporting anecdotes, and other such devices.

3. In his preaching and teaching, the Pastor will display personal charisma that makes him easy to listen to with the absence of distracting personal habits.
4. In his preaching and teaching, the Pastor will maintain the godly example of one who passionately and devotedly follows the Lord Jesus Christ in all areas of life, so that the examples he gives of how to apply the truth of Scripture to daily living will be very evident in his own life.
5. In his preaching and teaching, the Pastor will remain on a process of continuously improving his effective communication by clearly stating objectives and by displaying strong verbal and written communication skills.

SERVANT LEADERSHIP—Goal: As God equips and enables him, the Pastor will strive to follow a pathway of development and continuous improvement in exhibiting the best qualities of servant-leadership, following the example of the Lord Jesus Christ. The Ruling Elders will measure his achievement of this particular Goal by his success in completing the following:

Enabling Objectives

1. The Pastor will demonstrate leadership in his role to serve others rather than to be served; to humbly serve others by subordinating his ego, by actively supporting the greater good, and by helping others to accomplish their goals. The Pastor will effectively lead and motivate the Ruling Elders, church staff members, and congregational leaders by helping them achieve their own stated goals and enabling objectives.
2. The Pastor will provide leadership in developing programs and plans with Session and with the appropriate committees. He will follow, in both letter and spirit, the *Book of Order of the Evangelical Presbyterian Church*, and also the overall Purposes of Redeemer Presbyterian Church, as stated in the document: “Core Values and Elements of Our Strategic Plan.”
3. The Pastor will serve as an effective and positive spokesperson for the congregation by representing the beliefs of the church and congregation to the Presbytery, the EPC denomination, and to the community.
4. The Pastor will effectively manage financial responsibilities; contribute to budget planning by providing detailed justification for budget requests; work within the approved budget; and control costs by effectively utilizing staff, materials, and equipment.
5. The Pastor will actively participate in and, when called upon by the Ruling Elders, lead the stewardship efforts of the church, while honoring biblical stewardship principles and proper Reformed theology regarding stewardship.

6. The Pastor will strive to possess confidence, optimism, and high personal presence; to build consensus; to persuade; to motivate; to lead with head, heart and soul; to build commitment and energy; and to generate a can-do attitude in others.
7. The Pastor will think through issues; challenge self to identify root causes, implementations, and alternative courses of action; analyze information while keeping the big picture in mind.
8. The Pastor will demonstrate respect for the worth of every individual, including those with different opinions, values, styles and backgrounds; strive to understand each person's point of view, particularly when that point of view differs from his own; value the dignity of all people; identify each person's strengths/gifts and deploy each individual's talents in order to achieve the church's goals and objectives.
9. The Pastor will maintains a healthy balance when managing time effectively within the church and within his personal life outside of the church; continue to actively maintain both spiritual and emotional health at all times; carefully balance his commitment to serving the church with his responsibilities to his wife and family, as the head of that spiritual unit within the family of God.

LAY MINISTRY and EMPOWERMENT through DISCIPLESHIP—Goal: As God equips and enables him, the Pastor will set the tone and temperament of the Christian formation of the church through guiding the development of and effective delivery of educational materials that will enhance the ability of the laity to respond to the Great Commission (Matthew 28:16-20), while seeking to rid their lives of besetting sins and moving forward on a pathway of holiness. He will encourage the laity to embrace their critical role in the furtherance of the work of God in their personal and corporate lives, as well as in the lives of people in our community, state, nation, and around the world with whom he comes into contact. The Ruling Elders will measure his achievement of this particular Goal by his success in completing the following:

Enabling Objectives — The Pastor will...

1. ... collaborate with the Ruling Elders to recruit sufficient lay workers to implement programs and will discern and provide adequate training to ensure effective ministry of those recruited lay workers.
2. ... promote, at all times, of a "team" concept and will strive to maintain low turnover of leadership within the terms of service for each program balanced against the on-going development of a lay ministry that is effective in providing the congregation with the following learning opportunities and activities, while engendering passion and excitement in those involved: discipleship and leadership development; evangelization, edification, and equipping; creativity and innovation.
3. ... make certain the ministry goals that he pursues are in harmony with overall church goals (in terms of the Book of Order, the Purposes, the Strategic Plan, Reformed

theology, Evangelical philosophy, and other qualities suitable for our church.

4. ... ensure that program content is biblically based and doctrinally sound; program content conforms to the “teaching church” concept of ministry, whereby each person who learns becomes a teacher to someone else; he discerns the established needs of laity and conforms program content to those needs.
5. ... train and disciple lay leaders in ministry and will assure that program content defines the overall plan strategy in terms of participants, responsibilities, time required, follow-up, and evaluation.

CARE of the CONGREGATION and THOSE IN NEED—Goal: As the Holy Spirit equips and enables him, the Pastor will, with sensitivity, integrity, and confidentiality, provide such Pastoral care as members of the congregation will need. He will also represent the church, when appropriate, in helping to meet the needs of other individuals who may cross his pathway in the course of his ministry. The Ruling Elders will measure his achievement of this particular Goal by his success in completing the following:

Enabling Objectives

1. The Pastor will set aside time to pray specifically for the Ruling Elders, for the members of the church, and for those who may, from time to time, attend the services of the church.
2. The Pastor will seek to be aware of needs of the members of the congregation who are facing personal or family health issues, bereavement, or other personal crises.
3. The Pastor will maintain regular contact with those in need, pray with them, offer encouragement and support, and otherwise represent the church to those in need.

SUPPORT for MISSIONS, LOCALLY, NATIONALLY, and WORLDWIDE—Goal: As God enables him, the Pastor will promote the work of God through appropriate mission organizations within the provisions of the Evangelical Presbyterian Church and, when available, through such parachurch organizations that have illustrated their commitment and support of the local church in executing their specific ministries. The Ruling Elders will measure his achievement of this particular Goal by his success in completing the following:

Enabling Objectives

1. When the Presbytery seeks the support of the Pastor for the missions approved by the Presbytery, the Pastor will provide such support within the confines of his local duties and responsibilities.

2. The Pastor will encourage the laity to support local, state, national, and international mission opportunities, both in prayer, physically, and financially, within the abilities of the individuals.
3. When communicating to the Ruling Elders and laity, the Pastor will include references to mission projects and opportunities, prayer requests, and special needs of those missions the church supports and other appropriate mission organizations.

PERSONAL SPIRITUAL ENRICHMENT—Goal: The Pastor will seize opportunities to enhance his knowledge of God’s written Word, his understanding of the principles and practices of church leadership, and his role as under-shepherd. The Ruling Elders will measure his achievement of this particular Goal by his success in completing the following:

Enabling Objectives

1. The Pastor will vigorously pursue opportunities to further his knowledge and practical experience through opportunities provided by the Presbytery, the EPC denomination, and the approved educational institutions.
 2. The Pastor will spend time reading material that will assist him in personal spiritual enrichment and educational development.
 3. The Pastor will accept opportunities to share his knowledge in formal and informal settings, with the understanding that the greatest learning often takes place when one shares what one learns with others.
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