**Synod Authorized Minister (SAM) Evaluation**

**With 1 being low and 10 being high, please rate your SAM in the following areas:**

**Part 1: Pastoral Character**

**Integrity**

To what degree does your SAM tell the truth, honor and respect boundaries, walk the talk of faith?

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| *1* | *2* | *3* | *4* | *5* | *6* | *7* | *8* | *9* | *10* |

# Quick to Listen; Slow to Speak

Does your SAM know all the answers before the conversation starts? To what degree do they show a desire to listen to others and respond thoughtfully?

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| *1* | *2* | *3* | *4* | *5* | *6* | *7* | *8* | *9* | *10* |

# Approachable and Accessible

Approachability is a character trait. Accessibility is the discipline of making enough space in your day to respond to the unexpected.

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| *1* | *2* | *3* | *4* | *5* | *6* | *7* | *8* | *9* | *10* |

# Leadership Partner

To what degree do you feel that leadership decisions are appropriately collaborative and participatory?

|  |  |  |  |  |  |  |  |  |  |
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| *1* | *2* | *3* | *4* | *5* | *6* | *7* | *8* | *9* | *10* |

# Values What is Old and What is New

How would you rate your SAM’s ability to let new ideas and approaches stand side by side with valued patterns and traditions?

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| *1* | *2* | *3* | *4* | *5* | *6* | *7* | *8* | *9* | *10* |

# Failure Friendliness

Is there a spirit of playfulness in leadership that encourages people to try and learn honestly from failure?

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| *1* | *2* | *3* | *4* | *5* | *6* | *7* | *8* | *9* | *10* |

# Loves and Values People as They Are

Do the people of this congregation feel that the pastoral leader sincerely loves them as they are, or do they need to be someone else in order to be loveable?

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| *1* | *2* | *3* | *4* | *5* | *6* | *7* | *8* | *9* | *10* |

# Part 2: Leadership Competency

**Dynamic and Inspiring**

To what degree do you experience your pastoral leader’s preaching, teaching and personal style to be inspiring for your own faith and life?

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| *1* | *2* | *3* | *4* | *5* | *6* | *7* | *8* | *9* | *10* |

# Visionary

Does the pastoral leader acknowledge/encourage a clear, attainable picture of congregational mission?

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| *1* | *2* | *3* | *4* | *5* | *6* | *7* | *8* | *9* | *10* |

# Motivated and Motivating

Do you feel that your pastoral leader is energized by the work of mission and ministry, and is that energy contagious?

|  |  |  |  |  |  |  |  |  |  |
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| *1* | *2* | *3* | *4* | *5* | *6* | *7* | *8* | *9* | *10* |

# Systematic and Systemic

To what degree is your pastoral leader orderly and organized in leadership processes and to what degree is he/she aware of the overall emotional dynamics of the congregation?

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| *1* | *2* | *3* | *4* | *5* | *6* | *7* | *8* | *9* | *10* |

# Clarity, Consistency and Courage

To what degree is your pastoral leader transparent, predictable, decisive, and determined enough to keep going in the face of unpleasant resistance?

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| *1* | *2* | *3* | *4* | *5* | *6* | *7* | *8* | *9* | *10* |

**Comments**

**Form filled out by: \_\_\_ Congregation Council President, \_\_\_ SAM Supervisor, \_\_\_ SAM**

**Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

12/2021 from the files of Sherry Krieger

6/2022 edited for SAMs by Jeannine Grimm

10/2022 edited for SAMs by Bishop DGB