

# Church Council Evaluation of SAM

NAME OF CHURCH

NAME OF SAM

DATE

## Worship Leadership

1. Does the SAM conduct the service (including liturgy, prayers, and other elements separate from preaching, evaluated below) in a competent and confident manner?  
 Exceeds expectation  Meets expectation  Area for growth  Not Applicable
2. Is he/she open to varying worship approaches and liturgies/settings?  
 Exceeds expectation  Meets expectation  Area for growth  Not Applicable
3. Does he/she meet the worship leadership expectations of the parish?  
 Exceeds expectation  Meets expectation  Area for growth  Not Applicable

## Proclamation

1. Does the SAM's preaching demonstrate a command of Biblical content seen through a Lutheran theology of law and gospel?  
 Exceeds expectation  Meets expectation  Area for growth  Not Applicable
2. Is his/her speaking understandable and well-paced?  
 Exceeds expectation  Meets expectation  Area for growth  Not Applicable
3. Does the SAM talk about and point to Jesus and the good news of Jesus' life, death and resurrection in his/her sermons?  
 Exceeds expectation  Meets expectation  Area for growth  Not Applicable

## Organizational Leadership & Administration

1. Does the SAM work productively and collaboratively with council, committees, and volunteers?  
 Exceeds expectation  Meets expectation  Area for growth  Not Applicable
2. Is he/she organized and able to meet deadlines?  
 Exceeds expectation  Meets expectation  Area for growth  Not Applicable
3. Does he/she capably handle the church's routine administrative tasks, working well with staff?  
 Exceeds expectation  Meets expectation  Area for growth  Not Applicable
4. Does he/she value the history and traditions of the congregation?  
 Exceeds expectation  Meets expectation  Area for growth  Not Applicable
5. Is he/she a trusted leader?  
 Exceeds expectation  Meets expectation  Area for growth  Not Applicable

## Spiritual Leadership

1. Is the SAM able to articulate the congregational mission and encourage its use?  
 Exceeds expectation  Meets expectation  Area for growth  Not Applicable

2. Is he/she a strong and knowledgeable teacher, able to present concepts and also facilitate discussion?  
 Exceeds expectation  Meets expectation  Area for growth  Not Applicable
  
3. Does he/she promote and inspire generosity/stewardship, and serve as a model?  
 Exceeds expectation  Meets expectation  Area for growth  Not Applicable

### **Pastoral Care**

1. Does the SAM discern and respond to the needs of people (homebound, hospitalized, other)?  
 Exceeds expectation  Meets expectation  Area for growth  Not Applicable
  
2. Does he/she respond quickly and appropriately to crisis or grief?  
 Exceeds expectation  Meets expectation  Area for growth  Not Applicable
  
3. Does he/she pray easily and confidently with others?  
 Exceeds expectation  Meets expectation  Area for growth  Not Applicable
  
4. Does he/she listen well?  
 Exceeds expectation  Meets expectation  Area for growth  Not Applicable
  
5. Is the SAM present with the people of this parish when it is needed and desired?  
 Exceeds expectation  Meets expectation  Area for growth  Not Applicable

### **Relationships**

1. Does the SAM demonstrate a genuine love of the people?  
 Exceeds expectation  Meets expectation  Area for growth  Not Applicable
  
2. Is he/she approachable/accessible?  
 Exceeds expectation  Meets expectation  Area for growth  Not Applicable
  
3. Does he/she interact with the broader community and other clergy?  
 Exceeds expectation  Meets expectation  Area for growth  Not Applicable
  
4. Does he/she have a relationship with the synod office/staff?  
 Exceeds expectation  Meets expectation  Area for growth  Not Applicable

What is your SAM's greatest gift in ministry?

What is your SAM's most obvious growing edge?