

2010

REPORT OF THE PASTORAL REVIEW COMMITTEE



***ENGAGING THE
MISSIONAL MANDATE***

*Go! INTO ALL THE WORLD ...
FORWARD TOGETHER*

**Church of God
73rd International General Assembly
July 27-30, 2010
Orlando, Florida**

Pastoral Review System Report to the International General Council

At the 72nd International General Council, the following motion was adopted:

3. PASTORAL PREFERENCE BALLOT

We recommend:

That page 168, S41. PASTOR, I. Appointment of Pastors, be referred to the Executive Council for study and research and be brought back to the 2010 General Council for consideration of an option for a pastoral review system.

The *Minutes of the International General Assembly* authorize the state/regional overseer to appoint pastors (Page 118, S42. Pastors, I. Appointment of Pastors, paragraph 1). The overseer is further instructed to make pastoral appointments after consultation with the district overseer and, after having given the local church an opportunity to express themselves regarding their desire for the pastor of their choice.

The *Minutes* also provide that the state/regional overseer may call for a pastoral expression from the membership (at least 16 years of age) when there is an apparent decline in the spiritual health and well-being of the local church.

It is our belief that these stipulations are adequate to empower State Administrative Bishops to implement a pastoral review system. A State Administrative Bishop may implement a pastoral review system at his discretion, in consultation with the pastor, or at the request of loyal, tithe-paying members.

The purpose of this review is to facilitate communication between a pastor, a congregation, and the state/regional overseer in regard to pastoral effectiveness. It is also designed to facilitate pastoral renewal, development and enrichment. It should be pointed out that this suggested process is to be utilized on an “as needed” basis. It is not recommended that every local church undergo a pastoral review every four (4) years or any other regularly scheduled time.

A common instrument is being developed by the International Executive Council and will be supplied to all State Administrative Bishops (*see attached example*) by the International Executive Committee. This instrument could be formatted so the forms could be scanned digitally to facilitate accurate scoring and the production of a final report.

The pastoral review form could be completed by the key leadership group of the church, as determined by the state/regional overseer. This could be with any one or a combination of the following:

- Church and Pastors Council members
- Elders
- Key ministry leaders in the local church
- Faithful tithe-paying members of the church

Following the pastoral review, the State Administrative Bishop could meet in consultation with the pastor to review the results of the pastoral review and to implement appropriate steps to address any concerns raised by the review.

A list of relevant resources for pastoral development will be provided to State Administrative Bishops by the International Executive Committee. These may be used as a part of a pastoral enrichment plan should one be deemed helpful in response to the results of the review process.

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Pastoral Review Survey

Circle the number that best applies to your pastor for each characteristic.

COMMITMENT	POOR	FAIR	EXCELLENT
1. Demonstrates a strong commitment to Christ	1	2	3
2. Is an example of high moral and ethical character	1	2	3
3. Committed to this local church	1	2	3
4. Committed to his family	1	2	3
5. Committed to denominational doctrine/polity	1	2	3
6. Committed to a life of prayer	1	2	3

PASTORAL CARE

1. Cares for and about people	1	2	3	4	5
2. Listens to ideas and/or problems	1	2	3	4	5
3. Available when needed	1	2	3	4	5
4. Has a basic understanding of people	1	2	3	4	5
5. Is an adequate counselor/advisor	1	2	3	4	5
6. Visits the sick and shut-ins	1	2	3	4	5

PREACHING/WORSHIP

1. Demonstrates knowledge of the Scripture	1	2	3	4	5
2. Shows evidence of study/preparation	1	2	3	4	5
3. Selects balanced choice of subjects	1	2	3	4	5

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4. Is relevant with sermon applications 1 2 3 4 5
 5. Models worship 1 2 3 4 5
 6. Displays acceptable public demeanor 1 2 3 4 5

EVANGELISM/OUTREACH

1. Welcomes new people 1 2 3 4 5
2. Models personal soul-winning 1 2 3 4 5
3. Promotes local church outreach 1 2 3 4 5
4. Gives opportunity to accept Christ 1 2 3 4 5
5. Preaches challenging messages for growth 1 2 3 4 5
6. Promotes the church in the community 1 2 3 4 5

ADMINISTRATION/LEADERSHIP

1. Planning skills evidenced in board/committee meetings 1 2 3 4 5
2. Shows skills in leading a discussion 1 2 3 4 5
3. Is open to new ideas 1 2 3 4 5
4. Challenges others to creative thinking 1 2 3 4 5
5. Has wisdom in handling/raising church finances 1 2 3 4 5
6. Maintains an optimistic/positive attitude of leadership 1 2 3 4 5

Example Only

