

Evaluation of the District Superintendent

District Advisory Board

_____ District Church of the Nazarene

Date: _____ No of years on DAB: _____

District Superintendent: _____

I am an elder (yes or no): _____ I am a layperson (yes or no): _____

Directions:

Please respond to the items in each section by circling a number from 1-5. 1 is the lowest/weakest rating, with 5 being the highest/strongest.

A. SPIRITUAL HEALTH

- | | | |
|----|--|-----------|
| 1. | Exhibits strong commitment to Christ and the Bible | 1 2 3 4 5 |
| 2. | Demonstrates desire to reach people for Christ | 1 2 3 4 5 |
| 3. | Attitudes and actions are consistent with Christlikeness | 1 2 3 4 5 |
| 4. | Speaks/prays with sincerity and passions | 1 2 3 4 5 |
| 5. | I admire my D.S.s Christian example | 1 2 3 4 5 |
| 6. | My D.S. gives wise spiritual counsel | 1 2 3 4 |

Additional positive comments in the area of spiritual health:

Please number and elaborate on any item where you circles the number 3 or less.

B. RELATIONSHIPS OF THE D.S. WITH: --

--FAMILY

- 7. His marriage relationship appears healthy 1 2 3 4 5
- 8. The D.S.'s children seem to respect him. 1 2 3 4 5
- 9. He seems to value spending time with spouse 1 2 3 4 5

PASTORS

- 10. The D.S. is appropriately accessible to pastors 1 2 3 4 5
- 11. The D.S. seems respected by the district pastors 1 2 3 4 5

Other significant observations:

-- CHURCHES

- 12. D.S. is available to churches when needed 1 2 3 4 5
- 13. D.S. helps churches sense their significance 1 2 3 4 5
- 14. D.S. seems capable of consulting churches toward growth 1 2 3 4 5
- 15. D.S. is willing to engage in church conflict situations 1 2 3 4 5
- 16. D.S. challenges churches about their shortcomings/opportunities 1 2 3 4 5

Other significant observations:

--DISTRICT ADVISORY BOARD

- 17. Conveys a sense of value upon the board 1 2 3 4 5
- 18. Adequately informs the board of district issues 1 2 3 4 5
- 19. Welcomes input from board members 1 2 3 4 5
- 20. Evidences preparation for board meetings 1 2 3 4 5
- 21. Exercises good leadership in board meetings 1 2 3 4 5
- 22. Has a “game plan” for the district 1 2 3 4 5
- 23. Demonstrates understanding of current cultural trends affecting pastors and churches 1 2 3 4 5

-- THE CHURCH OF THE NAZARENE (GENERAL CHURCH)

- 24. Seems to appreciate the Nazarene Church 1 2 3 4 5
- 25. Talks/acts favorably toward the Nazarene Church 1 2 3 4 5
- 26. Seems to encourage the vision/direction of the Nazarene Church 1 2 3 4 5

--RELATIONSHIPS IN GENERAL

- 27. D.S. does well at confidentiality 1 2 3 4 5
- 28. D.S. is appropriate in relations with males and females 1 2 3 4 5
- 29. D.S. is good at making and maintaining healthy relationships 1 2 3 4 5
- 30. D.S. seems to really like people 1 2 3 4 5

C. LEADERSHIP

- 31. Decisiveness 1 2 3 4 5
- 32. Integrity 1 2 3 4 5
- 33. Visionary 1 2 3 4 5
- 34. Speaking ability (preaching/teaching) 1 2 3 4 5

- | | |
|---|-----------|
| 35. Administrative ability (organized, good follow-through, detailed) | 1 2 3 4 5 |
| 36. Overall relational skills | 1 2 3 4 5 |
| 37. Strength of support for denominational issues and orders | 1 2 3 4 5 |
| 38. Culturally aware | 1 2 3 4 5 |
| 39. Counseling ability | 1 2 3 4 5 |
| 40. Keeps confidences | 1 2 3 4 5 |
| 41. Participatory and democratic leadership style | 1 2 3 4 5 |
| 42. Innovative/creative | 1 2 3 4 5 |
| 43. Able to inspire and motivate | 1 2 3 4 5 |
| 44. Can mobilize the troops | 1 2 3 4 5 |
| 45. Demonstrates spiritual leadership | 1 2 3 4 5 |
| 46. Promotes dialogue to resolve issues | 1 2 3 4 5 |
| 47. Flexible in decision making | 1 2 3 4 5 |
| 48. Overall leadership effectiveness | 1 2 3 4 5 |

Overall impressions of your district superintendent's leadership effectiveness:

COMPOSITE RATING:

On the basis of the preceding sections, please indicate one overall rating. Comment below if you wish.

My performance and personal qualifications rating of our district superintendent is (circle one number):

1 2 3 4 5

SUMMARY

Words that describe the D.S.s STRENGTHS:

Words that describe the D.S.s GROWTH NEEDS:

Please make sure all questions are answered. Thank you! Give your evaluation to the District Advisory Board Secretary who will share results with the D.S. The General Superintendent in jurisdiction will receive a copy of this evaluation.