

# The Performance Excellence Profile

The section below illustrates how to complete the Performance Excellence Profile.

## EXAMPLE of Rating a Core Leadership Skill



*The foundational quality, allowing the character of Christ to be formed in us and modeled through personal integrity that aligns with biblical ideals. Character includes the calling and passion for God and the honesty, humility, and resilience to live a life dedicated to these ideals.*

### Demonstrates Character and Spirituality:

- Represents the qualities of a Christian leader in such areas of integrity and humility and an unimpeachable personal life
- Models caring for his or her family, taking care of them both spiritually and emotionally
- Exhibits loyalty to the theology, mission and values of the Seventh-day Adventist Church
- Respects boundaries including preserving confidentiality
- Reflects a personal relationship with Jesus Christ by engaging in Spirit-led Bible study and in an effective prayer life
- Models the physical and emotional health through life of balance, self-care and wholeness

When you think of the person being rated and when you read the descriptors above, what overall rating would you give the person based upon what you presently know?

Area for Growth		Performs Well		Signature Strength	Rating
1	2	3	4	5	4

**EXPLAIN** your rating. What are the pastor's greatest strengths? In what areas does the pastor need to focus most on growth and improvement?

*Pastor Doe is a pleasant leader who works well with our congregation. He is very loyal to the principles of the Church and to the organization. He is sincere in wanting our church to grow in God.*

*He can grow in certain areas. He tends to give in to strong personalities in the church which makes some feel that he is partial toward certain people. He also needs to take greater initiative rather than allowing others to take over the direction of the church's ministry.*

# The Performance Excellence Profile— Core Leadership Skills

## Core Leadership Skills—Character



The foundational quality, allowing the character of Christ to be formed in us and modeled through personal integrity that aligns with biblical ideals. Character includes the calling and passion for God and the honesty, humility, and resilience to live a life dedicated to these ideals.

### Demonstrates Character and Spirituality:

- Represents the qualities of a Christian leader in such areas of integrity and humility and an unimpeachable personal life
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# The Performance Excellence Profile: Core Leadership Skills *(Continued)*

## Core Leadership Skills—Evangelism



The passion for making disciples, helping people accept, internalize, and share in a vibrant relationship with Jesus Christ the Seventh-day Adventist message.

### Evangelizes and Connects with the Community:

- Promotes community outreach and connects with community leaders and organizations
- Inspires every-member evangelism, life-style witnessing and the desire to serve others in the community
- Creates and supports evangelistic experiences that result in decisions to follow Jesus and join the church
- Leads out in, and trains others, to conduct personal Bible studies and small group discipleship
- Advocates for the marginalized and connects with people from all walks of life
- Champions Church planting

When you think of the person being rated and when you read the descriptors above, what overall rating would you give the person based upon what you presently know?

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EXPLAIN your rating. What are the pastor's greatest strengths? In what areas does the pastor need to focus most on growth and improvement?

# The Performance Excellence Profile: Core Leadership Skills *(Continued)*

## Core Leadership Skills—Leadership



The vision and inspirational ability to build a Church vision and team and to motivate members to learn, grow, serve, and use their best gifts in a journey toward spiritual maturity.

### **Aligns the Church with its Mission:**

- Administers the business of the church in cooperation with lay leadership and promotes planning and the achievement of agreed upon goals
- Communicates and upholds clearly the purpose, goals and plans of the church using sensitivity and vision
- Represents the interests of the World Church at its various organizational levels
- Actively supports conference and the corporate church programs and initiatives and plans special events that align with the church's mission
- Participates as an effective team member and representative of the various aspects of the church's organizational structure
- Plans and prepares for community emergencies
- Champions Adventist Education

### **Develops the Church Team:**

- Encourages and supports the growth of individuals in their becoming mature and knowledgeable followers of Jesus
- Assesses and nurtures local church leadership and identifies and mentors members who have potential for strong spiritual leadership
- Develops church as a learning community
- Promotes discipleship and spiritual maturity, motivating all members to use their best gifts
- Develops volunteer teams and addresses team dynamics
- Instills a climate of trust and affirmation, giving frequent praise to members for their contributions

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EXPLAIN your rating. What are the pastor's greatest strengths? In what areas does the pastor need to focus most on growth and improvement?

# The Performance Excellence Profile: Core Leadership Skills *(Continued)*

## Core Leadership Skills—Worship



The ability to facilitate an enriching corporate worship experience that brings people into the presence of God through passionate biblical preaching and inclusion.

### Inspires Worship:

- Leads the church into meaningful personal and corporate worship
- Consistently prepares and delivers Bible-based and Christ-centered sermons that are relevant, engaging and that inspire spiritual growth
- Creates attractive church entry points (phone, web, Church entrance, etc.) and welcomes visitors and new members
- Leads and promotes small group ministries
- Demonstrates sensitivity to the needs of a diverse audience

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**EXPLAIN** your rating. What are the pastor's greatest strengths? In what areas does the pastor need to focus most on growth and improvement?

# The Performance Excellence Profile: Core Leadership Skills *(Continued)*

## Core Leadership Skills—Management



The art of disciplined execution in a timely and well-organized way to ensure the long-term health of the Church.

### Manages Self:

- Takes initiative and requires little or no direction in getting things done
- Manages energy and time by setting personal limits and engaging other members to participate
- Respects the time of others by attending and running efficient meetings
- Keeps commitments and pays attention to detail
- Leads by example in regard to strong work habits, time management and Church attendance

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## The Performance Excellence Profile: Core Leadership Skills *(Continued)*

### Core Leadership Skills—Scholarship



The dedication to diligently and carefully studying the Bible and professional resources for continuous personal growth in Christ.

#### Learns Continuously:

- Models a personal journey of self-awareness and dealing with personal history and emotions
- Learns fast and incorporates member feedback and new approaches and best practices into the ministry
- Reads a wide range of books, articles, and inspired writings as a continuous journey of learning
- Seeks opportunities for personal growth and leadership development
- Models learning for others by making significant contributions including writing, leading workshops and lectures
- Fulfills continuing education requirements and pursues academic and biblical studies
- Integrates comprehensive doctrinal knowledge into ministry

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EXPLAIN your rating. What are the pastor's greatest strengths? In what areas does the pastor need to focus most on growth and improvement?

## The Performance Excellence Profile: Core Leadership Skills *(Continued)*

### Core Leadership Skills—Relationship



Relating well to others regardless of faith, age, ethnicity, personality, or gender and welcoming, loving, and showing compassion for others.

#### Cares and Connects:

- Communicates love and compassion for people in the congregation
- Listens empathetically and reflectively
- Adapts communication skills to meet the needs of people from different cultures and generations including appropriate use of social media
- Practices the essence of pastoral care through intentional visitation and personal interaction
- Understands family dynamics and supports families with pastoral counseling
- Recognizes when congregation members need physical or mental health care
- Actively participates in church functions and social events that connect the church with the community

When you think of the person being rated and when you read the descriptors above, what overall rating would you give the person based upon what you presently know?

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EXPLAIN your rating. What are the pastor's greatest strengths? In what areas does the pastor need to focus most on growth and improvement?