

To the congregation of Christ Lutheran Church,

The Mutual Ministry Committee has developed the attached questionnaire in an effort to help us identify areas of strength, as well as identify areas requiring further development, in our ministry here at Christ Lutheran Church, and more specifically in relation to Pastor Peter Naschke and his service to our congregation.

This evaluation is not meant to be a referendum on Pastor Naschke's position at Christ Lutheran, nor is it meant as a performance evaluation to determine salary level. Mutual Ministry intends to tabulate the results of this survey and report back to the congregation, based on their responses, what appears to be working well, could work better, or, needs improvement. In essence, we will utilize the results of this survey as a "road map" as we move forward into what we consider to be a very bright future for our congregation.

Please submit only one evaluation per person. Collection points to return the survey will be set up in the Narthex of the church and inside the rear entrance, and there will also be copies of the survey available to fill out if needed. The survey will also be made available for download on the church website (clc4u.com), under the link for Mutual Ministry. The deadline for submission is September 15, 2010. If you have questions or concerns regarding the completion of this evaluation, you may contact any one of the following committee members:

John Carbaugh 201-746-0416 (carbaughkj @ optonline.net)

Christopher Moss 201-476-1194 (chris.g.moss @ gmail.com)

Mary Zeigler 201-967-9745 (mpoppins47 @ yahoo.com)

Dan Sladovich 201-664-0147

We hope you will prayerfully consider completing this evaluation and returning it to Christ Lutheran Church at your earliest opportunity. If you wish, you may also mail it directly to the church at 32 Pascack Road, Woodcliff Lake, NJ 07677, Attn: Mutual Ministry.

Yours in Christ,

John Carbaugh, Chairman

**To our Christ Lutheran Church Congregation:**

**Mutual Ministry has developed this questionnaire in an effort to get your feedback regarding various areas of ministry at CLC, and to get your feedback regarding how you see the performance of our pastor in relation to each area. You are welcome to identify yourself, but if you wish to remain anonymous, we still encourage your responses.**

- Following the example below, if you are age 35 and have been a member for 5 years, check the boxes as shown.
- Please circle male -M or female - F; please indicate # of children, if applicable.
- In the priority box prioritize the area in regard to its importance to you.
- In the Skill box, rate how you interpret the level of skill the *Pastor* has demonstrated in regard to this Ministry Area.
- Each area allows for your comments in regards to that area. Please be specific in your comments, or leave blank if unsure.
- Final note or comment - this is an opportunity for you to address an area of particular importance or concern to you or your family.

*(Sample)*

First & Last Name (optional): John Smith Sex: F  M  # of Children 2

Age Range: Member of CLC:

- Under 25  0 to 5 years  X
- 25 to 40  X 5 to 10 years
- 40 to 55  10 to 20 years
- over 55  Over 20 years

**Directions:**

**Priority:** How important is this area to You?

**Skill:** How is the pastor doing in this area?

**Comments:** What is the pastor doing well?

What can he improve on?

My Priority 1 = low / 5 = high	Pastor's Skill 1 = low / 5 = high	Ministry Area	Description of Area	Comments on Personal Growth of Pastor
5	4	Worship Leadership	Plan and conduct worship services	I enjoyed the Holy Week services Pastor conducted this year were - they were a very spiritual experience.

Priority 1 = low / 5 = high	Skill 1 = low / 5 = high	Ministry Area	Description of Area	Comments
		Counseling	Assist persons facing problems or difficult decisions	
		Participant in the Larger Church	Provide leadership to programs of the church, i.e. Synod, ELCA	
		Financial Management	Work with accounts, figures and budgets; financial planning	
		Inter-personal Climate	Exhibit and inspire a spirit of community within the church	
		Recruit and Equip	Enlist, equip and motivate leaders to carry out the work of the church	
		Interpreter of Theology	Communicating a comprehensive understanding of the Bible and Christian Theology from a Lutheran perspective	
		Innovator	Envision and implement new approaches, activities and projects	
		Utilizing Conflict in a Positive Way	Analyze and utilize conflicts to achieve positive goals to strengthen community life	
		Planning	Map out objectives, design programs and plan short and long-term strategy	
		Sharing Leadership	Work mutually with volunteers and leaders of the church and staff	
		Family Life / Self Care	Cultivates a healthy home and family life - maintains health and appearance	
		Spiritual Discipline	Maintain a disciplined life of prayer and personal devotion	
		Teaching	Creatively relate to youth to teach the faith and inspire commitment	
		Transformational / Redevelopment	Lead congregation in a positive way, encouraging growth in membership and spiritual development	
		Musical and Artistic	Enjoy and use music and the arts to invite and enhance worship	

**Special comments or notes:**

First & Last Name (optional): \_\_\_\_\_

Sex: F M # of Children \_\_\_\_\_

Age Range: \_\_\_\_\_ Member of CLC: \_\_\_\_\_

Under 25 \_\_\_\_\_ 0 to 5 years \_\_\_\_\_

25 to 40 \_\_\_\_\_ 5 to 10 years \_\_\_\_\_

40 to 55 \_\_\_\_\_ 10 to 20 years \_\_\_\_\_

over 55 \_\_\_\_\_ Over 20 years \_\_\_\_\_

**Directors:**

**Priority:** How important is this area to You?

**Skill:** How is the pastor doing in this area?

**Comments:** What is the pastor doing well?

What can he improve on?

My Priority 1 = low / 5 = high	Pastor's Skill 1 = low / 5 = high	Ministry Area	Description of Area	Comments on Personal Growth of Pastor
		Worship Leadership	Plan and conduct worship services	
		Social Ministry	Promotes social awareness and encourages action	
		Children's Ministry	Teach and relate to preschool and elementary age children	
		Ministry to Youth and Young Adults	Teach, work and relate well with high school and college age	
		Teaching Adults	Teach and lead adults in faith development	
		Administration	Oversee the affairs of the church and work of staff	
		Community Work	Represent the church and motivate persons to cooperate in community activities	
		Ecumenical Work	Stimulate cooperation in local inter-faith church programs	
		Stewardship	Inspire and motivate persons to donate in time, talent and giving	
		Evangelism	Reach out with the Good News of Jesus the Christ / gospel	
		Visitation	Support and nurture congregation outside the church	
		Preaching	Proclaim law and gospel as it applies to the lives of people	
		Ministering in Crisis	Supports and counsels those in the midst of crisis	