

Pastoral Review

FAQs

What is a pastor review?

A pastor review is a process of gathering information to help us determine how a pastor is doing in leading their church, staff and board. A GLR representative connects with the pastor for board information and receives feedback through a survey from the pastor and from the local LBA on a series of topics related to the pastor's performance and leadership and also evaluates their own board performance as well. This information serves as the starting point for the GLR rep to have in person discussions with the pastor and the board.

How often does a Pastor Review happen?

A pastoral review is done every four years.

Who conducts a pastor review?

The GLR has trained up a team of leaders who serve by performing pastoral reviews. Pairings may be made based on location, experience, etc.

Who initiates the process?

The GLR keeps records of the pastors who are eligible for review each year. A GLR rep will reach out to the church in mid-winter to initiate the process.

The GLR rep will also coordinate dates for the in-person meetings and communicate about next steps.

I am a pastor who is still serving under appointment by the RBA. Will I still have a review?

A pastor who is serving under RBA appointment would still have a review. While under RBA appointment, the RBA determines the call, and no vote by the LBA or congregation is needed.

As a lead pastor being reviewed, what should I expect when the reviewer comes to visit?

The GLR rep will set up a time when they can meet in person with the pastor and the Board. A scenario might be; meet the pastor for dinner on Thursday evening at 5 and join the pastor and Board for a meeting that evening at 6:30.

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What will happen at the LBA meeting where the GLR rep is present?

The pastor opens the meeting, introduces the GLR rep to the Board, and then excuses him/herself from the room. The GLR rep then leads the LBA in discussion about the results of the gathered reports and survey. In an established church, the LBA would vote to reaffirm the pastor's extended call. The pastor is then invited back in where the results of the review will be shared with the pastor. This meeting usually takes between one and one and a half hours.

When will the pastor being reviewed be informed of the survey results?

It is our desire to be transparent with the pastor about how the LBA feels he/she is doing. We don't want anyone to be surprised during the meeting. During the one-on-one time between the GLR rep and the pastor prior to the Board meeting, the GLR rep will share the wins and any concerns that were brought out by the survey. It is the role of the GLR rep to come alongside the pastor and board to navigate those findings.

When the GLR rep attends an LBA meeting, will there be time for regular business?

Typically, this is a special meeting called solely for the purpose of the review. No other business should be planned.

What church staff are allowed to attend the Board meeting; Campus Pastor, Executive Pastor, etc...?

If there are any staff in the board meeting, they should be dismissed for this review.

Questions? Contact Our Team!

If you have a question about pastoral reviews, you are welcome to reach out to

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