

PASTORAL REVIEWS 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 contacts the church for financial and statistical information, and receives feedback through a survey 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 connect with the pastor or church office to gain access to the necessary reports and directly to the members of the LBA with the survey. 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.

What is the purpose of asking for a pastor's compensation package? Who will see that information?

It is the desire of the GLR to make sure that every pastor is being compensated fairly. We run reports for the specific area that the pastor is located to make sure that the compensation being given is considered competitive for that area. Only the financial staff of the GLR and the GLR rep will be able to view that information. We are intentional to honor the confidentiality of that information!

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. If needed, the GLR rep will also be available to help oversee a necessary congregational meeting that would follow to affirm the LBA's recommended pastoral call. 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. The GLR rep may attend Sunday services and help oversee the business meeting that would take place directly after the service.

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. It is during this meeting that the LBA discerns and votes to determine the call that they will recommend to the congregation. 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.

How does a review impact the type of call a pastor is under?

After reviewing the gathered information and having conversations with the pastor and the board, the GLR Rep will then offer feedback that will help the board discern whether they sense the Holy Spirit is leading them to recommend to the congregation to vote for a four year or extended call. If a pastor is currently under an extended call, no congregational vote is needed.

When does the congregation vote on the Board's recommended call?

A congregational business meeting should take place as close to the date of the review as possible. An announcement needs to be made for no less than two weeks prior to the meeting. This vote should not wait until the annual business meeting.

There are members who will be out of town during voting weekend. How can they vote?

We encourage churches to stream the meeting online and inviting people to vote through text.

Our church typically allows for people to vote on one of two Sundays. Are there specific dates that the GLR prefers the votes to be taken?

The dates for the votes to be taken will be coordinated with the GLR rep at the time of the review.

Contact Our Team!

If you have a question about pastoral reviews, you are welcome to reach out to GLR Pastoral Review Coordinator, **Cindy Andrews** at candrews@thegl.org.