



Evaluation Survey of Parochial Vicar for Pastors

Thank you for taking the time to complete this survey. Please keep in mind the following points as you answer:

- Your honest feedback is critical to the success of the process.
- **Ratings:** Each person has relative strengths and areas for growth. For each criterion indicate the appropriate rating.
 - **Outstanding:** the priest demonstrates exceptionally high competence and effectiveness in this area.
 - **Satisfactory:** the priest demonstrates competence and effectiveness in the area.
 - **Unsatisfactory:** the priest demonstrates minimal competence and effectiveness in the area.
 - **Insufficient Information:** mark if you do not have sufficient information to determine a rating.
- **Comments:** Provide written comments that are constructive and specific. Offer examples that support your ratings. Focus on behaviors or suggest concrete improvements. Please be respectful in wording your comments.

1. How long have you known the Parochial Vicar? _____

2. How long have you been in leadership of this parish? _____

3. How frequently do you encounter Father?

Less than once a month

About once a week

Daily

About once a month

Several times a week

PV Name: _____ Pastor Name: _____

Date: _____

Signature: _____

Complete and Return to:

Rev. Todd Molinari
Office of Vicar of Clergy
2838 E. Burnside St.
Portland, OR 97214
clergy@archdpdx.org

Survey

Pastoral

1. Preaches homilies that are rooted in Scripture and faithful to Church teaching in doctrine and morals.

- | | |
|---|---|
| <input type="checkbox"/> Outstanding | <input type="checkbox"/> Satisfactory |
| <input type="checkbox"/> Unsatisfactory | <input type="checkbox"/> Insufficient information |

2. Offers helpful pastoral counseling or spiritual direction.

- | | |
|---|---|
| <input type="checkbox"/> Outstanding | <input type="checkbox"/> Satisfactory |
| <input type="checkbox"/> Unsatisfactory | <input type="checkbox"/> Insufficient information |

3. Is well prepared when preaching homilies.

- | | |
|---|---|
| <input type="checkbox"/> Outstanding | <input type="checkbox"/> Satisfactory |
| <input type="checkbox"/> Unsatisfactory | <input type="checkbox"/> Insufficient information |

4. Supports the parish or regional Catholic school(s).

- | | |
|---|---|
| <input type="checkbox"/> Outstanding | <input type="checkbox"/> Satisfactory |
| <input type="checkbox"/> Unsatisfactory | <input type="checkbox"/> Insufficient information |

5. Invites a collaboration of Parish groups and respects their input.

- | | |
|---|---|
| <input type="checkbox"/> Outstanding | <input type="checkbox"/> Satisfactory |
| <input type="checkbox"/> Unsatisfactory | <input type="checkbox"/> Insufficient information |

6. Is involved in ecumenical and interfaith projects.

- | | |
|---|---|
| <input type="checkbox"/> Outstanding | <input type="checkbox"/> Satisfactory |
| <input type="checkbox"/> Unsatisfactory | <input type="checkbox"/> Insufficient information |

7. Is active in parish school and Religious Education Program.

- | | |
|---|---|
| <input type="checkbox"/> Outstanding | <input type="checkbox"/> Satisfactory |
| <input type="checkbox"/> Unsatisfactory | <input type="checkbox"/> Insufficient information |

8. Is responsive to the pastoral needs of the sick, the dying, or those who are in crisis or are grieving.

- | | |
|---|---|
| <input type="checkbox"/> Outstanding | <input type="checkbox"/> Satisfactory |
| <input type="checkbox"/> Unsatisfactory | <input type="checkbox"/> Insufficient information |

Human

1. Demonstrates appropriate social and relational skills and a sense of maturity.

- | | |
|---|---|
| <input type="checkbox"/> Outstanding | <input type="checkbox"/> Satisfactory |
| <input type="checkbox"/> Unsatisfactory | <input type="checkbox"/> Insufficient information |

2. Keeps appropriate boundaries of confidentiality with staff and parishioners.
- | | |
|---|---|
| <input type="checkbox"/> Outstanding | <input type="checkbox"/> Satisfactory |
| <input type="checkbox"/> Unsatisfactory | <input type="checkbox"/> Insufficient information |
3. Acknowledges and respects the role of women in the Church.
- | | |
|---|---|
| <input type="checkbox"/> Outstanding | <input type="checkbox"/> Satisfactory |
| <input type="checkbox"/> Unsatisfactory | <input type="checkbox"/> Insufficient information |
4. Handles opposition, conflict, and dissent with understanding, honesty, and a spirit of reconciliation.
- | | |
|---|---|
| <input type="checkbox"/> Outstanding | <input type="checkbox"/> Satisfactory |
| <input type="checkbox"/> Unsatisfactory | <input type="checkbox"/> Insufficient information |
5. Uses understandable language and speaks clearly and loudly enough to be heard.
- | | |
|---|---|
| <input type="checkbox"/> Outstanding | <input type="checkbox"/> Satisfactory |
| <input type="checkbox"/> Unsatisfactory | <input type="checkbox"/> Insufficient information |
6. Respects and responds to the needs of people of different racial, cultural and ethnic backgrounds.
- | | |
|---|---|
| <input type="checkbox"/> Outstanding | <input type="checkbox"/> Satisfactory |
| <input type="checkbox"/> Unsatisfactory | <input type="checkbox"/> Insufficient information |
7. Listens and responds to people in a skillful and sensitive manner.
- | | |
|---|---|
| <input type="checkbox"/> Outstanding | <input type="checkbox"/> Satisfactory |
| <input type="checkbox"/> Unsatisfactory | <input type="checkbox"/> Insufficient information |
8. Is reasonably available to us: responds to phone calls, e-mails, makes and keeps appointments, attends parish functions.
- | | |
|---|---|
| <input type="checkbox"/> Outstanding | <input type="checkbox"/> Satisfactory |
| <input type="checkbox"/> Unsatisfactory | <input type="checkbox"/> Insufficient information |
9. Provides ministry for persons with special needs (e.g., the aged, persons with disabilities).
- | | |
|---|---|
| <input type="checkbox"/> Outstanding | <input type="checkbox"/> Satisfactory |
| <input type="checkbox"/> Unsatisfactory | <input type="checkbox"/> Insufficient information |
| <input type="checkbox"/> N/A | |
10. Is dependable and prompt for scheduled appointments, meetings, liturgies, etc.
- | | |
|---|---|
| <input type="checkbox"/> Outstanding | <input type="checkbox"/> Satisfactory |
| <input type="checkbox"/> Unsatisfactory | <input type="checkbox"/> Insufficient information |

Spiritual

1. Has a prayerful, reverent and engaging style of celebrating Mass.

- | | |
|---|---|
| <input type="checkbox"/> Outstanding | <input type="checkbox"/> Satisfactory |
| <input type="checkbox"/> Unsatisfactory | <input type="checkbox"/> Insufficient information |

2. Nurtures his spiritual life.

- | | |
|---|---|
| <input type="checkbox"/> Outstanding | <input type="checkbox"/> Satisfactory |
| <input type="checkbox"/> Unsatisfactory | <input type="checkbox"/> Insufficient information |

3. Presides at sacramental celebrations such as Baptisms, Marriages, and First Communion with reverence and sensitivity for the occasion.

- | | |
|---|---|
| <input type="checkbox"/> Outstanding | <input type="checkbox"/> Satisfactory |
| <input type="checkbox"/> Unsatisfactory | <input type="checkbox"/> Insufficient information |

4. Fosters quality sacramental preparation for children, teens, and adults preparing for Baptism, Eucharist, Confirmation, Marriage, and Reconciliation.

- | | |
|---|---|
| <input type="checkbox"/> Outstanding | <input type="checkbox"/> Satisfactory |
| <input type="checkbox"/> Unsatisfactory | <input type="checkbox"/> Insufficient information |

Intellectual

1. Invites us to reflect on the Church's teachings on social justice and on other socially significant and challenging issues.

- | | |
|---|---|
| <input type="checkbox"/> Outstanding | <input type="checkbox"/> Satisfactory |
| <input type="checkbox"/> Unsatisfactory | <input type="checkbox"/> Insufficient information |

2. Ensures fidelity to Church teachings, in doctrine and morals in the religious education opportunities for adults, youth, and children.

- | | |
|---|---|
| <input type="checkbox"/> Outstanding | <input type="checkbox"/> Satisfactory |
| <input type="checkbox"/> Unsatisfactory | <input type="checkbox"/> Insufficient information |

3. Relates the Scriptures and Church teaching to everyday life.

- | | |
|---|---|
| <input type="checkbox"/> Outstanding | <input type="checkbox"/> Satisfactory |
| <input type="checkbox"/> Unsatisfactory | <input type="checkbox"/> Insufficient information |

4. Writes clearly and concisely.

- | | |
|---|---|
| <input type="checkbox"/> Outstanding | <input type="checkbox"/> Satisfactory |
| <input type="checkbox"/> Unsatisfactory | <input type="checkbox"/> Insufficient information |

Overall

Is this priest prepared to be a Pastor/Administrator?

- | | |
|------------------------------|-----------------------------|
| <input type="checkbox"/> Yes | <input type="checkbox"/> No |
|------------------------------|-----------------------------|

Additional Comments: