

Report on the Evaluation of Pastor Scott Holman, Fall 2018

Process

The Church Council of Butler Church, as directed by the Bylaws, has completed an evaluation of the Lead Pastor, Scott Holman during the months of September through November, 2018. The evaluation consisted of the following elements:

- Review of the Lead Pastor job description and modification of that job description for better organization and greater clarity.
- Personal interviews conducted by Council members and other appointees with all Pastors and Staff of Butler Church.
- A long evaluation form was completed by 15 members: Pastors, Staff, Council, and congregational leaders.
- A short evaluation form was placed in the bulletin of each congregation, soliciting feedback from any attenders who wished to participate. 60 forms were received by the Council.
- All the data was reviewed by members of the Council and the result was shared with Pastor Holman.

Affirmations

The Council delights to report that Pastor Scott was very strongly affirmed in his role as Lead Pastor. Some of the affirmations are listed here:

- Pastor Scott advances the mission of Butler as a multi-ethnic, multi-congregational body while respecting and honoring the different cultures. Pastor Scott encourages cross-cultural communication, as well as promoting outreach into all segments of the community.
- Through his leadership, Pastor Scott cultivates spiritual and theological unity between all congregations. The congregations and their leaders function together in harmony and with good feeling.
- Pastor Scott works diligently at supervising the care of the facilities and equipment of an aging physical structure. Improvements to the physical plant currently in process are signs of that commitment.
- As Lead Pastor, Scott oversees the ministries that all congregations share together, including youth and children's ministries, outreach ministries such as the food distribution, as well as organizing and leading the combined services and encouraging the continuing relationship with Fresno Pacific University.

Suggestions

There were suggestions about ways in which the Lead Pastor role might be improved or how Scott's effectiveness in the role might be increased. It was noted that the job description is extraordinarily broad for a half-time position and that Scott does extremely well in trying to balance the variable parts of that role. It was also noted that:

- More effort needs to be placed on creating, training and sustaining leadership teams for such ministries as combined activities, supervision of facilities, and outreach ministries. While recruiting and training others is often difficult, the Lead Pastor cannot hold these responsibilities by himself. Delegating is a challenge for any leader, and the Council recognizes its role in this as well.
- Ministry teams and staff will benefit from annual and short-term written goals which will routinely be followed by evaluation.
- There is a need for increased leadership in helping people who come to Butler to understand the meaning of commitment to an MB body of believers, which involves mutual accountability, use of spiritual gifts and talents, and financial commitment.

General Comments

A few questions were raised in the course of this evaluation which need to be addressed by Pastor Scott and the Council in the months ahead:

- How do we describe the mission of Butler in a way that can be recognized and repeated by all attenders?
- Is the “Butler Model” working as it was intended? What adjustments need to be made in the model?
- What is the relationship between the Lead Pastor, the Church Council and the Pastors of the other congregations?
- Is Pastor Scott able to spend significant amounts of his time in areas of ministry for which he is most gifted and which give him the most satisfaction? What can be done to enhance this?

Conclusion

This summary gives a few of the more important issues covered in the evaluation process. Anyone wishing more detail is invited to talk with any Council member.

The Council heartily affirms Pastor Scott in his role as Lead Pastor and invites him to continue to serve in that capacity at Butler Church.

The Church Council
Christina Lumeya, Chair