



Central Oregon Police Chaplaincy

“Serving the Hearts & Minds of Central Oregon’s First Responders”

PO Box 1898 * Redmond, OR 97756
325 NE Kearney * Bend, OR 97701

Chaplain Annual Review

Chaplain:

Start Date:

Reviewer:

Review Date:

Performance Levels:	9-10	Consistently performs at highest level possible		
	7-8	Generally exceeds requirements		
	5-6	Meets requirements		
	3-4	Improvement needed		
	1-2	Unacceptable performance		
			Rating by:	
				Self
				COPC
Communications:	able to communicate honestly in both group and one-on-one situations; regularly communicates with Executive Chaplain			
Community Relations:	maintains a good presence in the community; maintains a good presence with agencies and First Responders			
Cooperation:	gets along well with others; willing to help others when asked; stimulates teamwork and positive attitude			
Dependability:	trustworthy and reliable; follows through with obligations; steadfast and consistent in commitment			
Flexibility:	willingness to adapt and to accept suggestions; able to handle multiple priorities; welcomes and accepts change			
Initiative:	resourceful in new situations; approaches chaplaincy with a “can do” attitude			
Integrity:	honest in communications with others; does not contribute to gossip; accepts responsibility for actions			
Interpersonal Relationships:	exhibits caring attitude towards others; gives credit to others when due; positively works through challenges			
Leadership:	coaches other chaplains as needed; able to gain trust and respect from others; assists when needed; takes charge when appropriate			
Professionalism:	demonstrates commitment to own personal and professional growth; conducts self in an honest and ethical manner			
Reports:	submits reports in a timely manner; well written, accurate and grammatically correct			
Responsibility:	takes ownership in actions; is accountable for results; is able to identify and take corrective action without prompting			

Self-Care: takes good care of self; has developed a resistance, resilience, and recovery plan; has implemented the plan; regularly evaluates the plan		
Support: supports COPC's mission, vision and values; shares these with others; helpful with COPC events and fundraising		
Teamwork: supportive member of the team; cooperative when working with others; seeks the input of others		
Training: participates in regular COPC training; participates in other training offered through ICPC, ICISF, and other pertinent training		
Provide a summary of the major accomplishments achieved over this past year and the key challenges faced during that time:		
Describe recommendations for improvement and what actions will be taken that will enhance the performance of the chaplain including specific skills needing improvement and how additional training and education will be achieved:		
Additional Comments:		

Chaplain's Signature: _____ Date: _____
By my signature, I acknowledge that this performance review has been discussed between the reviewer and me.

Reviewer's Signature: _____ Date: _____

This review was shared with the Executive Chaplain _____ Date: _____

This review was shared with the COPC Board of Directors _____ Date: _____