

Central Oregon Public Safety 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: |
|-----------|-------------|
| Onapiani. | Otali Date. |

Reviewer: Review Date:

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|---|------------|---------------------------------------|--------|-------|
| Performance Levels: | 9-10 | Consistently performs at highest leve | el pos | sible |
| | 7-8 | Generally exceeds requirements | | |
| | 5-6 | Meets requirements | | |
| | 3-4 | Improvement needed | | |
| | 1-2 | Unacceptable performance | | |
| | | Rating by: | Self | COPC |
| Communications: able to cor | nmunicat | te honestly in both group and one- | | |
| on-one situations; regularly communicates with Executive Chaplain | | | | |
| Community Relations: maint | ains a go | od presence in the community; | | |
| maintains a good presence wi | th agenci | es and First Responders | | |
| Cooperation: gets along well | with othe | rs; willing to help others when | | |
| asked; stimulates teamwork a | nd positiv | ve attitude | | |
| Dependability: trustworthy an | d reliable | e; follows through with obligations; | | |
| steadfast and consistent in co | mmitmen | t | | |
| Flexibility: willingness to adap | ot and to | accept suggestions; able to handle | | |
| multiple priorities; welcomes a | nd accep | ots change | | |
| Initiative: resourceful in new s | situations | ; approaches chaplaincy with a "can | | |
| do" attitude | | | | |
| Integrity: honest in communic | ations wi | th others; does not contribute to | | |
| gossip; accepts responsibility | | | | |
| Interpersonal Relationships | exhibits | caring attitude towards others; | | |
| gives credit to others when du | e; positiv | ely works through challenges | | |
| Leadership: coaches other ch | aplains a | as needed; able to gain trust and | | |
| respect from others; assists w | hen need | led; takes charge when appropriate | | |
| Professionalism: demonstrat | es comm | itment to own personal and | | |
| professional growth; conducts | self in ar | n honest and ethical manner | | |
| | | anner; well written, accurate and | | |
| grammatically correct | - | | | |
| Responsibility: takes owners | hip in act | ions; is accountable for results; is | | |
| able to identify and take corre | • | | | |

| Self-Care : takes good care of self; has developed a resistance, resilie | | | | |
|---|--------------------|----|--|--|
| and recovery plan; has implemented the plan; regularly evaluates the | | | | |
| 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 | na | | | |
| with others; seeks the input of others | 19 | | | |
| 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: | | | | |
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| 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: | | | | |
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| Additional Comments: | | | | |
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| - 1 3 | ate: | | | |
| By my signature, I acknowledge that this performance review has been discussed between the | ie reviewer ana me | ?. | | |
| | | | | |
| Reviewer's Signature: | ate: | | | |
| Total of Orginators. | | | | |
| | | | | |
| This review was shared with the Executive Chaplain Da | ate: | | | |
| · | | | | |
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| This review was shared with the COPC Board of Directors Date of Directors | ate: | | | |