

JOB PERFORMANCE REVIEW

Oct. 12, 2003 - Oct. 10, 2004



Robert Oglesby

1. PERFORMANCE AGAINST JOB DESCRIPTION

- a. BALANCE IN PREACHING (See schedule at end of report)
- b. CLASSES TAUGHT 81 Classes
- c. COUNSELING 45 hrs.
- d. WORK WITH INTERNS..... 97 hrs.
- e. VISITATION
 - (1) Home calls/visits 52
 - (2) Hospital visits 122
 - (3) Visit. mts. attended 30
- d. WEDDINGS 18 weddings
- e. FUNERALS 14 funerals
- f. OUTREACH 101 hrs.
- g. BULLETIN (Editorials/feature articles)..... 73 hrs.

2. ADDITIONAL TASKS RELATED TO YOUR WORK, BUT NOT IN YOUR JOB DESCRIPTION

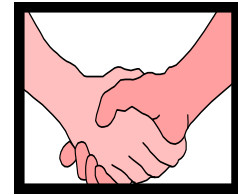
- a. Letters to worship visitors 343
- b. Sympathy letters for deaths 16
- c. Devotionals (Gunter,TX/Xn Care) 17

3. ADDITIONAL TASKS UNRELATED TO YOUR JOB DESCRIPTION

- a. TASK FORCE ASSIGNMENTS...(Marketing Task Force).....117 hrs total
- b Other tasks:
 - (1) VBS— 5 hours
 - (2) Dinner at home for graduating seniors
 - (3) LTC— 6 hrs.
 - (4) Holiday Party planning—6 hrs.
 - (5) Young married Sun. P.M. program— 13 hrs.

4. TEAMWORK / COOPERATION

- a.. Special ministry sermon requests..... 8 sermons
(Chinese culture day/Deacon selection series/
Involvement/Foreign missions/Scouting/Singles)
- b. Lithuanian foreign mission 44 hrs.
- c. Chinese work 27 hrs.
- d. Number of men's prayer breakfasts attended.... 8
- e. Work on Elders' letters, ann, etc.....10 hrs.



5. ADMINISTRATIVE / ORGANIZATION ACTIVITIES

- a. Coordinate worship planning 86 hrs.
- b. Coordinate A. M. group discussion program ... 20 hrs.
(Create study schedules/questions/teachers)
- c. Renewal of swimming pool parking contract.... 2 hrs.
- d. Time spent in staff mts, conferences.....181 hrs.

6. NEW PROGRAMS / INNOVATIVE IDEAS

- a. Worked with Lewis Grigsby/Robert Taylor on a plan to get new overhead speakers for the south wing classroom area.
- b. Did a retreat with the Windsor church as part of Waterview's partnership.
- c. Changed the intern program to include more than single summer intern:
 - (1) Time spent with Kirt Hughett 81 hrs.
 - (2) Other off site interns (Clyde Slimp/Brad Packer/ Tim Lewis/
Chris Crooks/Gage Myers)..... 15 hrs.

7. NEW PROGRAMS GOALS / OBJECTIVES PLANNED FOR 2004

a. INTEGRATION OF ETHNIC CHRISTIANS:

To continue to integrate Waterview's Chinese & Latino Christians into the Waterview fellowship through using them as a normal part of our church worship and life, and not as a separate, unrelated group. (Starting to use them as normal assignments, vs. special occasions)

b. GROUP DISCUSSION

- (1) Train more new group leader/teachers
- (2) Refresh the training of veteran leaders
- (3) Develop a video training tape for group leader use.

c. EVANGELISM: To serve as a resource person for Robert Taylor as we continue our efforts to:

- (1) Produce more personal evangelism teachers for all cultures at Waterview.
- (2) Standardize the evangelism curriculum so that it will be easier to guarantee the understanding of all students who pass through the program.
- (3) Use P.E.T, THE ONE STORY, and FRIENDSHIP EVANGELISM as a single system.

338. HOW MY JOB PERFORMANCE SPECIFICALLY SUPPORTS WVCC GOALS AND OBJECTIVES?

My main purpose remains to articulate and help “cast the vision” for Waterview through emphasizing themes in my preaching, my work as bulletin editor, and my staff work with the Eldership.

As pulpit minister, I continue to serve as a kind of “Red Rover”. By this I mean I serve where needed most. This emphasis has changed often in my nearly 42 years with this church. This year we have had to try to help maintain congregational unity during the aftermath of the Ard trial, the tear-up caused by the Lithuanian transition, the stress of the Open Forum meetings, and the extensive and lengthy work I did with the Marketing Task Force to prepare the “Vision Package” for Waterview. This report seems to have done a lot to change the general atmosphere and attitude at Waterview lately.

Right now the largest challenge looming before this church is to stabilize Waterview and keep her in a growth mode. There are many forces at work in our brotherhood which have as their avowed intent to destabilize the churches. In this last year I have tried to stay as close to the young married group as possible since this group represents Waterview’s future. I have taught at every opportunity in young adult classes. I particularly have slanted my preaching in 2004 to the problems of young families and tried to bring Biblical answers to bear on child-rearing, etc.

Also, our biggest task remains the casting of the “theological vision” for this church. Ecumenical thinking is swirling all around us. A great part of my task will be to remind all generations in the congregation that we must “Restore” the church described in the New Testament to our time. If this vision dies, Waterview will have no reason to exist.

9. SERMON SCHEDULE

On the next page is a listing of my sermons since I reported last year, broken down into categories.

You may grow weary of seeing so much detail, but I primarily do it for my benefit so that I can remain aware of the “balance” of the spiritual diet of this church.

At the same time I feel that as “overseers”, you deserve information which will keep you aware of what I am doing. *A week to week observation sometimes is misleading. A yearly review will keep you in the “big picture.”*

The sermons at the last of the list were year’s Eldership review and request for

prepared in response to my last special categories of sermons..

