

Ministry Development Services
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Mentor Respondent: _____ Date: _____

Review for candidate:(Name)_____

PREFERENCES IN THE PASTOR’S ROLE

From your work as Mentor to this candidate put a big star in the line to the right of each of the 8-10 statements you consider most important to the candidate, and then put a zero next to the 8-10 statements you see as least important to him/her. Then, using a 1 to 5 scale (1 = weak and 5 = strong), under the **ABILITY** column, rate their effectiveness for each of the items marked with a star.

| | _____ | PERCEIVED ABILITY |
|---|-------|----------------------|
| 1. Teaches and works directly with adults in religious education classes or seminars | _____ | _____ |
| 2. Participates in community projects and organizations (such as school boards, community involvement) | _____ | _____ |
| 3. Ministers to the sick, dying, and bereaved, including hospital visitation. | _____ | _____ |
| 4. Leads public worship, performing sacred rites and rituals. | _____ | _____ |
| 5. Works with congregational Boards and Committees. | _____ | _____ |
| 6. Maintains a disciplined program of prayer and personal devotion. | _____ | _____ |
| 7. Accepts speaking engagements before community and civic groups, for special community occasions or for radio and television. | _____ | _____ |
| 8. Oversees church office activities, church bulletins, correspondence, records, etc. | _____ | _____ |
| 9. Tries to maintain harmony and resolve conflict among church members over church programs, finances, elections, etc. | _____ | _____ |
| 10. Preaches sermons, allowing time for preparation. | _____ | _____ |
| 11. Visits new residents and recruits new members. | _____ | _____ |
| 12. Counsels with people about their personal problems, providing intermediate and long-term counseling. | _____ | _____ |
| 13. Follows a disciplined program of continuing education. | _____ | _____ |
| 14. Teaches and works directly with children, visits Sunday School, preaches children’s sermons, does | _____ | _____ |

programs and outings.

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|---|-------|-------|
| 15. Assists victims of social injustice, neglect, and prejudice; cooperates with social service and charitable programs. | _____ | _____ |
| 16. Maintains ongoing private study and interests | _____ | _____ |
| 17. Teaches and works directly with young people (Jr. High and High School age) in classes, fellowship groups, retreats. | _____ | _____ |
| 18. Administers baptisms and communion, conducts weddings and funerals. | _____ | _____ |
| 19. Cultivates a home and personal life, with some friends and interests outside church activities. | _____ | _____ |
| 20. Leads financial drives and building programs. | _____ | _____ |
| 21. Talks with individuals about their spiritual development, religious life and beliefs, encourages retreats, reading, instruction, spiritual practices. | _____ | _____ |
| 22. Participates in denominational activities and conferences. | _____ | _____ |
| 23. Presents denominational programs to congregation. | _____ | _____ |
| 24. Helps plan church budget and manage church finances. | _____ | _____ |
| 25. Fosters fellowship at church gatherings. | _____ | _____ |
| 26. Serves as an example of high moral and ethical character. | _____ | _____ |
| 27. Maps out objectives and plans overall church strategy and program. | _____ | _____ |
| 28. Interests capable people in church activities; recruits, trains, assists lay leaders. | _____ | _____ |
| 29. Visits regularly in the homes of the congregation. | _____ | _____ |
| 30. Counsels people facing major decisions of life, such as marriage, care of aged parents, health decisions. | _____ | _____ |
| 31. Supplies new ideas for activities and projects. | _____ | _____ |
| 32. Promotes enthusiasm for church activities. | _____ | _____ |
| 33. Participates in ecumenical contexts. | _____ | _____ |
| 34. Church administration: planning, promotion, and executing church-related programs | _____ | _____ |
| 35. Engages in scholarly research, writing or teaching at the seminary or college level. | _____ | _____ |
| 36. Has an interest in or competency with technology, such as web pages, audio and video equipment, email, desktop publishing, etc. | _____ | _____ |

- 37. Provides spiritual direction to those seeking it. _____
- 38. Speaks out against social evils and injustice; participates in programs of community betterment. _____
- 39. Conducts the music program at church. _____
- 40. Participates in evangelistic activities. _____
- 41. Youth work: programming, coordination, and leadership. _____
- 42. Works with multi-cultural, multi-ethnic congregations and multicultural or interracial issues. _____
- 43. Special ethnic group ministry. _____
- 44. Bi-lingual pastorate. _____
- 45. International/Missions interests and support. _____
- 46. Bi-vocational emphasis in my ministry _____
- 47. Exercises visionary leadership in congregational life. _____
- 48. Rural, suburban, urban ministry setting (circle one). _____
- 49. New church planting ministry/church growth (circle one) _____
- 50. Restarts churches and revitalizes existing parishes. _____
- 51. Other: _____
- 52. Other: _____

List any particular ministries which could use this candidate's competencies: _____

What resources would you recommend to assist the candidate in their continued professional development especially in areas of weakness? _____

What other resources might they need or desire? _____
