

New South Conference Delegates' Church and Pastor Assessment Tool

This is a confidential assessment to be completed by lay delegate(s) and turned in to the New South Superintendent. The information will be distilled and used in assessing pastor/church fitment and in professional development of NSC pastors. Only the superintendent will see the completed survey. This is for the pastor's good and development and should be completed prayerfully and with a heart of compassion.

Please rate each characteristic on the scale of 1 to 10, ten being highest. If you have no opinion or information about a certain aspect, write "N."

Section 1 – Personal Quality and Skill Review

- ___ Is committed to Jesus Christ as Lord.
- ___ If married, has the strong support of his/her spouse.
- ___ Lives according to scripture toward spouse, children and parents.
- ___ Nurtures the heart of his/her spouse toward health.
- ___ Honored and respected by own children.
- ___ Evidences integrity through holiness...making him/her to be full of grace and truth.
- ___ Evidences integrity in all business dealings, contract obligations and finances.
- ___ Evidences the fruit of the Holy Spirit.
- ___ Extends the grace of forgiveness to all, letting go of bitterness, grudges, hostility, etc.
- ___ Possesses healthy self-image.
- ___ Maintains a positive, faith-driven attitude.
- ___ Demonstrates faith, creativity and initiative.
- ___ Respects people of all races, gender and socio-economic strata, neglecting neither rich nor poor.
- ___ Models a teachable spirit.

COMMENTS:

1.2 Personal Characteristics/Initiative/Drive Creativity

- ___ Evidences being a person called of God to ministry.
- ___ Practices spiritual disciplines faithfully.
- ___ Has the spiritual gift of leadership, setting the pace, breaking new ground, etc.
- ___ Is a faith-driven risk taker.
- ___ Models a balanced life with healthy self-discipline.
- ___ Maintains freedom from addictions, especially food, caffeine, media and pornography.
- ___ Engages in life-long learning (is still a student.)
- ___ Offers innovative ideas that contribute to meeting the objectives of the church.
- ___ Has a strong drive to achieve for God, working for reasons that go beyond money or status.
- ___ Continues to be optimistic in the face of failure.
- ___ Has a realistic self-assessment.
- ___ Submits biblically to authority.
- ___ Controls/redirects personal disruptive impulses/moods.
- ___ Regularly demonstrates ability to suspend judgement and to think before acting.
- ___ Works consistently without undue fatigue.
- ___ Seeks professional and personal accountability.
- ___ Outward impression made on people (weight, grooming, neatness, appropriateness) is one of which parishioners are not ashamed, not embarrassed.
- ___ Ministry is being done for the LORD and not for personal aggrandizement.
- ___ Is not lazy or slothful.

COMMENTS:

1.3 Pastoral Care/Relating/Developing People

- ___ Responds warmly, appropriately to people.
- ___ Has positive relationships with parishioners.
- ___ Is friendly, even when core identity is more introverted or dominating.
- ___ Responds appropriately to criticism and/or suggestions for improvement. (Not touchy)
- ___ Can be told, "No," without being childish.
- ___ Embodies a passion for making disciples.
- ___ Builds up people and inspires hope.
- ___ Understands and responds in adapting ways to the emotional make-up of people.
- ___ Effectively selects, motivates and appraises lay leaders, volunteers, paid staff/assistants.
- ___ Works well with laity - building and training them, versus complaining about them.
- ___ Models dependability and timeliness.
- ___ Builds and retains effective ministry teams.
- ___ Develops and releases people to serve according to their spiritual giftedness and temperament.
- ___ Demonstrates healthy and appropriate interpersonal skills.
- ___ Is characterized by trustworthiness and integrity.
- ___ Shows proficiency in managing relationship and in building networks.
- ___ Resolves conflict effectively.

COMMENTS:

1.4 Communication

- ___ Handles the Word of God correctly, making sure that even topical preaching is grounded on biblical truth as opposed to pop psychology or self-help thinking.
- ___ Communicates effectively in public speaking.
- ___ Utilizes effective and creative means in communication.
- ___ Prepares thoroughly for public presentations.
- ___ Calls people to decide for Christ as Savior.
- ___ Understands the culture, community and congregation.
- ___ Affirms and articulates Wesleyan theology.
- ___ Persuades people to make godly, life-changing decisions.
- ___ Challenges the status quo in a loving manner.
- ___ Facilitates, via attitude, speaking, writing and training, an environment of holy worship.
- ___ Listens as well or better than he/she speaks.
- ___ Listens 'between the lines' so as to adjust 'first intentions' based on the collective wisdom of lay leaders.

COMMENTS:

1:5 Leadership/Thinking/Decision-Making

- ___ Leads the church based on a life of personal and corporate prayer.
- ___ Articulates a vision from God, which attracts followers.
- ___ Gives evidence of growth in leadership skills.
- ___ “Owns” the vision every Free Methodist Church being “A healthy biblical community of holy people multiplying disciples, leaders, groups, and churches”.
- ___ Motivates others to achieve a common objective.
- ___ Fosters a positive atmosphere.
- ___ Mobilizes resources to fulfill the vision.
- ___ Knows how to develop a consensus among the laity.
- ___ Graciously leads the church in more effective forms, even if it means “killing ineffective sacred cows”.
- ___ Analyzes problems well, leading the leaders to determine and choose appropriate action.
- ___ Builds rapport and helps laity find common ground.
- ___ Empowers laity with meaningful roles and authority to carry out their responsibilities.
- ___ Gives away ministry by developing and nurturing self-directed Ministry Teams.
- ___ Identifies, recruits and equips leaders.
- ___ Is open to change and able to deal with ambiguity.
- ___ Promotes involvement in world evangelization, primarily using the opportunities available through Free Methodist World Missions.
- ___ Guides the church to bring all structures in line with the Mission and the Vision.

COMMENTS:

Summary:

Pastor's Primary Strengths

Pastor's Needed Growth/Change Areas

Anything Further:

NSC Church_____

Pastor_____

Delegate_____

Date Submitted_____

Please complete and submit to the New South Conference Superintendent
via e-mail (newsouthsuper@gmail.com) or USPS (1200 Lexington Road Wilmore, KY 40390.)