

**THE WESLEYAN CHURCH**

**DBMD NO. 4**

**INSTRUCTIONS FOR CANDIDATE MINISTRY REFERENCE FORM**

**Candidate Name**

**Statement of Intent:**

This form is intended to assist, counsel, and help a candidate to develop a full potential for ministry.  This means the goal is to make this form a tool to encourage growth and development in areas where weaknesses may exist.  Everyone has areas of personal and professional life that call for concerted effort and improvement.

The information provided on this form is confidential.  It is only for use by the Wesleyan District Board of Ministerial Development (DBMD) and Wesleyan Church officials and will not be released or provided to any other parties.

I hereby freely give permission for the use of this information by the district and general officials of The Wesleyan Church and waive my right to examine any confidential information about me provided by other persons.

**Date**

**Signature**

**Instructions to the Candidate:**

You are requested, as a candidate for ordination/commissioning to the ministry in the       District of The Wesleyan Church, to supply the following persons with this evaluation form:

1. District Superintendent

2. Vice-chair of the local board of administration (LBA), or the equivalent in developing churches as determined by the DBMD chair.

3. Two other members of the LBA or the congregation (or the equivalent in developing churches as determined by the DBMD chair).  If you are a church staff member, give one form to your senior pastor and one to an LBA member.

You should email this form to each person including the DBMD chair’s name and email address below, or provide a stamped envelope addressed to your DBMD chair with each form.

**Instructions to the persons filling out the reference form:**

Please read the statement of intent above and then fill out this evaluation form in a forthright and candid manner.  An evaluation is of great value to the candidate or those assisting if it contains true ratings.  Be assured that every effort will be made to guard the confidentiality of your response.

KEY TO RATING SCALE

0 Unable to observe

1 Unsatisfactory

2 Below average

3 Average

4 Above average

5 Exceptional

Please send the completed form to:

**DBMD Chair name:**

**DBMD Chair Email:**

**Name of person filling out this form:**

**DBMD NO. 4**

**CANDIDATE MINISTRY REFERENCE FORM**

(This form is to be completed by the district superintendent, the vice-chair of the local board of administration (or equivalent in developing churches as determined by the DBMD chair), and by two other members of the local board of administration or of the congregation (or equivalent in developing churches as determined by the DBMD chair).  If the candidate is a staff member, one of the forms should be given to the senior pastor and one to an LBA member.)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Unable to Observe | Unsatisfactory | Below Average | Average | Above Average | Exceptional |

MINISTERIAL GRACES

**Christian commitment**

Depth of commitment to Christ

Evidences of a clear sense of calling

Exerts Christian influence

Is loyally committed to the church      Evidences genuine love for people

**Personal lifestyle**

Lives an exemplary life

Has a good reputation in the community

Participates in the community

Shows dependability

Easily entreated (not defensive)

Manages time adequately

Cares for property

Maintains appropriate personal appearance

**Personal Growth and Development**

Shows evidence of spiritual growth

Keeps informed on current events

Learns well from experiences

Works at self-improvement

**Personality**

Takes criticism and praise well

Shows emotional stability under pressure

Develops trusting relationships

Mixes well socially

Evidences mature judgment

Shows healthy self-concept

Exudes positive, joyful attitude

Shows initiative and works to achieve

Accepts persons with divergent views

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Unable to Observe | Unsatisfactory | Below Average | Average | Above Average | Exceptional |

**Family** (if applicable)

Takes time for family togetherness

Cooperates with and is supportive of spouse

Family sets good example

Spouse is supportive and cooperative

Exercises control of own household

Family lives within its means

MINISTERIAL GIFTS

**Preaching ability**

Prepares sermons carefully

Verbal fluency

Biblical content

Doctrinal clarity

Evangelical fervor

Leads in meaningful worship

**Pastoral care**

Shows concern for people

Protects confidentiality

Shows skill in counseling

Relates to all age levels and needs

Ministers effectively in crisis situations

Follows up with prospects and visitors

Ministers to the sick and shut-ins

Incorporates converts into the church

**Administrative Skills**

Manages church business affairs well

Plans, sets goals, coordinates and evaluates programs

Uses lay leadership and delegates responsibility

Shows ability to organize

Submits reports faithfully

Tries new approaches and methods

Able to make decisions firmly

Chairs board meetings skillfully (if applicable)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Unable to Observe | Unsatisfactory | Below Average | Average | Above Average | Exceptional |

**Communication**

Listens and responds to ideas and feelings

Clearly defines, explains, and gets ideas

Writes clearly

Works well with groups, facilitates interaction

Readily admits to own limitations

Can laugh at self

Communicates acceptance of others

Leads others to Christ

**Full Name of person completing form**

**Date**