

**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 [ ]  [ ]  [ ]  [ ]  [ ]  [ ]

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| --- | --- | --- | --- | --- | --- |
| 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) [ ]  [ ]  [ ]  [ ]  [ ]  [ ]

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| --- | --- | --- | --- | --- | --- |
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**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**