



THE WESLEYAN CHURCH

DBMD NO. 4

ORDAINED/COMMISSIONED MINISTRY REFERENCE FORM

Name of Candidate: _____

The information provided on this form is confidential. It is only for use by the Wesleyan District Board of Ministerial Development 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 of Candidate** _____

Name of person filling out this form: _____

Statement of Intent:

This form is intended to assist, counsel, and help a candidate to develop a full potential for ministry. This means that the goal is to make this 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.

Instructions to the Candidate:

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

1. District Superintendent
2. Vice-chair of the local board of your church
3. Two other members of the local board of administration of the congregation. If you are a staff member of a church, give one form to your senior pastor and one to an LBA member.
4. You should 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. Return the form in the provided pre-addressed envelope.

KEY TO RATING SCALE:

0=Unable to observe 1=Unsatisfactory 2=Below average 3=Average 4=Above average 5=Exceptional

SECTION I - MINISTERIAL GRACES

| | | | | | | |
|--|---|---|---|---|---|---|
| 1. Christian commitment | | | | | | |
| a. Depth of commitment to Christ | 0 | 1 | 2 | 3 | 4 | 5 |
| b. Evidences of a clear sense of calling | 0 | 1 | 2 | 3 | 4 | 5 |
| c. Exerts Christian influence | 0 | 1 | 2 | 3 | 4 | 5 |
| d. Is loyally committed to the church | 0 | 1 | 2 | 3 | 4 | 5 |
| e. Evidences genuine love for people | 0 | 1 | 2 | 3 | 4 | 5 |
| 2. Personal life style | | | | | | |
| a. Lives an exemplary life | 0 | 1 | 2 | 3 | 4 | 5 |
| b. Has a good reputation in the community | 0 | 1 | 2 | 3 | 4 | 5 |
| c. Participates in the community | 0 | 1 | 2 | 3 | 4 | 5 |
| d. Shows dependability | 0 | 1 | 2 | 3 | 4 | 5 |
| e. Easily entreated (not defensive) | 0 | 1 | 2 | 3 | 4 | 5 |
| f. Manages time adequately | 0 | 1 | 2 | 3 | 4 | 5 |
| g. Cares for property | 0 | 1 | 2 | 3 | 4 | 5 |
| h. Maintains appropriate personal appearance | 0 | 1 | 2 | 3 | 4 | 5 |
| 3. Personal Growth and Development | | | | | | |
| a. Shows evidence of spiritual growth | 0 | 1 | 2 | 3 | 4 | 5 |
| b. Keeps informed on current events | 0 | 1 | 2 | 3 | 4 | 5 |
| c. Learns well from experiences | 0 | 1 | 2 | 3 | 4 | 5 |
| d. Works at self improvement | 0 | 1 | 2 | 3 | 4 | 5 |
| 4. Personality | | | | | | |
| a. Takes criticism and praise well | 0 | 1 | 2 | 3 | 4 | 5 |
| b. Shows emotional stability under pressure | 0 | 1 | 2 | 3 | 4 | 5 |
| c. Develops trusting relationships | 0 | 1 | 2 | 3 | 4 | 5 |
| d. Mixes well socially | 0 | 1 | 2 | 3 | 4 | 5 |
| e. Evidences mature judgment | 0 | 1 | 2 | 3 | 4 | 5 |
| f. Shows healthy self concept | 0 | 1 | 2 | 3 | 4 | 5 |
| g. Exudes positive, joyful attitude | 0 | 1 | 2 | 3 | 4 | 5 |
| h. Shows initiative and works to achieve | 0 | 1 | 2 | 3 | 4 | 5 |
| i. Accepts persons with divergent views | 0 | 1 | 2 | 3 | 4 | 5 |
| 5. Family | | | | | | |
| a. Takes time for family togetherness | 0 | 1 | 2 | 3 | 4 | 5 |
| b. Cooperates with and is supportive of spouse | 0 | 1 | 2 | 3 | 4 | 5 |
| c. Family sets good example | 0 | 1 | 2 | 3 | 4 | 5 |

KEY TO RATING SCALE:

0=Unable to observe 1=Unsatisfactory 2=Below average 3=Average 4=Above average 5=Exceptional

| | | | | | | |
|---|---|---|---|---|---|---|
| d. Spouse is supportive and cooperative | 0 | 1 | 2 | 3 | 4 | 5 |
| e. Exercises control of own household | 0 | 1 | 2 | 3 | 4 | 5 |
| f. Family lives within its means | 0 | 1 | 2 | 3 | 4 | 5 |

COMMENTS ABOUT SECTION I – MINISTERIAL GRACES:**SECTION II - MINISTERIAL GIFTS**

| | | | | | | |
|--|---|---|---|---|---|---|
| 6. Preaching ability | | | | | | |
| a. Prepares sermons carefully | 0 | 1 | 2 | 3 | 4 | 5 |
| b. Verbal fluency | 0 | 1 | 2 | 3 | 4 | 5 |
| c. Biblical content | 0 | 1 | 2 | 3 | 4 | 5 |
| d. Doctrinal clarity | 0 | 1 | 2 | 3 | 4 | 5 |
| e. Evangelical fervor | 0 | 1 | 2 | 3 | 4 | 5 |
| f. Leads in meaningful worship | 0 | 1 | 2 | 3 | 4 | 5 |
| 7. Pastoral care | | | | | | |
| a. Shows concern for people | 0 | 1 | 2 | 3 | 4 | 5 |
| b. Protects confidentiality | 0 | 1 | 2 | 3 | 4 | 5 |
| c. Shows skill in counseling | 0 | 1 | 2 | 3 | 4 | 5 |
| d. Relates to all age levels and needs | 0 | 1 | 2 | 3 | 4 | 5 |
| e. Ministers effectively in crisis situations | 0 | 1 | 2 | 3 | 4 | 5 |
| f. Follows up prospects and visitors | 0 | 1 | 2 | 3 | 4 | 5 |
| g. Ministers to the sick and shut-ins | 0 | 1 | 2 | 3 | 4 | 5 |
| h. Calls in homes of members | 0 | 1 | 2 | 3 | 4 | 5 |
| i. Incorporates converts into the church | 0 | 1 | 2 | 3 | 4 | 5 |
| 8. Administrative Skills | | | | | | |
| a. Manages church business affairs well | 0 | 1 | 2 | 3 | 4 | 5 |
| b. Plans, sets goals, coordinates and evaluates programs | 0 | 1 | 2 | 3 | 4 | 5 |
| c. Uses lay leadership and delegates responsibility | 0 | 1 | 2 | 3 | 4 | 5 |
| d. Shows ability to organize | 0 | 1 | 2 | 3 | 4 | 5 |

KEY TO RATING SCALE:

0=Unable to observe 1=Unsatisfactory 2=Below average 3=Average 4=Above average 5=Exceptional

| | | | | | | | |
|----|---|---|---|---|---|---|---|
| e. | Files reports faithfully | 0 | 1 | 2 | 3 | 4 | 5 |
| f. | Tries new approaches and methods | 0 | 1 | 2 | 3 | 4 | 5 |
| g. | Able to make decisions firmly | 0 | 1 | 2 | 3 | 4 | 5 |
| h. | Chairs board meetings skillfully | 0 | 1 | 2 | 3 | 4 | 5 |
| | | | | | | | |
| 9. | Communication | | | | | | |
| a. | Listens and responds to ideas and feelings | 0 | 1 | 2 | 3 | 4 | 5 |
| b. | Clearly defines, explains, and gets ideas | 0 | 1 | 2 | 3 | 4 | 5 |
| c. | Writes clearly | 0 | 1 | 2 | 3 | 4 | 5 |
| d. | Works well with groups, facilitates interaction | 0 | 1 | 2 | 3 | 4 | 5 |
| e. | Readily admits to own limitations | 0 | 1 | 2 | 3 | 4 | 5 |
| f. | Is able to laugh at self | 0 | 1 | 2 | 3 | 4 | 5 |
| g. | Communicates acceptance of others | 0 | 1 | 2 | 3 | 4 | 5 |
| h. | Leads others to Christ | 0 | 1 | 2 | 3 | 4 | 5 |

COMMENTS ABOUT SECTION II - MINISTERIAL GIFTS:

Is there anything else you would like to add about this candidate? Please comment below or use the back of this sheet.

Name of person completing form – PLEASE PRINT

Signature of person completing form

Date

Return completed form to: Western New York District, 4669 Pinecrest Terrace, Eden, NY 14057