

District Licensee Evaluation By Supervising Elder or Deacon

As Ordained Ministers of The Gospel in the Church of The Nazarene, we have an awesome and daunting task before us. We have been tasked with responsibility for nurturing those called to ministry in the church. It is our responsibility to verify that those who will serve the church as Ordained Elders or Deacons are gifted, graced, trained, examined and fit to serve this high and holy calling.

As an overseer of one who is in the journey towards ordination, you play a key role in this process. To help us prepare for their interview with the District Board of Ministry, please **give** us the following information:

Name of licensee:

Church served:

Licensee's area of ministry:

Supervising elder or deacon:

Date of evaluation:

Number of years you have known the licensee:

Number of years he/she has been a part of this church in any capacity:

Faith walk:

- Does the licensee show clear signs of a growing relationship with Jesus?
Yes No Not Certain

- Does the licensee have a clear plan for Spiritual Formation?
Yes No

- What spiritual practices or disciplines do you see evidenced in his/her life?
Fasting or abstinence Private prayer Public prayer Journaling Spiritual
reading Retreats Other:

- Can the licensee identify areas of need a growth and challenges in their walk?
 Yes No

- In what areas have you seen growth in the last 12 months?
- Does the candidate have ethical blind spots? Where do they need to grow spiritually?

Comments/Needed Remediation

Family Life:

- Does the licensee have a healthy relationship with his/her spouse?
Yes No N/A Not Certain
- Is the licensee’s spouse supportive of the licensee and are they personally engaged in the life of the church?
Yes No N/A Not Certain
- Has the spouse been a problem in the life of the church?
Yes No N/A
If yes, explain:
- Does the licensee give priority time to his/her children?
Yes No N/A Not Certain
- Is the licensee able to strike that delicate balance between home and service?
Yes No

Comments:

Preaching/Evangelism:

- Is the licensee’s call to a preaching ministry?
Yes No
- Has he/she preached in your church this year?
Yes No

- Does he/she possess gifts of communication?
Yes No
- Do people respond positively to his/her preaching?
Yes No
- Are people brought to the faith through his/her ministry?
Yes No

Churchmanship:

- Does the licensee actively support the work and vision of your church?
Yes No Not Certain
- Does he/she tithe?
Yes No Not Certain
- Does he/she demonstrate his/her support through systematic and sacrificial giving of time, and talents, in addition to tithing?
Yes No Not Certain

Comments:

Conflict Management:

- Has the licensee been engaged in any significant conflict in ministry during the last year?
Yes No Not Certain N/A
- Was the conflict resolved in a healthy and constructive manner?
Yes No Not Certain N/A
- Which of the following conflict management styles best fits the licensee?
Win at all costs Becomes the victim
Withdrawal and/or avoidance Other:
Negotiation and compromise
- Based on your experience, will conflict management be a problem for the future of the licensee's ministry?
Yes No Not Certain

- Have you had the opportunity to observe the licensee in a time when their ego has been bruised? If so, how did he/she respond?

Yes No

Comments:

Lifestyle:

- Does the licensee maintain healthy disciplines in his/her life?

Yes No Not Certain

- Are they in good health?

Yes No With qualifications Not Certain

- Does he/she have a plan for maintaining physical health: regular exercise routine, healthy eating habits, retreats?

Yes No Not Certain

- Are there evidences of stress reducers built into his/her life?

Yes No Not Certain

- Does his/her workspace show order and organization?

Yes No Not Certain

- Is the licensee's home inviting and well-kept?

Yes No Not Certain

- Does the licensee engage well with people socially?

Yes No Not Certain

- Does the licensee live contentedly within their means?

Yes No Not Certain

- Are there areas of personal struggle of which we should be made aware?

Yes No Not Certain

Comments:

Relational Skills:

- Does this licensee relate well to all ages?
Yes No Not Certain
- Does the licensee display the fruit of the Spirit: gracious, kind, slow to anger, etc.?
Yes No Not Certain
- Does the candidate speak well of other leaders and other churches?
Yes No Not Certain
- Does the licensee have a healthy understanding of authority?
Yes No Not Certain
- Does the licensee respond well to constructive criticism?
Yes No Not Certain
- Can the licensee exercise authority in a healthy and respectful manner (humble yet confident)?
Yes No Not Certain

Comments

Work Ethic, Job Proficiency:

- Does the licensee give an honest day's work?
Yes No Not Certain
- Is he/she accessible to parishioners within reason?
Yes No Not Certain
- Can the licensee receive a ministry assignment and follow it through to completion?
Yes No Not Certain
- Is it a licensee a self-starter, (vs. requiring external motivation)?
Yes No Not Certain
- If you were giving a letter grade for his or her job performance this last year, what would you give?
Exceptional Good Satisfactory Substandard Unacceptable

Leadership Skills

- Would you call this person a leader?

Yes No

- What word best describes the licensee's leadership style?

Dictating

influencing

manipulation

collaborating

visionary/inspiring

empowering

Other:

Do people follow his/her leadership?

Yes No

Comments:

Is there anything else we should know about the candidate?

Pastor's Signature _____