

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 the called ones for the future of the church. In addition, it 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 toward ordination, you play a key role in this process.

Name of Licensee:

Church served:

Licensee's area of ministry:

Supervising Elder or Deacon:

Date completed:

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 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 needed growth and challenge in their walk?
 Yes No
- In what areas have you seen growth in the last 12 months?
- What would you say are the ethical blind spots or areas of needed spiritual growth for the licensee?

Comments/needed remediation:

Family life:

- Does the licensee have a healthy relationship with his/her spouse?
 Yes No N/A
- Is the licensee's spouse supportive of the licensee and are they personally engaged in the life of the church? Yes No N/A Don't know
- Has the spouse been a problem to 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 Don't know
 Is the licensee able to strike that delicate balance between home and service?
 Yes No Don't know

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 communicative gifts? Yes No
- Do people respond positively to his/her preaching/evangelism gift? Yes No
- Are people brought to faith through his/her ministry? Yes No

Churchmanship:

- Does the licensee actively support the work and vision of your church?
 Yes No
- Does he/she demonstrate his/her support through systematic and sacrificial giving of time, talent and financial resources? Yes No Don't know
- Does he/she tithe? Yes No Don't know

Comments:

Conflict management:

- Has the licensee been engaged in a significant conflict in ministry during the last year? Yes No Don't know
- Was the conflict resolved in a healthy and constructive manner?
 Yes No Don't know
- Which of the following conflict management styles best fits the licensee?
 - Win at all cost
 - Withdrawal and/or avoidance
 - Negotiation and compromise
 - Becomes the victim
 - Other:
- Based on your experience, will conflict management be a problem for the future of the licensee's ministry? Yes No
- Have you had the opportunity to observe the licensee in a time when their ego has been bruised? Yes No How did he/she respond?

Comments:

Life-style:

- Does the licensee maintain healthy disciplines in his/her life?
 Yes No Don't know
- How would you describe his/her health?
 Excellent Good Average Poor

- Does he/she have a plan for maintaining physical and health? (regular exercise routine, retreats)? Yes No Don't know
- Has he/she ever taken a temperament analysis or strengths inventory? Yes No Don't know
- Are the results of the evaluative tool consistent with a call to a pastoral/preaching ministry? Yes No Don't know
- Are there evidences of stress reducers built into his/her life? Yes No Don't know
- Does his/her work space show some semblance of order and organization? Yes No
- Is the licensee's home inviting and well kept? Yes No Don't know
- Does the licensee engage well with people socially? Yes No
- Does the licensee live within their means? Contentedly? Yes No Don't know
- Are their areas of personal struggle of which we should be made aware? Yes No

Comments:

Relational skills:

- Does this licensee relate well to all ages? Yes No Don't know
- Is the licensee gracious, kind, slow to anger, etc.? Yes No
- Does the candidate speak well of other leaders and other churches? Yes No Don't know
- Does the licensee have a healthy understanding of authority? Yes No
- Does the licensee respond well to constructive criticism? Yes No
- Can the licensee take authority (where it has been given) in a healthy and respectful manner (humble yet confident)? Yes No

Comments:

Work ethic, job proficiency:

- Does the licensee give an honest day's work for an honest dollar? Yes No
- Is he/she accessible to parishioners (within reason)? Yes No
- Can the licensee receive a ministry assignment and follow it through to completion? Yes No
- Is the licensee a self starter, or does he/she require external motivation? Self starter Requires external motivation
- If you were giving a letter grade for his/her job performance this last year what would you give? (A=Exceptional, B=Good, C=Satisfactory, D=Substandard, F=Unacceptable) GRADE:

Comments

Leadership skills:

- Does the licensee have leadership skills? Yes No

- What words best describe the licensees' leadership style?

- Dictating
- Influencing
- Manipulating
- Collaborating
- Visionary/Inspiring
- Empowering
- Other:

- Do people follow his/her leadership? Yes No

Comments