

11 Feb 75

Draft, requested by Mel of me, of

SITE-TEAM QUESTIONNAIRE

based on DM "Ministry Competencies" (whose outline corresponds)

From the standpoints of (a) the clientele to be served, (b) our congregation, (c) ourselves as the site team, and (d) the candidate, which of these* areas of ministry is most pertinent to the project? (The areas on "Ministry Competencies," whose outline is used here.)

The rest of this questionnaire involves your estimate of the candidate's strengths/weaknesses. Be kind, but also frank, honest, accurate. Be thorough; if you can't say, say why you can't. Where the time he puts in seems to you, on a particular area, too much/little, please say so--and, if you can, say why.

A. Do you see evidence of his growth (a) as a person, (b) as a Christian, (c) as a minister?

A1. Is he maturing in relationship with God? Is spiritual growth evident in his (a) attitudes, (b) activities? Is there evidence of spiritual struggle, like Jacob wrestling with God and Jesus in Gethsemane? (c) What about his private/family devotional praxis?

A2. Is he maturing in relation to the world? (a) Does he seem to have an increasing grasp of some area of human life in the world, and if so what area(s)? (b) Does his preaching/teaching/counseling/writing reveal concern, at present, for some particular injustice in your community or in the larger world; if so, what's he doing about it, and trying to lead others to do about it? (c) Is he giving special attention to consciousness--raise the congregation on some "unspiritual" issue? (d) Does he show excitement about God's action in today's world at some particular point(s)? (e) Does he emphasize Christian awareness of, sensitivity to, God's working in the general community and in the wider world? (f) Does he try to give concrete help to our discerning and understanding what God is doing in our private and public lives?

A3. Is he maturing in relation to the self? (a) Is he in touch with his own feelings? (b) Does he accurately perceive his own abilities and limitations? (c) Is his leadership style, as revealed in personal and congregational decision-making, paternalistic, autocratic, democratic, permissive, a combination of these? (d) If he's "in trouble" in some personal/parishioner relationship, is he seeking creative resolution or "letting it slide" or cynical about it? (e) Does he ever "go for help" in personal problems, and if so in what directions (within his family, a counselor, a fellow professional, a colleague group, a friend, a spiritual director)? (f) Is he "becoming more open," a better listener/responder?

A4. Is he maturing in relation to others? (a) Is he becoming "more natural" with people? (b) How about his/her relating to spouse and offspring? (b) Does she/he have a particular friend who is good/bad for her/him?

B. That first section was on his maturing. This one is on his serving in Church and world.

B1. How good is he at making/keeping present, in situations, the Christian heritage and hope? Does he help us sense the presence of the God of history in our history and hearts--"Jesus Christ, the same

(over)

- yesterday, today, and forever"? How effective is he as teacher?
- B2. How do (a) you and (b) others see him as a counselor or spiritual director? What words do people use about this (e.g., "I got help," "I really learned...", "Now I have more hope," etc.).
- B3. Does he "face issues" or flee from confrontation with uncomfortable circumstances/persons? Does he challenge—in himself, other persons, the church, the community, the nation, the world—what he believes to be wrong? Is he like/unlike "the prophets" in the Bible?
- B4. How effective is he as administrator, manager? (a) Does he "get the ducks in a row," order his time and resources—or is his life an unplanned mess? (b) Does he have negotiating skills? (c) Do things come out more as he wants them to or more as "the church"—the members + he—wants them to? (d) Is he a good loser? (e) Do people feel that "With her/him as pastor, things are in good hands"? (f) Does he money-manage his own affairs well?... (g) the church's? (g) Do members feel that get adequate chance to participate in the church's decision-making about resources and programming and scheduling? (h) How happy are those who work with him daily (secretary, other clergy, maintenance personnel)?
- B5. What do you like/dislike about his worship-leadership? (a) Does he prepare adequately? (b) In leading, does he seem "involved," "with it," or "out of it"? (c) Does he involve others in the leading of worship? (d) Does the worship touch both the sky and the ground—i.e., both center in God and address real human needs? (e) Preaching is one of his weak/strong/medium points: which? (f) As preacher, is he "heavy trip" or "gay heart" or something else?
- B6. How is he in groups? (a) Can he move freely from participating to leading? (b) Is he uptight or relaxed, or something else? (c) Does he really listen, or only wait for openings? (c) Does he seem to feel he has to "lead everything," or else fail at pastoring?
- B7. In your opinion, what portion of his work-hours per week does he give to ministering (serving) beyond the church (in area affairs, in culture, in politics): 1/2? 1/4? more? less? Does he take enough time for leisure (a) alone and (b) with his family and (c) with the members and (d) with others?
- C. The first section was on her/his Christian maturing; the second, on Christian serving in Church and world. This last section is on his/her Christian enabling, i.e. cultivating others' leadership potential.
- C1. Does he (a) encourage trust and thus honesty, (b) share leadership and thus responsibility/accountability, (c) facilitate communication and thus significant dialog toward action, (d) model creative use of conflict, so that conflict is experienced as rewarding, (e) refer to others matters they can handle better, (f) train in private and family "devotion" (attention to God, worship) and in (g) witnessing and in (h) counseling?
- C2. Does he help discover and release "the gifts" the Spirit has given in the congregation? (a) Is he collegial, or "rank-pulling"? (b) Does he help the people find their church's distinctive mission while facing crucial issues within and beyond the church?
- C3. Does he see the church as a training school for "deploying the troops"—i.e., getting Christians into skilled-trained action—in the local and larger world? (a) In politics? (b) In voluntary organizations (building, critiquing, merging, redirecting)?