

accepted for circulation.

Handling Ministerial Profiles, Disclosure and Release forms, References, and the Criminal Background Check document is an important part of the Search and call process. The General Commission on Ministry encourages the Search Committee to respect the spiritual discernment of all candidates, and to honor the confidentiality of all forms and conversations regarding the process. Please handle the search and call documents responsibly. In your use of these documents, protect them during your deliberations and discernment. **Shred** all confidential documents when the process is completed.

This is a sample profile for review pu

Christian Church (Disciples of Christ) – Search and Call Process Ministerial Profile (Revised by G.C.O.M. February 2013)

Personal Data

Name: Crash Bang Test-Dummy Home Phone: 123-456-7890
 Preferred Name: Crash Cell Phone: 123-829-0000
 Address: 123 Test Track Lane E-Mail Address: ispiritual@me.com
 Gunnyswamp, TX 54321

I am proficient in these languages:
 American English
 Korean

Professional Data

Education - Institution & Location	Dates Attended	Degree
Divinity School for Dummies	9/2000 - 5/2003	M.Div.
College for Dummies	9/1980 - 5/1984	B.S. - physics

Order of Ministry: _____ Date: _____
 Region: Alabama/NW Florida

Were you ordained in a different denomination/church body? : YES Which: Communion of Martyrs

The Region in which your ordination was recognized: Canada Date: Dec 1 2004

Specialized Training:

Clinical Pastoral Education (CPE):

Dates	Units	Training by Agency or Region
1985	4	Communion of Martyrs Hospital for crash victims 111 impact lane, Gunnyswamp, TX 444444 Supervisor was Hospital Chaplain Big Cheese Dummy. I learned skills for caring for those in medical and mechanical crises due to high velocity impacts.

Intentional Interim Training:

Dates	Training by Agency or Region
5 / 10-17 / 2006	Interim Ministry Network training, 321 Sideswipe lane, Gunnyswamp, TX, The Rev. Big Kahuna Cheese was trainer. Gained skill set for being pastor in intentional interim setting with highly conflicted congregation.

<i>Pro-Reconciliation/Anti-Racism Training:</i> Dates: March 3, 2013	YES	Training by Agency or Region: Disciples Home Missions Training
<i>Boundaries Training:</i> Dates: May 1, 2013	YES	Training by Agency or Region: Disciples Center Training
<i>Legal/Ethical:</i> Dates: February 1, 2013	YES	Training by Agency or Region: Ohio Regional Office
<i>Sexual Misconduct Prevention:</i> Dates: May 1, 2013	YES	Training by Agency or Region: Disciples Center Training
<i>Ministerial Code of Ethics Workshop:</i> Dates: June 1, 2013	YES	Training by Agency or Region: Indiana Regional Office

Other Significant Training:

Name	Dates	Training by Agency or Region
Contemplative Prayer Facilitator	2010 - 2013	A series of 6 intensive weekend sessions to prepare participants for teaching contemplative prayer practice to groups and individuals. Led by Fr. Crash from Cathedral of St. Simeon.

Spiritual Discernment & Leadership Gifts

Please use the space below to give information which will help a search committee know you and your understanding of church and ministry.

1. *Describe your faith journey and call to ministry.*

Blah, blah, blah "Lorem ipsum dolor sit amet, consectetur adipisicing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum."

2. *Reflect on your current practices of spiritual discipline in light of the Qualifications for Ministry listed in Theological Foundations and Policies and Criteria for the Ordering of Ministry of the Christian Church (Disciples of Christ).*

"Lorem ipsum dolor sit amet, consectetur adipisicing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum."

3. *Describe your sense of God's covenantal call to be a part of the Christian Church (Disciples of Christ) and broader ecumenical/interfaith ministries.*

"Lorem ipsum dolor sit amet, consectetur adipisicing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum."

4. *Why are you engaging in the Search and Call discernment process?*

"Lorem ipsum dolor sit amet, consectetur adipisicing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum."

5. *Describe your gifts for ministry including skills, special interests and abilities as you discern your next call.*

"Lorem ipsum dolor sit amet, consectetur adipisicing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum."

6. *Describe your leadership strengths and methods, AND your growing edges.*

"Lorem ipsum dolor sit amet, consectetur adipisicing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum."

7. *Describe how and where you sense God is leading you into future ministry.*

"Lorem ipsum dolor sit amet, consectetur adipisicing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum."

8. *How does the mission of the church impact the greatest challenges facing the world today?*

"Lorem ipsum dolor sit amet, consectetur adipisicing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum."

This is a sample profile for a search committee. It is not to be used for actual purposes and should not be accepted for circulation.

Areas of Ministerial Practice

This list is based on the requirements found in Theological Foundations and Policies and Criteria for the Ordering of Ministry of the Christian Church (Disciples of Christ). **In each of these Areas of Ministerial Practice, consider your gifts, skills and abilities and indicate whether each one is "an area of strength" or "an area for growth".** Select the number on each continuum below that reflects your present level of competency. (NR=Not Ranked)

Biblical Knowledge: Rooted and grounded in scripture and able to interpret and apply the scriptures in ways that are appropriate to original and contemporary contexts.

An Area For Growth	1.	2.	X	4.	5.	An Area of Strength	I don't know
--------------------	----	----	---	----	----	---------------------	--------------

Church Administration and Planning: Able to practice the principles of good administration, planning and implementing short- and long-range goals to enhance Congregational life in collaboration with teams and committees.

An Area For Growth	1.	X	3.	4.	5.	An Area of Strength	I don't know
--------------------	----	---	----	----	----	---------------------	--------------

Communication: Be an effective communicator and able to facilitate effective communication within and on behalf of the church.

An Area For Growth	X	2.	3.	4.	5.	An Area of Strength	I don't know
--------------------	---	----	----	----	----	---------------------	--------------

Cross Cultural and Anti-Racism Experience: Sensitive to the different manifestations of racism and prejudice in the culture and committed to confronting and overcoming them.

An Area For Growth	1.	2.	X	4.	5.	An Area of Strength	I don't know
--------------------	----	----	---	----	----	---------------------	--------------

Ecumenism: Exhibit a commitment to working with other Christians and denominations, and with other faiths, in programs of common witness and service – articulating the vision of the ecumenical and global church as a starting place for mission.

An Area For Growth	1.	2.	3.	X	5.	An Area of Strength	I don't know
--------------------	----	----	----	---	----	---------------------	--------------

Education and Leader Development: Knows the foundations of Christian education and principles of leader development, and can demonstrate competency in teaching children, youth, and adults, including lay leaders and staff.

An Area For Growth	1.	2.	3.	4.	X	An Area of Strength	I don't know
--------------------	----	----	----	----	---	---------------------	--------------

Ethics: Able to help parishioners think critically about the relationship of their faith to issues of justice, ethics and morality.

An Area For Growth	X	2.	3.	4.	5.	An Area of Strength	I don't know
--------------------	---	----	----	----	----	---------------------	--------------

Evangelism: Able to motivate congregational members to share their faith through word and action.

An Area For Growth	1.	2.	X	4.	5.	An Area of Strength	I don't know
--------------------	----	----	---	----	----	---------------------	--------------

Mission of the Church in the World: Understand and articulate the centrality of the call to mission given by Jesus Christ and the prophets, and can empower congregations to engage in mission from our doorsteps to the ends of the earth.

An Area For Growth	1.	2.	X 3.	4.	5.	An Area of Strength	I don't know
--------------------	----	----	---------	----	----	---------------------	--------------

Pastoral Care: Able to engage other persons with empathy and assess situations and relationships with the compassion of Christ, with sensitivity to culture and context, and to convey the healing power of God to those who suffer.

An Area For Growth	1.	2.	3.	4.	X 5.	An Area of Strength	I don't know
--------------------	----	----	----	----	---------	---------------------	--------------

Proclamation of the Word: Know the practice and theory of Christian preaching, and can proclaim the Word of God, share the Good News of Jesus Christ, and help congregational members apply their faith to daily life.

An Area For Growth	X 1.	2.	3.	4.	5.	An Area of Strength	I don't know
--------------------	---------	----	----	----	----	---------------------	--------------

Spiritual Development: Establish and maintain spiritual disciplines that lead to personal growth and help others develop a rich spiritual life.

An Area For Growth	1.	2.	3.	4.	X 5.	An Area of Strength	I don't know
--------------------	----	----	----	----	---------	---------------------	--------------

Stewardship: Able to develop and encourage healthy stewards who recognize and share generously God's abundant gifts for all creation.

An Area For Growth	1.	2.	3.	4.	X 5.	An Area of Strength	I don't know
--------------------	----	----	----	----	---------	---------------------	--------------

Theology: Able to articulate a coherent view of God's nature and activity in relation to the Christian tradition, critically engage human situations from a perspective of faith, and help persons recognize theological issues in their daily lives.

An Area For Growth	1.	2.	3.	4.	X 5.	An Area of Strength	I don't know
--------------------	----	----	----	----	---------	---------------------	--------------

Understanding of Heritage: Know and appreciate the history and thought of Christianity and the history, structure, practices, and ethos of the Christian Church (Disciples of Christ).

An Area For Growth	1.	2.	3.	4.	X 5.	An Area of Strength	I don't know
--------------------	----	----	----	----	---------	---------------------	--------------

Worship: Know the purpose and elements of Christian worship, and can plan and lead meaningful worship by working with the worship team, musicians, and congregational members.

An Area For Growth	1.	2.	3.	X 4.	5.	An Area of Strength	I don't know
--------------------	----	----	----	---------	----	---------------------	--------------

This is a sample profile for review purposes only and will not be accepted for circulation.

Ministerial & Vocational Service

In the space below, please list ALL your vocational history beginning with your current or most recent compensated employment.

<i>Cong/Org Served, Location & Accomplishments</i>	<i>Position Held</i>	<i>Date Began</i>	<i>Date Ended</i>
First Church Of The Inanimate Gunnyswamp, TX Established a contemporary drive in worship service. Facilitated a ministry to the homeless living in their cars.	Pastor	12/2010	11/2013
Detroit Test Track Detroit, MI Helped Ensure that new automobile development was done with care and produced highest crash safety rating.	Head Impact Specialist	02/2007	11/2010
Dearborn Safety Institute Dearborn, MI employed as part of a multi-staff team to develop auto safety products.	Associate Crash Tester	01/2006	01/2014

District/Area/Regional/General/Ecumenical/Interfaith Service with dates:

"Lorem ipsum dolor sit amet, consectetur adipisicing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum."

Community/Church/Organization Volunteer Service, with dates:

"Lorem ipsum dolor sit amet, consectetur adipisicing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum."

This is a sample profile for review purposes only and will not be accepted for circulation.

Ministry Preferences

In light of God's leading, these are the ministry settings to which I sense a call:

- 1) Bi-vocational ministry
- 2) Congregation with one Pastor
- 3) Non-congregational ministry
- 4) Congregation with Multiple Staff
- 5) New Church Development

In what type of ministry are you most interested?

- 1) Senior Pastor
- 2) General/Regional Ministry
- 3) Associate Pastor
- 4) Chaplaincy
- 5) Pastoral Counseling

What is your vision of the kind of community to which God may be calling you?

Any community that will call me

- I am willing to move to a new residence and/or geographical location.
 I am NOT willing to move to a new residence and/or geographical location.

What type of community would you consider serving

- 1) Any Sized Community
- 2) City (50,000-250,000)
- 3) Suburb in an Urban Area

What is the average worship attendance of the congregation for which you are searching?

- 1) Any size worship attendance
- 2) 151-350
- 3) 351+

This is a sample profile for review purposes only and will not be accepted for circulation.

Financial Needs

I will need a cash salary & housing allowance in the range of:
(but not including benefits or professional expenses)

\$25,000 to \$50,000

I am open to a negotiable salary + housing, taking into account the regional costs of living.

Add any information regarding your financial needs or situation you would like to share with a search committee.

Benefits

Pension Fund (14% of salary and housing): I am a pension member
I desire to be a member

Health Care: Churchwide Health Care Plan in USA (Administered by Pension Fund in behalf of the church)
Other health plan
Supplemental Health Plan in Canada

Sabbatical: 3 months after every 5 years

Vacation: 4 weeks per year Including 4 Sundays per year

Continuing Education and Spiritual Retreat: 12 days per year

Parental Leave (If Needed)

Reimbursable Professional Expenses

Auto Expense Continuing Education Assembly/Meeting Allowance
 Books Miscellaneous Ministerial Expenses
 I understand I will be reimbursed at the current rate(s) for the mandatory Criminal Background Check(s).

Moving Expenses

It is the expectation that the congregation will pay for the expenses of moving the pastor to the new location. Best practices suggest that the pastor obtain three estimates. The congregation and the pastor determine together which best fits the needs of the pastor and congregation.

You can find information about "Preferred Providers" moving companies at
https://www.discipleshomemissions.org/wp-content/uploads/2012/10/MovingCompanies12_2013.pdf

This is a sample profile for review purposes only and will not be accepted for circulation.

References

List your Regional/Area Minister in the Region in which you have Standing. List three other persons, all of whom have had opportunity to observe your ministry within the last five years, including at least two persons from your current or most recent setting. **(Please note: These materials will not be circulated without a Regional reference from the Region where you hold Standing.)**

* = Has this person observed your ministry within the last five years?

*	Name	Mailing Address and Email	Occupation	Phone
	John Q Leader (Regional Ministerial Staff Person)	891 Holy Blvd Small Town, IN 445567 wlynn@dhm.disciples.org	Regional Minister	123-123-1234
YES	Paxton Jones	123 Somewhere, KS 11111 pjones@kansasdiscalples.org	Regional Minister and Test Recipient	111-111-111
YES	warren paul lynn	123 g st indy, IN 46256 warrenlynn@comcast.net	me	888-888-8888
YES	Tony Tiger	1859 Morning Blvd Dearborn, MI 46356 tony@tiger.org	Breakfast Cereal mascot	317-595-3456

Is there other information which a search committee should know that would be helpful when considering you as a candidate?
I'm a really durable guy.

When will you be available to relocate?

Can relocate within 30 days of acceptance of call, or extrication from latest crash.

This is a sample profile for review purposes only and will not be accepted for circulation.

**CHRISTIAN CHURCH (DISCIPLES OF CHRIST)
DISCLOSURE AND RELEASE FORM**

Name: Crash Bang Test-Dummy
Address: 123 Test Track Lane
Gunnyswamp, TX 54321
Home Phone: 123-456-7890

- 1) Have you ever been the subject of an official disciplinary review for ministerial misconduct conducted by a Regional Commission on Ministry or the General Commission on Ministry in the Christian Church (Disciples of Christ) that resulted in any of the following.

Censure: NO

Suspension of Standing: NO

Termination of Standing: NO

- 2) Are any official disciplinary reviews within the Christian Church (Disciples of Christ) pending against you at this time?

NO

- 3) Have you ever been the subject of official disciplinary proceedings by another denomination, professional association, credentialing body, or guild that resulted in disciplinary action?

NO

- 4) Have you ever relinquished your Ministerial Standing for any reason?

NO

- 5) Have you ever resigned from employment, been asked to resign by official action, had your ministerial or secular employment terminated, whether paid or volunteer, or had legal or ecclesiastical action taken against you based in whole or in part on allegations of any of the following?

Sexual harassment: NO

Child Abuse: NO

Alcohol/substance abuse: NO

Sexual misconduct: NO

Financial misconduct: NO

Violation of Ministerial Code of Ethics: NO

Physical abuse: NO

If you answered yes to any of the above questions, please provide detailed explanation for all such affirmative answers on the next page. In addition to providing other relevant material, be sure to include dates and information for related official decisions, actions, reviews, etc. (by you and/or other parties) that affected your Standing and/or employment as a minister, professional credentials, and/or any other secular employment.

Is there other information regarding your disclosure form, or that may appear in a criminal background check or on a reference form, or might be discovered through the due diligence of a Search committee about which you would like to make a statement?

By checking the box below that I accept these terms, and then also clicking the "Submit" button, I certify that the above is true and accurate and that in my judgment there are no other facts or circumstances involving me or any background related to my being entrusted with the responsibilities of ministry in the Christian Church (Disciples of Christ).

I further acknowledge that the information contained in this Disclosure and Release Form is true and complete and that any misrepresentation and/or omission may be grounds for rejection of consideration for a ministry position or for termination of a ministry position or of my standing as a minister in the Christian Church (Disciples of Christ). I authorize those persons who receive my Search and Call Forms and this Search and Call Disclosure and Release Form, and their agents, to make any inquiries to any person or entity regarding me and all statements contained in these forms; this authorization includes, but is not limited to, permission for such persons/agents to review any and all social media/Internet sites and sources of information (e.g., Facebook, Blogs, Twitter postings, MySpace, etc.) regarding me and my background/experience.

I also authorize all persons, entities, former employers, courts, law enforcement and other public agencies to respond to inquiries concerning me, to supply verification of the information provided in this form, and to comment and state opinions regarding my background and character. I authorize all persons who receive my Search and Call Forms, including this Search and Call Disclosure and Release Form and my Criminal Background Check, and their agents, to circulate, distribute, and otherwise share information collected in connection with these forms with others as they in their sole discretion see fit. I hereby release all entities and individuals to whom I have provided these authorizations (including but not limited to the Christian Church (Disciples of Christ)) from any and all liability arising from their actions that I have authorized in this document and from any omissions, including liability arising from their own negligence in connection with any action authorized herein.

Furthermore, I recognize my responsibility to update this personal disclosure form in a timely manner should there be a change in status in or related to any of the issues named above.



Date Completed:

Mar 5 2014

Digital Signature Provided By Crash Bang Test-Dummy

**CHRISTIAN CHURCH (DISCIPLES OF CHRIST)
Permission to Release Forms to Regions**

Name: Crash Bang Test-Dummy

Address: 123 Test Track Lane
Gunnyswamp, TX 54321

Home Phone: 123-456-7890

Date Completed:
Digital Signature Provided

- Limited Circulation** The Search and Call Office may forward my biographical information and references to **Only the Regions/Areas below.**
 - General Circulation** The Search and Call Office may forward my biographical information and references to **All Regions/Areas.**
 - General Circulation with Strong Preferences** The Search and Call Office may forward my biographical information and references to all regions but prefer strong consideration by the **Regions/ Areas indicated below.**
 - Other**
-

Selected Regions

**Northwest
Kansas**

This is a sample profile for review purposes only and will not be accepted for circulation.

Christian Church (Disciples of Christ) – Search and Call Process REFERENCE FORM

(Revised by G.C.O.M. February 2013)

Digital Signature Provided By John Q Leader

WAIVER:

I waive the right to view your submitted reference form, leaving it to the discretion of my Regional Minister to provide pastoral counsel and guidance to me in the Search and Call process.

Minister's Signature

Digital Signature Provided By Crash Test-Dummy

Minister's Name: Crash Test-Dummy**Reference Name:** John Q Leader**Address:** 123 Test Track Lane
Gunnyswamp, TX 54321**Address:** 891 Holy Blvd
Small Town IN 445567**Phone:** 123-456-7890**Phone:** 123-123-1234**Email:** ispiritual@me.com**E-mail:** wlynn@dhm.disciples.orgHow long have you known this person? Since they were molded in the factory**Relationship:**

Lay member of congregation

 Regional Staff

General Staff

Clergy Colleague

 Family Friend

Other

Region:Is this minister in good standing in your region?: No*If "No", please explain:*

They are not yet ordained, but once they are in a couple months, they will be provided Standing. There are no concerns about this person.

This is a sample reference for review purposes only and will not be accepted for circulation.

Digital Signature Provided By John Q Leader

Personal Qualifications for Ministry

The Christian Church (Disciples of Christ) has adopted a ministry policy (Theological Foundations and Policies and Criteria for the Ordering of Ministry) that names nine areas which indicate a person's personal qualifications for ministry. Based on your experience of this person, how would you rate the candidate on the continuums below. Selecting the number 5 indicates "exceptional"; and selecting the number 1 indicates "needs growth"; you also may select any number in between, or you may choose "I Don't Know".

I would assess this person's faith in Jesus Christ and commitment to a life of Christian discipleship and nurturing spiritual practices as . . .

NEEDS GROWTH _____ **X** _____ EXCEPTIONAL I don't know
1. 2. 3. 4. 5.

I would assess this person's sense of call to ministry and being affirmed by the church as . . .

NEEDS GROWTH _____ **X** _____ EXCEPTIONAL I don't know
1. 2. 3. 4. 5.

I would assess this person's understanding of pastoral identity as . . .

NEEDS GROWTH _____ **X** _____ EXCEPTIONAL I don't know
1. 2. 3. 4. 5.

I would assess this person's capacity to engage in theological reflection as . . .

NEEDS GROWTH _____ **X** _____ EXCEPTIONAL I don't know
1. 2. 3. 4. 5.

I would assess this person's moral character and personal integrity as . . .

NEEDS GROWTH _____ **X** _____ EXCEPTIONAL I don't know
1. 2. 3. 4. 5.

I would assess this person's commitment to spiritual, physical, and emotional wellness sufficient for healthy ministry as..

NEEDS GROWTH _____ **X** _____ EXCEPTIONAL I don't know
1. 2. 3. 4. 5.

I would assess this person's care and compassion for all people, with appropriate relational skills, as . . .

NEEDS GROWTH _____ **X** _____ EXCEPTIONAL I don't know
1. 2. 3. 4. 5.

I would assess this person's personal financial management as . . .

NEEDS GROWTH _____ **X** _____ EXCEPTIONAL I don't know
1. 2. 3. 4. 5.

I would assess this person's stewardship in the use of God's gifts as . . .

NEEDS GROWTH _____ **X** _____ EXCEPTIONAL I don't know
1. 2. 3. 4. 5.

Provide narrative comments giving your impression regarding any/all of the above nine qualifications.

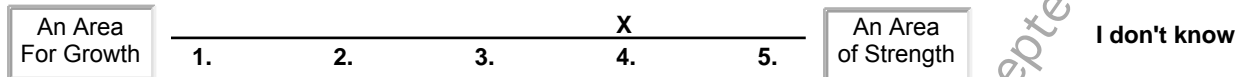
Crash Test Dummy is one of the most-sensitive and compassionate people I know. He would willingly be torn apart in a major impact if it would help develop a caring and safe atmosphere for others.

Digital Signature Provided By John Q Leader

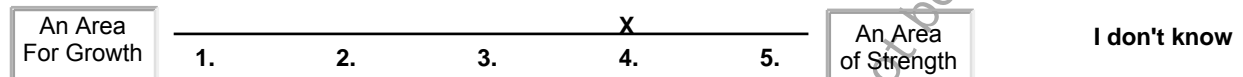
Areas of Ministerial Practice

This list is based on the requirements found in Theological Foundations and Policies and Criteria for the Ordering of Ministry of the Christian Church (Disciples of Christ). In each of these Areas of Ministerial Practice, consider this person's gifts, skills and abilities and indicate whether each one is "an area of strength" or "an area for growth." Select the number on each continuum below that reflects this person's present level of competency.

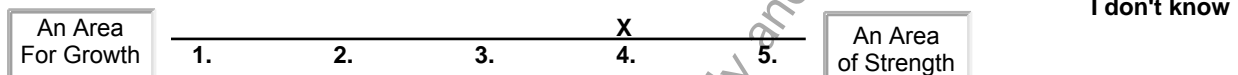
Biblical Knowledge: This person is rooted and grounded in scripture and able to interpret and apply the scriptures in ways that are appropriate to original and contemporary contexts.



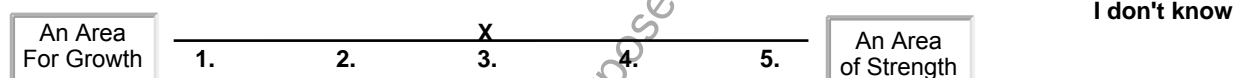
Church Administration and Planning: This person is able to practice the principles of good administration, planning and implementing short- and long-range goals to enhance Congregational life in collaboration with teams and committees.



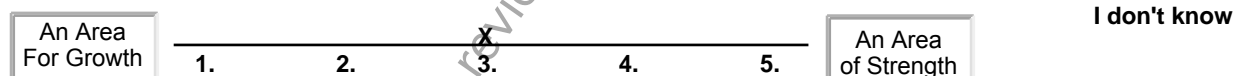
Communication: This person is able to be an effective communicator and able to facilitate effective communication within and on behalf of the church.



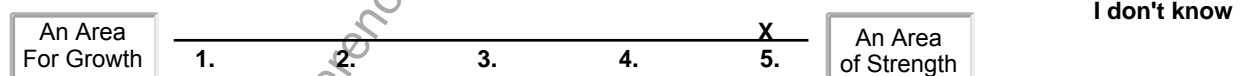
Cross Cultural and Anti-Racism Experience: This person is sensitive to the different manifestations of racism and prejudice in the culture and committed to confronting and overcoming them.



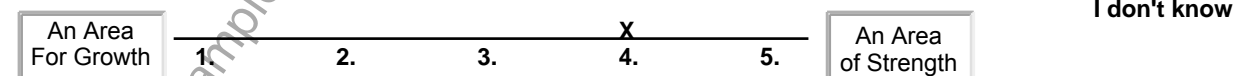
Ecumenism: This person exhibits a commitment to working with other Christians and denominations, and with other faiths, in programs of common witness and service – articulating the vision of the ecumenical and global church as a starting place for mission.



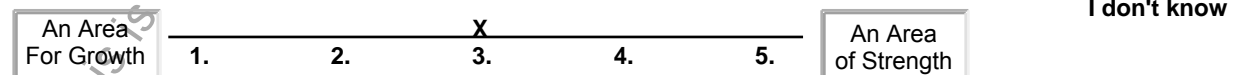
Education and Leader Development: This person knows the foundations of Christian education and the principles of leader development, and can demonstrate competency in teaching children, youth, and adults, including lay leaders and staff.



Ethics: This person is able to help parishioners think critically about the relationship of their faith to issues of justice, ethics and morality.



Evangelism: This person is able to motivate congregational members to share their faith through word and action.



Digital Signature Provided By John Q Leader

Mission of the Church in the World: This person is able to understand and articulate the centrality of the call to mission given by Jesus Christ and the prophets. This person is able to empower congregations to engage in mission from our doorsteps to the ends of the earth.

An Area For Growth	<table border="0" style="margin: 0 auto;"> <tr> <td style="border-bottom: 1px solid black; width: 15px;">1.</td> <td style="border-bottom: 1px solid black; width: 15px;">2.</td> <td style="border-bottom: 1px solid black; width: 15px;">3.</td> <td style="border-bottom: 1px solid black; width: 15px; text-align: center;">X</td> <td style="border-bottom: 1px solid black; width: 15px;">5.</td> </tr> </table>	1.	2.	3.	X	5.	An Area of Strength	I don't know
1.	2.	3.	X	5.				

Pastoral Care: This person is able to engage other persons with empathy and assess situations and relationships with the compassion of Christ, with sensitivity to culture and context. This person is able to convey the healing power of God to those who suffer.

An Area For Growth	<table border="0" style="margin: 0 auto;"> <tr> <td style="border-bottom: 1px solid black; width: 15px;">1.</td> <td style="border-bottom: 1px solid black; width: 15px;">2.</td> <td style="border-bottom: 1px solid black; width: 15px;">3.</td> <td style="border-bottom: 1px solid black; width: 15px;">4.</td> <td style="border-bottom: 1px solid black; width: 15px; text-align: center;">X</td> </tr> </table>	1.	2.	3.	4.	X	An Area of Strength	I don't know
1.	2.	3.	4.	X				

Proclamation of the Word: This person knows the practice and theory of Christian preaching. This person is able to proclaim the Word of God, share the Good News of Jesus Christ, and help congregational members apply their faith to daily life.

An Area For Growth	<table border="0" style="margin: 0 auto;"> <tr> <td style="border-bottom: 1px solid black; width: 15px;">1.</td> <td style="border-bottom: 1px solid black; width: 15px;">2.</td> <td style="border-bottom: 1px solid black; width: 15px;">3.</td> <td style="border-bottom: 1px solid black; width: 15px;">4.</td> <td style="border-bottom: 1px solid black; width: 15px; text-align: center;">X</td> </tr> </table>	1.	2.	3.	4.	X	An Area of Strength	I don't know
1.	2.	3.	4.	X				

Spiritual Development: This person has established and maintains spiritual disciplines that lead to personal growth and helps others develop a rich spiritual life.

An Area For Growth	<table border="0" style="margin: 0 auto;"> <tr> <td style="border-bottom: 1px solid black; width: 15px;">1.</td> <td style="border-bottom: 1px solid black; width: 15px;">2.</td> <td style="border-bottom: 1px solid black; width: 15px;">3.</td> <td style="border-bottom: 1px solid black; width: 15px; text-align: center;">X</td> <td style="border-bottom: 1px solid black; width: 15px;">5.</td> </tr> </table>	1.	2.	3.	X	5.	An Area of Strength	I don't know
1.	2.	3.	X	5.				

Stewardship: This person is able to develop and encourage healthy stewards who recognize and share generously God's abundant gifts for all creation.

An Area For Growth	<table border="0" style="margin: 0 auto;"> <tr> <td style="border-bottom: 1px solid black; width: 15px;">1.</td> <td style="border-bottom: 1px solid black; width: 15px;">2.</td> <td style="border-bottom: 1px solid black; width: 15px;">3.</td> <td style="border-bottom: 1px solid black; width: 15px; text-align: center;">X</td> <td style="border-bottom: 1px solid black; width: 15px;">5.</td> </tr> </table>	1.	2.	3.	X	5.	An Area of Strength	I don't know
1.	2.	3.	X	5.				

Theology: This person is able to articulate a coherent view of God's nature and activity in relation to the Christian tradition, critically engage human situations from a perspective of faith, and help persons recognize theological issues in their daily lives.

An Area For Growth	<table border="0" style="margin: 0 auto;"> <tr> <td style="border-bottom: 1px solid black; width: 15px;">1.</td> <td style="border-bottom: 1px solid black; width: 15px;">2.</td> <td style="border-bottom: 1px solid black; width: 15px;">3.</td> <td style="border-bottom: 1px solid black; width: 15px; text-align: center;">X</td> <td style="border-bottom: 1px solid black; width: 15px;">5.</td> </tr> </table>	1.	2.	3.	X	5.	An Area of Strength	I don't know
1.	2.	3.	X	5.				

Understanding of Heritage: This person has knowledge of and appreciation for the history and thought of Christianity and the history, structure, practices, and ethos of the Christian Church (Disciples of Christ).

An Area For Growth	<table border="0" style="margin: 0 auto;"> <tr> <td style="border-bottom: 1px solid black; width: 15px;">1.</td> <td style="border-bottom: 1px solid black; width: 15px;">2.</td> <td style="border-bottom: 1px solid black; width: 15px; text-align: center;">X</td> <td style="border-bottom: 1px solid black; width: 15px;">4.</td> <td style="border-bottom: 1px solid black; width: 15px;">5.</td> </tr> </table>	1.	2.	X	4.	5.	An Area of Strength	I don't know
1.	2.	X	4.	5.				

Worship: This person knows the purpose and elements of Christian worship. This person is able to plan and lead meaningful worship by working with the worship team, musicians, and Congregational members.

An Area For Growth	<table border="0" style="margin: 0 auto;"> <tr> <td style="border-bottom: 1px solid black; width: 15px;">1.</td> <td style="border-bottom: 1px solid black; width: 15px;">2.</td> <td style="border-bottom: 1px solid black; width: 15px;">3.</td> <td style="border-bottom: 1px solid black; width: 15px; text-align: center;">X</td> <td style="border-bottom: 1px solid black; width: 15px;">5.</td> </tr> </table>	1.	2.	3.	X	5.	An Area of Strength	I don't know
1.	2.	3.	X	5.				

This is a sample reference for review purposes only and will not be accepted for circulation.

Digital Signature Provided By John Q Leader

Referent Comments

For what type of situation do you feel this person is best suited?

enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum

What, if any, are the ministerial situations for which it would be unwise to consider this candidate?

enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolorin reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, suntin culpa qui officia deserunt mollit anim id est laborum

Describe this person's ministry in ways which would help a Search Committee make a decision.

Excepteur sint occaecat cupidatat non proident, suntin culpa qui officia deserunt mollit anim id est laborum

Describe this person's leadership: style, strengths, gifts, characteristics and methods.

Excepteur sint occaecat cupidatat non proident, suntin culpa qui officia deserunt mollit anim id est laborumExcepteur sint occaecat cupidatat non proident, suntin culpa qui officia deserunt mollit anim id est laborumExcepteur sint occaecat cupidatat non proident, suntin culpa qui officia deserunt mollit anim id est laborumExcepteur sint occaecat cupidatat non proident, suntin culpa qui officia deserunt mollit anim id est laborum

Search committees are urged to make direct contact with the referents of their final candidates. Referents should be prepared to confer with a search committee that might be in contact with them.

Referent Signature _____ Digital Signature Provided By John Q Leader

Date _____ Mar 5 2014

This form is provided by The Office of Christian Vocations,
Disciples Home Missions, Christian Church (Disciples of Christ)

This is a sample reference for review purposes only and will not be accepted for circulation.