**Evaluation for Prospective Candidates**

**Prospective Candidate: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

Adapt this template based on the character and competencies in the Lead Pastor Search Profile in conjunction with interview questions to evaluate what the Board and Pastoral Search Team want to know about a candidate.

Please complete this evaluation based on the information gathered through resumes, references, and interviews.

**Score Scale** – **1** being **Very Weak** to **10** being **Very Strong**

|  |  |
| --- | --- |
| **Character** | **Score** |
| Humble dependence on God that inspires  | 1 2 3 4 5 6 7 8 9 10 | n/a |
| Sincere love for people in church & community | 1 2 3 4 5 6 7 8 9 10 | n/a |
| Demonstrates a self-disciplined life | 1 2 3 4 5 6 7 8 9 10 | n/a |
| Life of spiritual growth, vitality, & prayer | 1 2 3 4 5 6 7 8 9 10 | n/a |
| Strong commitment to spouse & family | 1 2 3 4 5 6 7 8 9 10 | n/a |
| Time spent in spiritual formation & disciplines | 1 2 3 4 5 6 7 8 9 10 | n/a |
| Ability to deal with conflict in a biblical manner | 1 2 3 4 5 6 7 8 9 10 | n/a |
| Consistent pattern of integrity & transparency | 1 2 3 4 5 6 7 8 9 10 | n/a |
| Takes responsibility & ownership for actions | 1 2 3 4 5 6 7 8 9 10 | n/a |
| Pattern of perseverance & commitment | 1 2 3 4 5 6 7 8 9 10 | n/a |

**Score Scale** – **1** being **Very Weak** to **10** being **Very Strong**

|  |  |
| --- | --- |
| **Competencies** | **Score** |
| Preaching skills  | 1 2 3 4 5 6 7 8 9 10 | n/a |
| Teacher of the Word, develops others to teach | 1 2 3 4 5 6 7 8 9 10 | n/a |
| Experience & heart for city centre/urban ministry | 1 2 3 4 5 6 7 8 9 10 | n/a |
| Nurturing a ministry of prayer | 1 2 3 4 5 6 7 8 9 10 | n/a |
| Equipping the saints to do the work of ministry | 1 2 3 4 5 6 7 8 9 10 | n/a |
| Collaborative leadership style with others | 1 2 3 4 5 6 7 8 9 10 | n/a |
| Missional mindset - church engaged in the community | 1 2 3 4 5 6 7 8 9 10 | n/a |
| Willingness to consider new ideas | 1 2 3 4 5 6 7 8 9 10 | n/a |
| Culturally aware of what’s happening in the world | 1 2 3 4 5 6 7 8 9 10 | n/a |
| Discipleship/ mentoring ability that builds lives | 1 2 3 4 5 6 7 8 9 10 | n/a |
| Ability to develop effective leadership teams | 1 2 3 4 5 6 7 8 9 10 | n/a |
| Ability to communicate the church’s vision | 1 2 3 4 5 6 7 8 9 10 | n/a |
| Ability to encourage, motivate, & build up  | 1 2 3 4 5 6 7 8 9 10 | n/a |