**District Superintendent Ministry Assessment**

**Kansas City District**

**District Advisory Board**

April 2020

**Directions:**

Please respond to the items in each section by indicating a number from 1-5. 1 is the lowest/weakest rating; 5 is the highest/strongest rating. There is opportunity to add comments after each of the sections.

1. **SPIRITUAL HEALTH**
2. Exhibits strong commitment to Christ and the Bible 1 2 3 4 5
3. Demonstrates desire to reach people for Christ 1 2 3 4 5
4. Provides a Christlike example 1 2 3 4 5
5. Speaks/prays with sincerity and passion 1 2 3 4 5
6. Offers wise spiritual counsel 1 2 3 4 5
7. Honors a weekly Sabbath 1 2 3 4 5
8. Models Life-long Learning 1 2 3 4 5
9. Gives proper attention to physical health 1 2 3 4 5
10. Strives for a healthy rhythm in ministry 1 2 3 4 5
11. Additional Comments related to Spiritual Health: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
12. **RELATIONSHIP OF THE D.S. WITH…**

 **Family**

1. Models a healthy marriage relationship 1 2 3 4 5
2. Models healthy relationships with family members 1 2 3 4 5

**Pastors**

1. Is accessible to district pastors 1 2 3 4 5
2. Is respected by district pastors 1 2 3 4 5
3. Resources pastors towards ministry fruitfulness and financial stewardship 1 2 3 4 5
4. Plans inspirational District Assemblies 1 2 3 4 5

**District Churches**

1. Is available to churches as needed 1 2 3 4 5
2. Is effective at coaching churches toward health 1 2 3 4 5
3. Is willing to engage in church conflict resolution 1 2 3 4 5

**District Advisory Board**

1. Honors the board and its role 1 2 3 4 5
2. Informs the board of district issues 1 2 3 4 5
3. Encourages input from board members 1 2 3 4 5
4. Evidences preparation for board meetings 1 2 3 4 5
5. Exercises leadership in board meetings 1 2 3 4 5
6. Provides vision and clearly communicates strategy for the district 1 2 3 4 5
7. Is aware of current cultural trends affecting pastors and churches 1 2 3 4 5

**The Church of the Nazarene**

1. Represents the Church of the Nazarene well 1 2 3 4 5
2. Promotes the mission/direction of the Church of the Nazarene 1 2 3 4 5

**Relationships in General**

1. Honors confidentiality 1 2 3 4 5
2. Makes and maintains healthy relationships 1 2 3 4 5
3. Values people 1 2 3 4 5
4. Overall relational skills 1 2 3 4 5
5. Additional Comments related to Relationships: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
6. **LEADERSHIP**
7. Leads with decisiveness 1 2 3 4 5
8. Leads with integrity 1 2 3 4 5
9. Leads with vision 1 2 3 4 5
10. Communicates effectively (preaching/teaching) 1 2 3 4 5
11. Communicates effectively (writing) 1 2 3 4 5
12. Administrative ability (organized, good follow-through, detailed) 1 2 3 4 5
13. Promotes dialogue to resolve issues 1 2 3 4 5
14. Models and promotes financial stewardship 1 2 3 4 5
15. Is innovative and creative 1 2 3 4 5
16. Able to inspire and motivate 1 2 3 4 5
17. Can mobilize the district 1 2 3 4 5
18. Effectively recruits, develops, and leads district office staff 1 2 3 4 5
19. Delegates authority 1 2 3 4 5
20. Leads strategically to support efforts in growth and financial health 1 2 3 4 5
21. Shows effective leadership in starting churches 1 2 3 4 5
22. Shows effective leadership in strengthening churches 1 2 3 4 5
23. Shows effective leadership in developing leaders 1 2 3 4 5
24. Additional Comments related to Leadership: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
25. ***MANUAL* DUTIES**
26. Builds morale 1 2 3 4 5
27. Provides motivation 1 2 3 4 5
28. Supplies management and method assistance 1 2 3 4 5
29. Organizes, recognizes, and superintends local churches 1 2 3 4 5
30. Is available to local churches as needed 1 2 3 4 5
31. Proactively intervenes when churches are in an unhealthy, declining situation 1 2 3 4 5
32. Schedules and conducts the regular church/pastoral relationship reviews 1 2 3 4 5
33. Effectively leads church boards in pastoral searches 1 2 3 4 5
34. Additional Comments related to *Manual* Duties: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
35. **FROM PROFILE DEVELOPED IN DS SEARCH**

**Ambassador of Christ:**

1. Models a life steeped in prayer, devotion, and obedience to the will of God 1 2 3 4 5
2. Has a well-formed theology and exemplifies that for other leaders 1 2 3 4 5
3. Holds all members accountable for living out God’s call in their lives 1 2 3 4 5
4. Models a passion for the least, last and lost and shares Christ with them 1 2 3 4 5

**Visionary:**

1. Moves the district forward by clearly articulating vision 1 2 3 4 5
2. Empowers leaders 1 2 3 4 5
3. Is a strategic leader that clarifies the district’s purpose 1 2 3 4 5
4. Inspires individuals to pursue a shared vision 1 2 3 4 5
5. Ensures that goals and outcomes are attained 1 2 3 4 5

**Relational Competence and Self Awareness:**

1. Understands the district’s uniqueness 1 2 3 4 5
2. Is comfortable in each environment within the district 1 2 3 4 5
3. Creates unity among its people and churches 1 2 3 4 5

**Pastoral Leadership:**

1. Listens, offers support, compassion, guidance and encouragement 1 2 3 4 5
2. Builds intentional and personal relationships with the pastors of the district 1 2 3 4 5
3. Additional Comments related to Profile Characteristics: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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1. The DS’s greatest strength is: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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1. The DS’s greatest area of needed improvement is: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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1. Other comments: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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