

## Criteria for Candidate Evaluation

*For use by Sessions and Candidate Committees in evaluating applicants for the gospel ministry*

1. Evidence of a call to the gospel ministry.
2. Evidence of giftedness for the gospel ministry.
3. Observations of the qualifications mentioned in 1 Timothy 3:1-7 and Titus 1:5-9.
4. Areas of service in the past that reveal God's blessings upon his or her ministry.
5. Effectiveness in communication:
  - Public speaking.
  - Written communication.
  - Listening skills.
6. Indications of interpersonal skills:
  - Able to connect with others.
  - Eye contact, manner, demeanor.
  - Motivational abilities, leadership skills.
7. Administration:
  - Goal setting and decision-making abilities.
  - Signs of success in planning, organizing, delegating, recruiting, training.
8. Integrity:
  - Indications that applicant is trustworthy, truthful, dependable, responsible.
  - Any concerns about applicant's handling of confidentiality, sexual purity, financial freedom?
9. Sense of personal identity:
  - Is the applicant aware of his or her strengths, weaknesses, spiritual gifts?
  - Willing to take correction and criticism with discernment?
  - Evidence of appropriate initiative, assertiveness, self-motivation, appropriate boldness, self-esteem, self-confidence, stability, stress management skills, sense of direction.
  - Positive and faith-filled outlook.
10. Personal discipline:
  - Gives evidence of practicing spiritual disciplines.
  - Use of time.
11. Knowledge:
  - Shows evidence of intellectual abilities for seminary and ministry.
  - Able to handle a minister's responsibilities of study, reflection, wise governance.