

## **DEFINITIONS for RATING CATEGORIES**

**TACT:** Speaks and acts in a manner to maintain good relations with people, and works at not intentionally giving offense. Works to deepen good relations with all people, and loves people as redeemed souls in the blood of Jesus Christ. Is careful and sensitive in regard to what he says and does in order not to impede the proclamation of the true word of God.

**PATIENCE:** Bears the burdens of the ministry without complaining, gives people the benefit of the doubt and is a good model of putting the best construction on what people say and do. Is not hasty or impetuous in his actions and decisions. Exhibits the Scriptural virtue of “long suffering.”

**COOPERATION:** Cooperates with the people as the Priesthood of Believers, seeks to work in concert with the leaders of the congregation. Is a team player, and makes a conscious effort to maintain a good working relationship with all the people of the parish, being particularly sensitive to local traditions, practices and concerns.

**INITIATIVE:** Works at being a good leader, is a self-starter and energetic and faithful in his work. Can be depended on to do his work well and without constant supervision.

**ADMINISTRATION:** Exhibits good leadership and management skills. Works well with boards and committees of the congregation so that the work of the church is faithfully carried out in an efficient, orderly, evangelical, and doctrinally sound way. Works at equipping people in the parish for their tasks and takes the time to properly inform and train them for their duties. Evangelically calls people responsible for various tasks to be accountable for those tasks. Maintains parish records in a responsible manner, and completes reports in good order and in a timely fashion. Supervises staff in an efficient, caring, and responsible manner.

**LEADERSHIP:** Keeps before the people of the congregation a vision of where they are to be going and what they are to be doing. Has a good understanding of the mission of the church and the priorities necessary to accomplish that mission. Encourages the support and participation of the people in the work to be done without being dictatorial.

**INNOVATION:** Being faithful to the Scripture, he brings ideas and advice to matters which the congregation is addressing, or needs to address. Will examine or try new ideas, methods or devices.

**CREATIVITY:** Is imaginative, and able to affect a course of action or behavior with new techniques or approaches.

**PEOPLE SKILLS:** Successfully works hard at getting along with all people, has a pleasing personality, and is sensitive, pleasant, and empathetic. Is well regarded by his people and peers.

**COMMUNITY INVOLVEMENT:** Is engaged with the community in ways that he is able to help and assist, and is visible and known in and by the community. Is sensitive and responsive to the needs of those outside the congregation.

**PERSONAL GROOMING:** Is clean and well appearing and dresses in a way that does not offend nor draw undue attention to himself. His appearance is consistent with his position, and does not reflect poorly on his congregation.

**PARTICIPATION IN CONTINUING EDUCATION:** Is willing to continue studying and learning in order to remain well informed and well trained in his Calling.

**CONFERENCE PARTICIPATION:** Is faithful in attending pastor's conferences, and takes an active role in such conferences, convocations, and the like.

**USE OF COMPUTER:** Is familiar with computers and is able to use them competently and appropriately in his pastoral ministry and in service to his congregation.

**USE OF SOCIAL MEDIA:** Is familiar with various social media venues and is able to utilize them appropriately for his pastoral ministry and in service of the congregation.

**CHILDREN'S MINISTRY:** Relates well to children, and communicates successfully with them. Has a high regard for the Sunday School, Vacation Bible School, and other children's ministries in the congregation.

**YOUTH MINISTRY:** Has an interest in and skill for working with young people. Understands that young people are also the church and works to equip them with God's word, saving faith, and the ability to live the Christian life. Is patient with youth, and understands the special challenges that they face.

**YOUNG ADULT MINISTRY:** Works well with this age group (18 – 30), and is sensitive to their special perspective on things and the needs in their lives.

**SINGLES MINISTRY:** Is comfortable and able to work with single adults and is sensitive to their special challenges and circumstances in the world. He understands that they do not at times fit into social structure that caters to couples and families.

**OLDER ADULT MINISTRY:** Has an interest in and skill for working with older adults. Is sensitive to their needs, willing to listen to their concerns, and gentle and patient with them in their weaknesses. Is faithful and conscientious in providing Word and Sacrament ministry to the shut-ins.

**FAMILY MINISTRY:** Is sensitive to the needs of families, is helpful in bringing Biblical truth to bear on such issues as parenting, discipline in the family, and special issues arising in single parent families.

**MINISTRY TO INACTIVES:** Is concerned about members who are not active in the parish, visits in their homes, and works at bringing the back into the active life and service of the congregation.

**SMALL GROUP MINISTRIES:** Works well with small groups, such as Bible study groups, peer groups, special interest groups, and the like. He understands small group dynamics, and can identify and train small group leaders.

**ASSIMILATION OF NEW MEMBERS:** Is good at nurturing new members and helping them feel at home in the congregation. He assists the new members in becoming active and contributing members of the parish. He is sensitive to the special needs of people who are new to a congregation.

**LAY LEADERSHIP DEVELOPMENT:** Is capable to identifying people with good leadership qualities and then training and encouraging these people to assume leadership roles in the parish. Works at equipping people to carry out duties and responsibilities in the congregation.

**PERSONAL WITNESSING:** Has a genuine concern for the lost, and conveys that concern to the people of the parish. Makes evangelism calls and encourages and trains the congregation to do the same. Maintains his personal life so that he is an example of good witness to the Gospel of Jesus Christ.

**COUNSELING:** Open and assessable as a pastoral counselor to God's people with God's word, but clearly understands his limits in terms of needs outside of the spiritual realm. Knows when he can help, and when he should refer to others. Carefully keeps all information in regard to counseling confidential. Is a good listener, is not judgmental, and uses God's word appropriately.

**PREACHING CONTENT:** Understands that preaching is more than a presentation of Biblical narrative and Confessional soundness, but must communicate and proclaim Law and Gospel. Knows that preaching which edifies is presenting Law and Gospel in such a way that even a child can understand it. Makes the Gospel prominent in preaching, but preaches the whole word of God with faithfulness. Makes clear application of the word of God to lives of the people of the congregation. Is faithful to the Scripture and Confessions in his sermons.

**PREACHING DELIVERY:** Preaches in a manner that makes the sermon interesting and understandable. Preaches with confidence and with a passion for the word of God and for the people that God has placed in his care. Preaches in an engaging manner using good communication skills, and makes good use of illustrations.

**TEACHING ABILITY:** Understands that teaching is more than lecturing, and uses methods appropriate to his hearers, whether children or adults. Works to present material so that people grow in knowledge, attitude, and skill in regard to the Christian faith and life. Works to train teachers in the parish so that others in Sunday School classes or Bible classes may assist him in his work of teaching God's word in the congregation.

**WORSHIP:** Understands nature of worship and leads the congregation in worship on a regular basis, and in appropriate manner and form. Carefully prepares for each worship service, and leads the congregation in understanding that in true Christian worship, that God is present in His Word and Sacraments and through these means of grace is delivering to His people the gifts that He has for them in Jesus Christ. He teaches and encourages the people to attend the worship services in God's House faithfully, and works hard to make each service spiritually rich and nourishing.

**STEWARDSHIP:** Teaches God's people the Biblical principles of Christian stewardship, and models that in his own life. Works to help the people understand and practice what it means to be a disciple of Jesus Christ.

**VISITING:** Understands that personal contact with members of the congregation and prospective members is very important. Makes visits to the homes of the people of the congregation, and also maintains a posture of availability to members who want to come and visit with him. Reaches out to people and is assessable to all, and is sensitive to the needs of the sick and shut-in. Gives high priority to individual soul care.