

PASTORAL DEVELOPMENT ASSESSMENT

In I Timothy 3:1-7, the Apostle Paul instructed Timothy that those desiring a position of leadership and oversight in the church were expected to be developing and growing in core competencies and skills that would enable them to be effective in ministry.

While Paul understood that we are always inadequate for what God asks us to do and our sufficiency for ministry must always be based in the sufficiency of Christ, at the same time he understood there are competencies God wants to develop in us and skills He wants to grow in us that enable us to better partner with the sufficiency He is ready to give us.

The following self-assessment has six specific categories of focus: Personal Relationship with Jesus, Spiritual Maturity, Self-Management, Approaches to Ministry, Ministerial Skills, and Leadership Skills. Each category of competencies is a building block upon which the next category rests.

The goal is to determine whether you are progressing and growing in the various facets of each category or if there are some areas in which you could benefit from further development. An honest evaluation of yourself will allow the Lord to reveal the areas where you have plateaued so He can jump start you into being shaped and sharpened into a more useable and effective vessel. As workers in God's eternal harvest, it behooves us to be the very best we can be.

By taking this self-assessment and sharing it with your development guide (e.g. Senior Pastor, mentor, ministry leader, etc.), you will be provided the opportunity to dialogue about your strengths and weaknesses and to discuss and assign resources that will help you grow and develop in the areas needed.

As you read through the assessment for each category, place a checkmark in the box that best rates your present personal development:

Totally Lacking Development (1)	Weak in Development (2)	Somewhat Developed (3)	Strongly Developed (4)
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At the end of each category, there are two questions for you to answer:

1. Identity a few specific areas where your score came out lower than the rest (indicating a weak area of your life).
2. Write a paragraph describing why these weaknesses hinder your effectiveness in ministry.

MODULE I: CHARACTER

Part One: Personal Relationship with Jesus

1. Worship: *“Ascribe to the Lord the glory due His name...Worship the Lord in the splendor of His holiness; tremble before Him, all the earth” (Ps. 96:8,7,9).*

	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)
You are ever expanding your comprehension of the awesomeness, majesty, goodness and glory of God.				
You are full of gratitude and thanksgiving.				
Worship is a part of your everyday life style. In everything, you give thanks.				
You engage in depth, both in personal and corporate expressions of worship.				
You find refreshment and renewal in worship spending time in God’s presence.				

2. Prayer: *“Do not be anxious about anything, but in everything, by prayer and petition, with thanksgiving, present your request to God” (Phil. 4:6).*

	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)
You believe that nothing is impossible for God.				
You partner with God to release heaven’s resources into earth’s needs.				
You not only talk to God about everything but you practice listening to what He says back to you.				
You practice and engage in different types of praying (e.g. Intercession, Praying in the Spirit, Praying the scriptures, Fasting and prayer, etc.).				
You enjoy spending time in God’s presence fellowshiping with Him and meditating upon who He is.				

3. Scripture: *“Do your best to present yourself to God as one approved, a workman who does not need to be ashamed and who correctly handles the Word of truth” (II Timothy 2:15).*

	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)
You feed yourself daily from the Word meditating upon how it applies to you.				
You are devoted to and are a student of				

the Word.				
You value and practice scripture memorization and hiding the Word in your heart.				
You enjoy and practice journaling about the personal applications and insights the Word is teaching you.				
You seek to interact with scripture in a broad way (i.e. multiple translations, multiple commentaries, multiple perspectives, multiple applications, and multiple layers of revelation).				

4. Rest & Solitude: *“Take my yoke upon you and learn from me, for I am gentle and humble in heart, and you will find rest for your souls” (Matt. 11:29).*

	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)
You find regular time away from distractions to reflect and to meditate upon the Lord and what He is speaking to your heart. Then you act upon His directives.				
You know what refuels your tank and what energizes you and you make time to do it.				
You know how to say “no” and to set boundaries.				
You are led by the Spirit rather than being driven by the pressures and demands of people.				
You are secure in your own skin and accepting of your own unique design and personhood.				

5. Spirit Empowerment: *“After they prayed, the place where they were meeting was shaken. And they were all filled with the Holy Spirit and spoke the Word of God boldly” (Acts 4:31).*

	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)
You understand and value the role of the Baptism with the Holy Spirit in the life of a believer and you seek to daily be full of the Spirit walking in the Spirit’s anointing.				
You embrace the gifts of the Spirit. (The manifestation gifts I Corinthians 12:7-10 and the helps/grace gifts Roman 12:6-8) and seek to help others discover and utilize their own unique gift-mix.				
You have an experiential understanding of the equipping gifts (apostles, prophets, evangelists, shepherding and teaching gifts) and seek the integration of these gifts into the church so that the Body is				

healthy, mature, and fully equipped.				
You yield to the inner working of the Holy Spirit to produce the Fruit of the Spirit in your everyday living and activities (love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control).				
You are learning how to daily abide in Christ, crucifying the flesh and walking in the Spirit so that you don't fulfill the passions and desires of the old sinful nature.				

Look over your self-assessment for **Part One: Personal Relationship with Jesus:**

- 1) Identity a few specific areas where your score came out lower than the rest (indicating a weak area of your life).

- 2) Write a paragraph describing why these weaknesses hinder your effectiveness in ministry.

Part Two: Spiritual Maturity

1. Integrity: *“Now the overseer must be above reproach. He must have a good reputation with outsiders, so that he will not fall into disgrace and into the devil’s trap” (I Tim. 3:2 & 7).*

	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)
You have a good moral and spiritual reputation within the church.				
You have a good testimony before the world.				
There is ample evidence to people, in your sphere of influence, that you are growing in Christ-likeness and spiritual maturity.				
You show consistency in choices and attitudes based in faith rather than fear.				
You are real, authentic, and genuine, not hypocritical.				

2. Self-Controlled: *“Now the overseer must be...temperate, self-controlled, respectable” (I Tim. 3:2).*

	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)
You are consistent and disciplined.				
You are balanced and stable.				
You are sensible with good judgment.				
You have a well-ordered life.				
You are not overindulgent.				

3. Gentleness: *“not violent but gentle, not quarrelsome” (I Tim. 3:3).*

	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)
You are gracious and considerate.				
You are not quick tempered or quarrelsome.				
You are patient.				
You are forbearing and forgiving.				
You are a peacemaker and problem solver.				

4. Hospitable: *“Since an overseer is entrusted with God’s work, he must...be hospitable, one who loves what is good” (Titus 1:8).*

	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)

You love and enjoy people. You value community.				
You are friendly and engaging. People are attracted to you.				
You give generously of yourself.				
You are positive and joyful to be around.				

5. Financially Trustworthy: *“Not a lover of money” (1 Tim. 3:3).*

	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)
You are ethical and responsible financially.				
You are not materialistic or driven by compulsive desires.				
You understand, value, and practice the spiritual principles of stewardship.				
You follow healthy financial principles of budgeting, accounting, and you pay your bills on time.				
You know how to trust God and be content with His provision.				

Look over your self-assessment for **Part Two: Spiritual Maturity:**

- 1) Identify a few specific areas where your score came out lower than the rest (indicating a weak area of your life).

- 2) Write a paragraph describing why these weaknesses hinder your effectiveness in ministry.

Part Three: Self-Management

1. Healthy Family Relationships: *“He must manage his own family well...If anyone does not know how to manage his own family, how can he take care of God’s church?” (1 Tim. 3:5).*

	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)
Marital fidelity and faithfulness.				
You are honoring and considerate of each other and serve one another’s needs.				
You have good listening and communication skills with your family members.				
You have good parenting skills.				
You, as a family, have a team mindset supporting the call of God on each other’s life.				

2. Self Starter: *“The sluggard craves and gets nothing, but the desires of the diligent are fully satisfied” (Prov. 13:4).*

	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)
You know your own personal strengths and opportunities and are motivated to pursue them.				
You don’t wait for others to open the door.				
You develop plans and execute them. Not afraid to experiment.				
You are sensitive to changing demands and requirements and you change accordingly.				
You are not satisfied with your own status quo.				

3. Lifelong Learner: *“I do not consider myself yet to have take hold of it. But one thing I do: Forgetting what is behind and straining toward what is ahead, I press on toward the goal to win the prize for which God has called me heavenward in Christ Jesus” (Phil. 3:14).*

	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)
You pursue new ideas and methods and are not afraid of the unknown.				
You are a relentless and versatile learner.				
You analyze both successes and failures for clues to improve.				
You can comfortably handle risk and uncertainty.				
You eliminate roadblocks and create focus.				

4. Personal Wholeness: *“God opposes the proud but gives grace to the humble. Humble yourselves before the Lord, and He will lift you up” (Jas. 4:6 & 10).*

	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)
You accept your own unique design and embrace strengths in others as a gift not as competition.				
You know who you are in Christ.				
You are humble and treat others with respect as equals.				
You are approachable, warm, pleasant, and gracious.				
You manage your emotions appropriately.				
You are able to submit to the leadership and authority over you.				

Look over your self-assessment for **Part Three: Self Management:**

- 1) Identity a few specific areas where your score came out lower than the rest (indicating a weak area of your life).

- 2) Write a paragraph describing why these weaknesses hinder your effectiveness in ministry.

MODULE II: COMPETENCE

Part One: Approaches to Ministry

1. Purpose & Calling: *“Before I formed you in the womb I knew you, before you were born I set you apart; I appointed you as a prophet to the nations” (Jer.1:5).*

	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)
You have identified and can articulate God’s unique calling and purpose for your life.				
You have vision for your future that you are preparing for and moving towards.				
You have identified your passions and what fulfills you.				
You are committed to right priorities that will take you to where God wants you.				
You serve and involve yourself in gaining experiences that will prepare you for your calling.				

2. Evangelism: *“Go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you” (Matt. 28:19-20).*

	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)
You have a passion for the lost and you seek opportunities to share Christ.				
You have the ability to lead people to a saving relationship with Jesus Christ and to mentor them to spiritual maturity and fruitfulness.				
You are engaged in the life of your community looking for ways to let your light shine into the darkness.				
You enjoy and pursue a variety of evangelistic approaches and methods of sharing the Gospel.				
You pray regularly for friends and acquaintances who are lost.				

3. Cultural Relevance: *“To the Jews I became like a Jew, to win the Jews. To those under the law I became like one under the law...so as to win those under the law. To those not having the law I became like one not having the law...so as to win those not having the law. To the weak I became weak, to win the weak. I have become all things to all men so that by all possible means I might save some” (I Cor. 9:20-22).*

	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)

You have an appreciation for different cultures as reflections of the variety that is in the Body of Christ.				
You are aware of cultures, ethnicities, generations and population sub-groups in your community and the diverse methods of communication that is required in order to be effective in reaching them.				
You understand the nuances of the culture you are targeting and what will communicate the Gospel in terms meaningful to them. You utilize relevant and familiar terminology.				
You establish and maintain effective relationships with the people within the culture you are targeting gaining their trust and respect.				
You can quickly find common ground and solve issues.				

4. Raises Up Leaders: *“And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others” (II Cor. 2:2).*

	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)
Vision casting – You are able to communicate clearly the direction and outcome of a project or goal, creating buy-in and momentum.				
You clearly and comfortably delegate tasks and decisions sharing both the responsibility and accountability for getting the work done.				
You empower others creating a climate in which people want to grow and do their best.				
You see people’s potential and by believing in them you help them to believe in themselves.				
You are a good judge of people and after a reasonable exposure to them you can recognize their strengths and weaknesses and how you can help them grow.				

5. Team Building: *“Select capable men from all the people...appoint them as officials over thousands, hundreds, fifties, and tens. Have them serve as judges for the people...That will make your load lighter, because they will share it with you. If you will do this...you will be able to stand the strain, and all these people will go home satisfied” (Ex. 18:21-23).*

	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)
You are able to build effective teams for different tasks and areas of ministry.				

You coach team leaders in effective organizational processes.				
You delegate appropriately, communicate clearly, and follow up closely for feedback and evaluation.				
You use appropriate technology systems to keep everyone working in unison and communicating together.				
You engage the team members in setting the common vision, establishing goals and measures, setting checkpoints along the way to chart their progress.				

6. Discipleship: *“And the things that you have heard from me among many witnesses, commit to faithful people who will be able to teach others also” (II Tim. 2:2).*

	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)
You are deliberate and prayerful/Spirit-led about investing in other people’s growth in being more like Christ and having Jesus be Lord of their life in increasing measure.				
You have a systematic plan to observe and give intentional feedback to those you are investing in.				
You invest in others in practical life related ways, asking questions and listening more than telling.				
You have mentors (regular, face to face) in your own life as well as being a mentor (regular, face to face) to others.				
You are a habitual lifelong learner and enjoy learning from peers as well as sharing your own insights and life lessons.				

Look over your self-assessment for **Part One: Approaches to Ministry**

1. Identify a few specific areas where your score came out lower than the rest (indicating a weak area of your life).
2. Write a paragraph describing why these weaknesses hinder your effectiveness in ministry.

Part Two: Ministerial Skills

1. Sound Doctrine & Theology: *“For Ezra had devoted himself to the study and observance of the law of the Lord, and to teaching its decrees and laws in Israel” (Eza. 7:10).*

	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)
You have a good overarching knowledge of the content and themes of the Bible, both Old and New Testaments.				
You possess the ability to correctly interpret, understand and apply scripture and to communicate this knowledge in personal and public settings.				
You have an understanding of and the ability to explain the core doctrines of historic Christianity and the Pentecostal doctrines of the Foursquare Church.				
You practice the theology you profess and can articulate both what you believe and why.				
You seek to be balanced.				

2. Teaching & Preaching Skills: *“Now the overseer must...be able to teach” (1 Tim. 3:2).*

	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)
You have a responsible use of scripture with insight.				
You have clear points that flow well into one another.				
You use appropriate and insightful illustrations.				
You hold the attention of the audience well.				
You flow in the Holy Spirit’s anointing and follow His leading.				

3. Kingdom Life: *“But seek first His kingdom and His righteousness, and all these things will be given to you as well” (Matt. 6:33).*

	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)
You understand your authority and know who you are in Christ.				
You have made God’s kingdom the priority of your choices and living.				
You are a servant leader. You love to serve, giving yourself away to help others, and stewarding the gifts and resources God has entrusted to you.				

You see yourself as an ambassador representing God's kingdom to the world.				
You practice unity and being at peace with others.				

4. Apologetics: *“Always be prepared to give an answer to everyone who asks you to give the reason for the hope that you have” (1 Pet. 3:15).*

	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)
You can articulate your own personal testimony of what Christ has done in you.				
You can give a rational defense for the Christian faith.				
You can answer the objections of unbelievers and refute false attacks.				
You can clarify Biblical positions with scripture.				
You can do the above without being argumentative, belligerent or obnoxious. You can do it with gentleness and respect (1 Pet.3:15).				

Look over your self-assessment for **Part Two: Ministerial Skills**

- 1) Identify a few specific areas where your score came out lower than the rest (indicating a weak area of your life).

- 2) Write a paragraph describing why these weaknesses hinder your effectiveness in ministry.

Part Three: Leadership Skills

“Preach the Word: be prepared in season and out of season...keep your head in all situations, endure hardship...discharge all the duties of your ministry” (II Timothy 4:2 & 5).

1. Organizational & Administrative Skills: *The ability to organize people and resources effectively to carry out steps to complete projects and tasks.*

	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)
You set clear objectives and ways to measure progress.				
You can break down projects into the process of manageable steps.				
You develop schedules for tasks and clearly assign responsibility for tasks and decisions.				
You monitor process, progress, and results and are able to adjust for problems.				
You can orchestrate multiple activities at once to accomplish a goal.				

2. Relational Skills (Staffing & Team Building): *The ability to correctly read people, assessing their strengths and weaknesses, and develop them into a working unit.*

	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)
You are not afraid of selecting strong and diverse people.				
You can recognize the strengths and limitations of people and can make tough calls and decisions.				
You create a strong feeling of belonging and are able to gain people’s trust and respect.				
You define success in terms of the whole team sharing wins and successes.				
You have a sense about and an ability to manage the creative process of others.				

3. Time Management Skills: *The ability to identify priorities and personal strengths so as to organize one’s time for maximum production.*

	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)
You value time and use time effectively and efficiently.				
You concentrate effort on the more important priorities.				
You get more done in less time than others.				

You quickly zero in on what is crucial and put the trivial aside.				
You are able to break work down into the process of manageable steps.				

4. Conflict Managing Skills: *The ability to deal with and resolve misunderstandings and conflicts to an equitable and satisfactory end.*

	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)
You step up to conflicts seeing them as opportunities.				
You read situations quickly and don't allow problems to fester.				
You can hammer out tough agreements and settle disputes equitably.				
You can find common ground and can negotiate cooperation with minimum damage.				
You can make negative decisions when all other efforts fail.				

5. Motivational Skills: *Being adept at using influence to affect a desired outcome.*

	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)
You create a climate in which people want to do their best.				
You empower others and push tasks and decisions down to them.				
You invite input from others and share ownership and visibility.				
You can be both direct and forceful as well as diplomatic.				
You make each individual feel their work is important, engaging their minds and their hearts with excitement.				

6. Strategic Planning Skills: *The ability to bring the future into the present so that you can do something about it now. The ability to see three months, six months, a year, three years down the road.*

	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)
You are unafraid and know how to examine what's right and wrong, where there may be gaps and voids, and where there is success and failure.				
You dream of opportunities and imagines what might be.				

You articulate actions and choices regarding what should be done in light of what has been discovered and dreamed.				
You accurately scope out the length and difficulties of the tasks.				
You anticipate and adjust to problems and roadblocks.				

Look over your self-assessment for **Part Three: Leadership Skills:**

- 1) Identity a few specific areas where your score came out lower than the rest (indicating a weak area of your life).

- 2) Write a paragraph describing why these weaknesses hinder your effectiveness in ministry.

NEXT STEPS

After filling out this assessment, discuss your answers with your development guide (e.g. Senior Pastor, mentor, ministry leader, etc.) and choose one area of intentional growth for each of the six categories of focus: Personal Relationship with Jesus, Spiritual Maturity, Self-Management, Approaches to Ministry, Ministerial Skills, and Leadership Skills. For each of the six growth points, you should select at least one awareness item and one application item to help scaffold your growth.

- AWARENESS (head) - Books, courses, seminars, teachings, and the like should be incorporated into your action plan to give you exposure to both knowledge and experience in your area of need.
- APPLICATION (hands) - What practical activities will you explore to facilitate experiential learning in this competency?

For instance, if in part one (Personal Relationship with Jesus), you determined that Rest & Solitude is an area needing development, it would be good to read a book on the spiritual practice of silence and solitude, and then set up some rhythms in your life to practice this over a 30–90-day period. Your development guide can help provide encouragement, accountability, and reflective conversations around this.

Each growth point should be addressed one at a time to give space for intentional development and to act as a building block upon which the next category rests..

For ideas around resources for each of these six areas, please see the supplemental document, [Pastoral Development Recommendations](#).