

A SELF EVALUATION TOOL (SET) FOR PASTORS

(Adopted For use by the Council of Presidents of The Lutheran Church—Missouri Synod on December 10, 1996)

1. Describe your understanding of the church and its mission, especially regarding outreach to the lost.
2. Describe your understanding of the Office of the Public Ministry.
3. What is your understanding of the role of pastor as it relates to the role of the laity as members of the universal priesthood of all believers.
4. Describe your commitment to the doctrine and practice of the Synod.
5. Describe your pastoral approach and practice.
6. Describe your personal spiritual disciplines, prayer and devotional life.
7. What do you consider to be your strengths in ministry?
8. Describe the areas of your ministry needing improvement and what you are doing to improve them.
9. Describe your preferred practice regarding the use of The Lutheran Hymnal, Lutheran Worship, Lutheran Service Book, other hymnals and song books.
10. Describe your preferred practice regarding alternate forms of worship (Creative Worship, writing own liturgies, use of technology [projection screens, video clips, etc.]).
11. Describe your preferred practice regarding children's sermons in the worship service.
12. Describe your preferred practice regarding pastoral services (weddings, funerals, visitations, etc.) to non-members, non-Lutherans, or the un-churched.
13. How do you view healing ministries, speaking in tongues, baptism in the spirit, etc.?
14. How do you feel about working in a multi-staff ministry (pastor-pastor, pastor-DCE, pastor-school staff)?
15. How do you view serving as the pastor of a multi-congregation parish?
16. How do you view the ministry of the Lutheran School?
17. Describe any strong preference you have toward a certain type of ministry.
18. Describe your preferred Communion practice in view of Resolution 3-08 (Indianapolis, 1986) "Resolved, that the pastors and congregations of the LCMS continue to abide by the practice of close communion, which included the necessity of exercising responsible pastoral care in extraordinary situations and circumstances."
19. Describe your preferred practice regarding the priority of the Lord's Supper in public worship, including its frequency.
20. Describe your preferred practice regarding the use of common or individual cups for communion.
21. Describe you preferred practice regarding first communion: before or after confirmation.

22. Describe your preferred practice regarding the use of lay people (men, women, youth) to assist in worship, including as acolytes and lectors.
23. Describe your preferred practice regarding women's suffrage in view of Resolution 2-17 (Denver, 1969) and as reaffirmed in Resolution 3-05 (St. Louis, 1995).
24. Describe your preferred practice regarding the service of women in the church in view of Resolution 3-08A (St Louis, 2004).
25. Describe your preferred practice regarding the church's involvement in human care ministries in the community.
26. Describe your preferred practice regarding inter-Lutheran relationships and inter-Christian relationships.
27. Describe the community or extra-congregational activities in which you have participated.
28. Enumerate skills you have acquired (Clinical Pastoral Education, sign language, substance abuse counseling, etc.) and other continuing education courses you have taken.
29. What plans do you have for future continuing education and/or special skill building?
30. What hobbies or activities do you pursue outside your regular work of ministry?
31. How do you safeguard quality time to be with your family?
32. Do you presently own your own home? How do you feel about home ownership for you and your family?
33. Do you have any strong feelings or needs relative to the size of community in which you live?
34. Do you have any strong feelings about the size of the parish where you serve?
35. Describe any special health or personal needs which you or your family have which would enter into your consideration for a Call.
36. Describe your preferred practice toward an interview by a calling congregation before a Call is issued.
37. Is there anything else you would like to share that might be pertinent to a calling congregation (e.g., intention to home school your children, special resources which would be needed, etc.)?