

## **CRITERIA FOR CANDIDATE EVALUATION**

Evangelical Presbyterian Church

*(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 Tim. 3:1-7; Titus 1:5-9
4. Areas of service in the past that reveal God's blessings upon his 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/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 the responsibilities of study, reflection, wise governance that fall on the minister