

The Methodist Church of Southern Africa
EDUCATION FOR MINISTRY AND MISSION UNIT

Probationer Circuit Assessment Report

Superintendent & Probationer Mentoring Committee

This form is to be completed for probationers who are not in their year of recommendation for ordination nor their ordination year.

Please complete the following questionnaire and, wherever possible, provide concrete examples of ways the probationer has demonstrated their possession of, and commitment to, the virtues and values described. This form is to be completed in April and October of each year and submitted to the DSS.

PROBATIONER _____

CIRCUIT _____

SUPERINTENDENT _____

PMC CHAIR _____

DATE _____

Overall comment and Score:

	CIRCUIT COMMITTEE'S CONCERNS/COMMENTS	Circuit Committee Score
RELATIONSHIP WITH GOD		
1. Personal Relationship with God		/10
RELATIONSHIP WITH OTHERS		
2. Interpersonal attributes		/10

Rating scale descriptions		
0 - 4,9	5 - 7,9	8 - 10
Very poor or unsatisfactory	Almost satisfactory – requires some attention	Satisfactory to excellent

RELATIONSHIP WITH SELF		
3. Self-Care		/10

1) **RELATIONSHIP WITH GOD**

a) **Personal relationship with God**

Please describe one or more instances where the probationer showed their understanding of and/or ability to model one, some or all of the following characteristics:

- I. Glorify God – in all things God is glorified
- II. Sense of Call – ministry motivated by God’s direction
- III. Active Prayer life – commitment to prayer times (retreats/spiritual director)
- IV. Spiritual seeking – desire to be more Christ-like
- V. Methodist rule of life – ‘Doing no harm’, ‘doing good’ and ‘attending upon all the ordinances of God.’

Which characteristics, if any, do you think the probationer needs to work on?

Which of these characteristics are the probationer’s strong points?

Please rate the probationer’s personal relationship with God from 0 – 10.

Superintendent Comments

2) **RELATIONSHIP WITH OTHERS**

Interpersonal attributes (one-to-one)

Please describe one or more instances where the probationer showed their understanding of and/or ability to model one, some or all of the following characteristics:

- I. Humility
- II. Patience
- III. Gentleness
- IV. Joyfulness
- V. Kindness
- VI. Tolerance
- VII. Loyalty
- VIII. Sacrificial in nature
- IX. Self controlled
- X. Peace keeping
- XI. Compassionate
- XII. Seeker of Justice & dignity

Which characteristics, if any, do you think the probationer needs to work on?

Which of these characteristics are the probationer's strong points?

Please rate the probationer's level of interpersonal attributes from 0 - 10.

Superintendent Comments

3. **RELATIONSHIP WITH SELF**

Self Care

Please describe one or more instances where the probationer showed their understanding of and/or ability to model one, some or all of the following characteristics:

- I. Physical well-being
- II. Mental well-being
- III. Balanced life-style – able to integrate physical exercise, recreation, time with family, hobbies etc. with ministry.
- IV. Integrity of work and action – able to live what is preached & taught
- V. Self-knowledge – a good understanding of self (strengths, weaknesses, gifting)

Which characteristics, if any, do you think the probationer needs to work on?

Which of these characteristics are the probationer's strong points?

Please rate the probationer's level of self-care from 0 – 10.

Superintendent Comments

Assessing of Circuit Probationer Reports (Form P2):

All documents listed above follow a grading system that is marked out of 10 which is based on the average received in each category of assessment particular to each form.

Rating Scale Descriptions		
1-4 (Category A) Very poor to Unsatisfactory	5-7 (Category B) Almost satisfactory – requires attention	8-10 (Category C) Satisfactory to excellent
<p>If a report on a probationer falls into this category, the probationer receives a caution and an additional Circuit report is to be completed and submitted to the DSS, for presentation at the next EMMU Meetings.</p> <p>Examples of what would receive a rating in this category:</p> <ol style="list-style-type: none"> 1. Repeated non-attendance at Circuit Meetings or events, without appropriate notification or reason 2. Blatant disregard for pastoral oversight (not taking preaching appointments, keeping pastoral commitments, etc.) 3. Not being present within the appointed circuit without due notification to the Superintendent (when on leave or weekend off, the appropriate channels of notification need to be observed) 4. Issue with discipline as per the Book of Order (mismanagement of church funds, inappropriate behaviour with colleagues or congregation, etc.) 5. In the case of a severe pastoral issue (Divorce, Alcohol or drug Abuse, Abuse in the family, etc.) <p>Please Note: Issues that pertain to a breach of discipline or pastoral concern need to follow the discipline criteria listed within the book of order.</p>	<p>An additional Circuit Report highlighting the engagement of the probationer on the area of concern that was highlighted in the earlier report, which will be submitted to the DSS before the next EMMU Gen Com Meeting. If the probationer has done no tangible work on the area of concern, he/she receives a caution.</p>	<p>No further report back required.</p>