

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

**Probationer Circuit Assessment Report**

**Superintendent & Probationer Mentoring Committee**

**When the probationer is in the year they are recommended for ordination and the year of Ordination, this Form and Form P3 must also be completed. The two Forms will be taken to the April CQM before Synod for recommendation.**

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. Stewardship of God's resources		/10
RELATIONSHIP WITH OTHERS		
2. Leadership ability		/10
RELATIONSHIP WITH SELF		
3. Moral Integrity		/10

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

**1. Stewardship of God's resources**

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. Stewardship of the Gospel – a bearer of the Good News of Christ's love
- ii. Stewardship of Creation – living a lifestyle of environmental care
- iii. Stewardship of Church resources – able to manage the money, property and resources of the church

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

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

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Please rate the probationer's level of stewardship from 0 – 10.

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**Superintendent Comments**

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2. As a leader of the church

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. Ecumenical – working with other denominations/religions
- II. Authority – working under authority
- III. Servant leader – being the servant and not the master
- IV. Mission hearted – ensuring we are other-centered
- V. Visionary – leading people with purpose
- VI. Team – able to work well with other leaders
- VII. Collegial – able to work with other Methodist ministers
- VIII. Empowering – growing (discipling) others in Christ
- IX. Criticism – able to manage criticism constructively

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

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

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Please rate the probationer's level of leadership from 0 – 10.

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**Superintendent Comments**

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**3. Moral integrity**

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. Sexual integrity & faithfulness – faithful to one marital partner
- II. Self control – able to contain anger and rage
- III. Addictive behaviour - able to live a life of moderation without excess
- IV. Respectable – respected by others in and out of the church

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

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

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Please rate the probationer's level of moral integrity from 0 – 10.

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**Superintendent Comments**

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**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.

<b>Rating Scale Descriptions</b>		
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"> <li>1. Repeated non-attendance at Circuit Meetings or events, without appropriate notification or reason</li> <li>2. Blatant disregard for pastoral oversight (not taking preaching appointments, keeping pastoral commitments, etc.)</li> <li>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)</li> <li>4. Issue with discipline as per the Book of Order (mismanagement of church funds, inappropriate behaviour with colleagues or congregation, etc.)</li> <li>5. In the case of a severe pastoral issue (Divorce, Alcohol or drug Abuse, Abuse in the family, etc.)</li> </ol> <p><b>Please Note:</b> 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>