

Identifying Essential Ministerial Qualities

The following “Ministerial Qualities Matrix” was developed by a search committee for the purpose of considering and comparing prospective ministers fairly, on the same basis, and in the light of the qualities deemed essential. The committee developed this particular list of qualities both from the responses they received in the survey, cottage meetings, and interviews they conducted and also as a result of their own thinking.

| Ministerial Qualities Matrix | | | | | | | | | | | |
|--|---------|--------|-------------|-------------|-------------|-------------|-------------|-------------|--|--|------------------|
| | Rating* | Weight | Prospect #1 | Prospect #2 | Prospect #3 | Prospect #4 | Prospect #5 | Prospect #6 | | | |
| Essential Qualities | | | | | | | | | | | |
| Preaching/Worship/Spiritual Leadership | | | | | | | | | | | |
| Pulpit presence compelling | | 3 | | | | | | | | | Rating scale |
| Preaching original and articulate in content | | 3 | | | | | | | | | 5--extraordinary |
| Preaching and worship theologically balanced | | 3 | | | | | | | | | 4--very strong |
| Invites others to spiritual growth by example | | 3 | | | | | | | | | 3--competent |
| Readily shares worship | | 2 | | | | | | | | | 2--some deficits |
| Models personal spiritual practice | | 1 | | | | | | | | | 1--lacking |
| Leadership/Administration | | | | | | | | | | | |
| Comfortable with own and others' authority | | 3 | | | | | | | | | |
| Poised | | 3 | | | | | | | | | |
| Administers with foresight and pacing | | 2 | | | | | | | | | |
| Understands dynamics of church of our size | | 2 | | | | | | | | | |
| Leads congregation forward | | 2 | | | | | | | | | |
| Is a good collegial fit with our continuing minister | | 2 | | | | | | | | | |
| Community Building/Growth | | | | | | | | | | | |
| Articulates vision and inspires congregation | | 3 | | | | | | | | | |
| Conveys UU message to congregation and wider community | | 3 | | | | | | | | | |
| Ministers to children and youth | | 3 | | | | | | | | | |
| Shares the ministry and develops shared ministry | | 2 | | | | | | | | | |
| Oriented toward organic growth | | 1 | | | | | | | | | |
| Personal Qualities | | | | | | | | | | | |
| Comfortable in own skin | | 3 | | | | | | | | | |
| Personally warm, emotionally accessible | | 2 | | | | | | | | | |
| Energizes others | | 3 | | | | | | | | | |
| Models a healthy personal life | | 2 | | | | | | | | | |
| Other Significant Quality (write-in) | | | | | | | | | | | |
| Prospect #1 | | | | | | | | | | | |
| Prospect #2 | | | | | | | | | | | |
| Prospect #3 | | | | | | | | | | | |
| Prospect #4 | | | | | | | | | | | |
| Prospect #5 | | | | | | | | | | | |
| Prospect #6 | | | | | | | | | | | |
| Totals | | | | | | | | | | | |