



Full Gospel Church of God in South Africa Probation Assessment

Name (Probationary Pastor): _____ Name (Senior Pastor): _____

Assembly: _____ . Region: _____ . Province: _____ .

Signature: _____ (probationary pastor).

Signature: _____ (senior pastor)

I hereby commit to complete my probation under the guidance of my senior pastor and to endeavor to complete every assessment measurement with diligence and integrity.

I hereby acknowledge that the Probationary pastor, having been appointed by the church council of this local assembly to serve his/her probation in the assembly, will do so under my direct supervision and will be accountable to me for the satisfactory completion of all the assessment measurements listed below.
I commit to make opportunity and assist the Probationary pastor to complete each of the assigned measurements and to provide the necessary guidance and instruction to ensure that the desired learning takes place.

Commencement date of probation: _____ / _____ / _____

End date of probation: _____ / _____ / _____

Regional Overseers Signature: _____ No of Interviews: _____ (we propose that an interview will be held with the management every 6 months)

Notes:

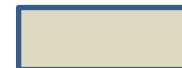
- 1) This page of the assessment must be completed at the beginning of the probation period and signed by both the pastor and the Probationary pastor. A copy must be sent to the Regional Overseer for his records.
- 2) Section A, B and C of the assessment must be completed at the end of every 6 months.
- 3) An interview will be arranged by the Regional Overseer with the management, once the Probationary Pastor has requested such from the Overseer.
- 4) The complete summary document at the end of probation must accompany the application for Ordination. The application for Ordination will NOT be considered unless this document is submitted with the application. The Overseer will sign the document to confirm that all interviews were held and summary is a true reflection.



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Name (Probationary Pastor): _____ Name (Senior Pastor): _____

Section A	Assessment				Total:
Accessibility - Circle the relevant option					
Can the Probationary Pastor be easily reached by phone? (office)	No	1---2---3---4---5---6---7---8---9---10	Yes		
Can the Probationary Pastor be easily reached by Cellphone?	No	1---2---3---4---5---6---7---8---9---10	Yes		
Availability - Circle the relevant option					
Is the Probationary Pastor readily available in normal time?	No	1---2---3---4---5---6---7---8---9---10	Yes		
Is the Probationary Pastor readily available outside normal time?	No	1---2---3---4---5---6---7---8---9---10	Yes		
Accountability - Circle the relevant option					
Can the Probationary Pastor readily account for time spent?	No	1---2---3---4---5---6---7---8---9---10	Yes		
Can the Probationary Pastor readily account for church finances used?	No	1---2---3---4---5---6---7---8---9---10	Yes		
Task Completion - Circle the relevant option					
Does the Probationary Pastor finish tasks on time?	No	1---2---3---4---5---6---7---8---9---10	Yes		
Are finished tasks complete?	No	1---2---3---4---5---6---7---8---9---10	Yes		

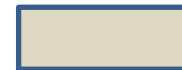




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Attendance - Circle the relevant option					Total:
Does the Probationary Pastor attend Church faithfully?	No	1---2---3---4---5---6---7---8---9---10	Yes		
Does the Probationary Pastor attend Meetings faithfully?	No	1---2---3---4---5---6---7---8---9---10	Yes		
Does the Probationary Pastor attend Appointments faithfully?	No	1---2---3---4---5---6---7---8---9---10	Yes		
Personal Development - Circle the relevant option					
Rate the Probationary Pastor on Spiritual Growth	Poor	1---2---3---4---5---6---7---8---9---10	Good		
Rate the Probationary Pastor in the Area of "What is God saying"	Poor	1---2---3---4---5---6---7---8---9---10	Good		
Rate the Probationary Pastor in the Area of Skills	Poor	1---2---3---4---5---6---7---8---9---10	Good		
Rate the Probationary Pastor on Spiritual Gifting	Poor	1---2---3---4---5---6---7---8---9---10	Good		
Rate the Probationary Pastor in the Area of Knowledge Growth	Poor	1---2---3---4---5---6---7---8---9---10	Good		
Personal Attributes - Circle the relevant option					
Rate the Probationary Pastor in the Area of Integrity	Poor	1---2---3---4---5---6---7---8---9---10	Good		





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Rate the Probationary Pastor in the ability to Deal with Conflict	Poor	1---2---3---4---5---6---7---8---9---10	Good	
Rate the Probationary Pastor in the ability to Deal with Disappointments	Poor	1---2---3---4---5---6---7---8---9---10	Good	
Rate the Probationary Pastor in terms of Relationship with others	Poor	1---2---3---4---5---6---7---8---9---10	Good	

SUBTOTAL
Section A

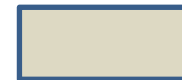
Section B	Assessment	Total:
Ministry Activities Completed - Circle the relevant option		
Has the Probationary Pastor been given Preaching Opportunity and Feedback from the Senior Pastor - rate the frequency	No 1---2---3---4---5---6---7---8---9---10	Often
Has the Probationary Pastor arranged an event/ activity - rate the frequency	No 1---2---3---4---5---6---7---8---9---10	Often
Has the Probationary Pastor faithfully paid personal tithes to the Region – rate the faithfulness	No 1---2---3---4---5---6---7---8---9---10	Yes



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Name (Probationary Pastor): _____ Name (Senior Pastor): _____

Has the Probationary Pastor arranged a cross-cultural outreach activity rate the performance	Weak	1----2----3----4----5----6----7----8----9----10	Good	
Has the Probationary Pastor conducted a Funeral/Memorial service rate the performance	Weak	1----2----3----4----5----6----7----8----9----10	Good	
Has the Probationary Pastor conducted a Wedding service - rate the performance	Weak	1----2----3----4----5----6----7----8----9----10	Good	
Has the Probationary Pastor done a Water baptism - rate the performance	Weak	1----2----3----4----5----6----7----8----9----10	Good	
Has the Probationary Pastor done a Baby Dedication - rate the performance	Weak	1----2----3----4----5----6----7----8----9----10	Good	
Has the Probationary Pastor conducted a Renewal of Marriage Vows ceremony - rate the performance	Weak	1----2----3----4----5----6----7----8----9----10	Good	
Has the Probationary Pastor given Counseling to others - rate the performance	No	1----2----3----4----5----6----7----8----9----10	Often	





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Name (Probationary Pastor): _____ Name (Senior Pastor): _____

Has the Probationary Pastor had exposure to other ministries – identify .e.g. Youth or Sunday School	No	1----2----3----4----5----6----7----8----9----10	Yes	
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SUBTOTAL
Section B

Section C	Assessment			Total:
Knowledge Activities Completed - Circle the relevant option				
Has the Probationary Pastor chaired a Church Council meeting - rate the performance	No	1----2----3----4----5----6----7----8----9----10	Yes	
Has the Probationary Pastor chaired an Assembly General Meeting - rate the performance	No	1----2----3----4----5----6----7----8----9----10	Yes	
Does the Probationary Pastor Understand Finance - rate the ability	No	1----2----3----4----5----6----7----8----9----10	Yes	
Does the Probationary Pastor understand Administration - rate the ability	No	1----2----3----4----5----6----7----8----9----10	Yes	

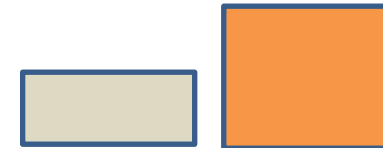


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Name (Probationary Pastor): _____ Name (Senior Pastor): _____

Does the Probationary Pastor Know the FGC Constitution - applied to the local Church - rate the knowledge	No	1----2----3----4----5----6----7----8----9----10	Yes	
Can the Probationary Pastor analyze a financial Income & Expenditure report - rate the ability	Weak	1----2----3----4----5----6----7----8----9----10	Good	
Has the Probationary Pastor prepared a Life and Educational CV - rate the quality	Poor	1----2----3----4----5----6----7----8----9----10	Good	
Has the Probationary Pastor had regular scheduled Meetings with the Senior Pastor - rate the performance	Seldom	1----2----3----4----5----6----7----8----9----10	Often	

SUBTOTAL
Section C



Section A



Section B



Section C



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TOTAL FOR THIS ASSESSMENT



Full Gospel Church of God in South Africa
Probation Assessment

Name (Probationary Pastor): _____ Name (Senior Pastor): _____

Possible question: (probationary pastor to answer)

1. How do you prepare a sermon?
2. What are you currently reading? (Why must Pastors read)?
3. What do you find easy in ministry and why?
4. What do you find difficult in ministry and why?
5. Explain what you understand from the word honoring?
6. Why do we need to plant churches?
7. Are you equipped to do sermons online? (are you acquainted with social media etc.)

8. *If married* –

How does your spouse feel about ministry and how is he/she involved?

Do you spend enough time with your wife/husband?

Do you spend enough time with your children?

Are there any challenges that you experience in married ministry?

Comments: _____



Full Gospel Church of God in South Africa
Probation Assessment

Name (Probationary Pastor): _____ Name (Senior Pastor): _____

Regional Secretary: _____ (sign)

SUMMARY on ASSESSMENT

Assessment No.	Date handed to Region	Date of Interview	Total received:

The region held _____ interviews with the probationary pastor and recommend that the above Candidate to be ordained and will therefore conduct a final Interview for Ordination on: _____