

The Pastoral Readiness Scale

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This “Readiness Scale” can be used as you seek the Lord for just the right person to fill a Children’s Ministry (CM) Director or Pastor position. You’ll notice that the points on this scale all relate to his/her ability to work with, serve, and nurture people. Ministry is not about programs, budgets, curriculum or policies; it is about people. A CM Pastor or Director must have excellent “people skills,” and be ready and willing to submit to authority over him/her and to serve those under his/her leadership. Without a humble, sacrificial, giving personality toward people, the candidate for the position is just a “businessperson.”

For those of you who have been in ministry for some years, you might use this scale to evaluate your own abilities to love and nurture people. Ask the Lord, much like David did in Psalm 139: 23, 24, to “search you” and see if there is any hurtful ways within you. The more you serve people from your heart, the more they will return the favor back to you.



DANGER!

CAUTION

READY

<p>Candidate is unaware of what it takes to be a Pastor/Director. He/she is immature (physically and spiritually), inexperienced, and self-centered.</p>	<p>Candidate is becoming aware of the challenges of being a Pastor/Director, but he/she is still dealing with ego and pride.</p>	<p>Candidate is learning the value of people, and the value of nurturing them. He/she is working on being less self-centered, and more sacrificial.</p>	<p>Candidate is learning how to nurture people, and how to celebrate their success. He/she is learning how to deal with sensitive issues, and processes, while still being kind.</p>	<p>Candidate is improving in his/her ability to lead with humility. He/she is able to create new programs and attract new team members to serve alongside him/her.</p>	<p>Candidate is ready to serve as a pastor. He/she is able to nurture, empower, and multiply the CM team. He/she is able to let God speak and move through him/her with grace and mercy.</p>
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The Scale of Progress