

Learn more in upcoming
Profiles of Ministry
Introductory Workshops

October 14–15, 2010
Pittsburgh, PA

March 24–25, 2011
Pittsburgh, PA

Contact: Linda Griffin at griffin@ats.edu

Affordability

The cost for preparing individual and group profiles for Stage I is \$45 per participant; for Stage II, the cost is \$55. All program materials, assessment instruments, answer sheets, and the *Interpretive Manual* are included. Schools are billed for the number of participants after the answer sheets and recorded interviews have been sent to ATS for scoring and individual and group profiles have been printed. The two stages can be used independently or, for about \$100/student, schools can help students discern their vocations and then direct them toward appropriate field education and job placements.

"The information from Profiles of Ministry has become an objective starting point for conversations with our students in critical issues of spiritual formation, ministerial identity, and vocational readiness. POM gives us the variety we need for competencies assessment in a single instrument."

George M. Hillman Jr.
Associate Professor of Spiritual Formation
and Leadership
Dallas Theological Seminary

We use the POM instruments as an integral part of our practical theology courses. Students use their results to help discern their gifts and callings and to develop personal growth plans. We couldn't imagine doing spiritual formation without this valuable tool!

Tracy L. Hartman
Daniel O. Aleshire Associate Professor of Homiletics
and Practical Theology
Baptist Theological Seminary at Richmond



For more information, visit the Student Information page under Resources on the ATS Web site, www.ats.edu, or contact Helen Blier, director, student information and organizational evaluation, at blier@ats.edu or 412-788-6505, ext. 248.

ats The Association of Theological Schools
The Commission on Accrediting

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Profiles of Ministry

*A program for assessing the gifts
of seminary students*



In a challenging job market, placement is becoming an increasingly critical service provided by theological schools to their students. The Profiles of Ministry program (POM) can help by providing an overview of the student's personal and professional gifts for ministry. It helps students identify areas of strength and areas in which they might want to grow, as well as their styles of ministry and preferred ministerial settings. In use for more than thirty-five years across denominational families, the program assesses a wide range of personal characteristics that are particularly relevant for those entering seminary and those about to enter pastoral ministry.

Two Stages of Assessment

The Profiles of Ministry program includes two stages of assessment. Stage I is designed for students in their first year of seminary, while Stage II focuses on graduating seminarians and has also proved useful for ministers, priests, and others who have served in ministry for some years. The purpose of the program is to focus an individual's attention on the criteria that have been rated as important or detrimental to ministry and to explore the meaning of the individual score on each characteristic.

There are no average scores. What is reported is the likelihood or extent to which an individual exhibits some attitude, sensitivity, or skill in ministry. The individual is not compared to his or her peers but to criteria that reflect service in the ministry today.

Using *Casebook* and *Interview* materials, the POM presents various case studies, each posing a problem, issue, or circumstance in ministry and calling for a response. Stage II adds a Field Observation form that gathers input from those with whom the individual has worked.



Numerous Gifts

Profiles of Ministry identifies approximately forty characteristics and the importance of each by denominational family. While it has components of sociological and psychological analysis, POM's distinctive feature is that it explores *theological* criteria for ministry. Examples of characteristics measured in the program are:

- Fidelity to tasks and persons
- Acknowledgment of limitations
- Christian spirituality
- Self-protecting behavior
- Competent preaching
- Denominational collegiality
- Active concern for the oppressed
- Pastoral service to all

One Useful Lens

POM can be administered in a variety of contexts—in introduction to ministry courses, in field education programs, or in support of vocational discernment groups. Students can debrief their profiles with mentors in either individual or small group settings, using Stage I to focus curricular choices and areas of needed growth and Stage II to help discern ministerial placement. The results can also be valuable for integrative projects. Regardless of the setting, POM offers the only comprehensive assessment of personal characteristics designed specifically to relate to ministerial preferences and practices.

A computer-generated profile summarizes the scores from both Stage I and Stage II, and each participant receives an *Interpretive Manual* to examine the scores in detail.

Profiles of Ministry - Stage I

INDIVIDUAL PROFILE 2006 - 2007
I.D. [REDACTED] INDIVIDUALS
Denomination [REDACTED]

MEANING OF YOUR SCORES	c	VERY UNLIKELY	UNLIKELY	POSSIBLY	LIKELY	VERY LIKELY
		< Little Evidence				Much Evidence >
PERSONAL CHARACTERISTICS						
Responsible and Caring						
Fidelity to Tasks and Persons	c				x	
Personal Responsibility	c			x		
Acknowledgement of Limitations	c				x	
Flexibility of Spirit	i				x	
Involvement in Caring	c				x	
Perceptive Counseling	c			x		
Family Perspective						
Mutual Family Commitment	c				x	
Ministry Precedence over Family	c		x			
Personal Faith						
Commitment Reflecting Religious Piety	i			x		
Belief in a Provident God	c				x	
Potential Negative						
Self Serving Behavior	c		x			
Pursuit of Personal Advantage	c				x	
Self Protecting Behavior	i			x		

c, i Casebook, interview.
x Mean score.
** Not enough data available to calculate this score.

First page of a sample Stage I profile