

# PROFILES of Ministry

## Field Observation Stage II Sample

**This sample has been provided to help institutions administering the POM better understand the program. It should not be used by students or other individuals to prepare for the POM.**

Daniel O. Aleshire, Milo C. Brekke, David S. Schuller

Revised and edited by Francis A. Lonsway (1999, 2005)

©2005

The Association of Theological Schools  
in the United States and Canada  
10 Summit Park Drive  
Pittsburgh, PA 15275-1110

No part of the *Field Observation* may be reproduced, copied, or administered without written permission of the copyright holder who also requests that these items not be used for discussion or teaching purposes.

This publication is a part of the Profiles of Ministry program of The Association of Theological Schools in the United States and Canada.

# INTRODUCTION

## PURPOSE

The Profiles of Ministry program of The Association of Theological Schools is designed to help seminarians as they begin their theological training, those who are about to enter the pastoral ministry full time, practicing clergy, and other pastoral ministers.

You are one of three to five persons being asked to complete this form.

The results of the ratings from field observers such as yourself, together with the scores from the Interview and Casebook, will be reported on a profile that will aid the person in seeing his or her concerns, perceptions, and approaches to ministry. Because the Field Observation is one of three instruments in the Profiles of Ministry program, the areas of ministry reflected in the items may seem to omit other important aspects. Other aspects of ministry have been the focus in the other two instruments.

## USE OF TERMS

Members of a variety of Christian denominations participate in the Profiles of Ministry program. Because churches and denominations vary in their use of terms, there are a number of places where you will find it necessary to make a mental substitution.

For example:

- By the term “church,” we mean the Universal Church, the Christian Church, in whatever form it takes throughout the world.
- For the local church we use either “congregation” or “parish.” Please understand it as broadly applied to those to and with whom one customarily ministers. For instance, a hospital chaplain’s “congregation” may include patients, patients’ families, hospital visitors, and medical staff. Understand congregation or parish, then, to be whatever group the individual serves.
- When we use the word “worship,” please substitute “Eucharist,” “Mass,” or whatever word or phrase best fits your tradition.

## HELPFUL FIELD OBSERVER RATINGS

People who complete this booklet are interested in ministry and want the church’s work to be effective and successful. This may have the effect of making them want to rate individuals in ministry as always effective and successful. For example, where there is a choice between “possibly” and “somewhat likely” on a desirable kind of behavior, people may lean consistently toward the “somewhat likely.” This tends to produce high scores. While there are times to be unqualifiedly affirming, there are also times to be straightforward in noting negative tendencies. This is one of the latter.

The purpose of the Field Observation is to help persons see themselves as accurately as possible through others’ eyes. Nearly everyone tends to do some things better than others. Please note these differences as you have seen them exhibited. In this way you can produce a straightforward, realistic image of both the strengths and weaknesses of the individual you observed.

Finally, you may not have observed the person in all the situations described. Nevertheless, as you read each item, try to decide how likely the person would be to behave in the way that is stated. If you really do not know or you feel genuinely unable to make a judgment in a given instance, leave the answer blank.

When you have completed the task, please return this booklet and the answer sheet as instructed when you received them.

## ESSENTIAL MATERIALS

In addition to this Field Observation, you need an Answer Sheet (D) and a soft No. 2 lead pencil.

## INSTRUCTIONS

1. Please make certain that the lines on the answer sheet marked "NAME OF PERSON OBSERVED," "SCHOOL/INSTITUTION," and "OBSERVER NAME" have been completed.
2. For each of the 116 items, record your observation by first moving to the correspondingly numbered line on the answer sheet. Fill in the oval that contains within it the abbreviation corresponding to the answer you wish to give.

U = Unlikely

SU = Somewhat Unlikely

P = Possibly

SL = Somewhat Likely

VL = Very Likely

Sample  
Field Observations  
Questions

---

**U** = Unlikely   **SU** = Somewhat Unlikely   **P** = Possibly   **SL** = Somewhat Likely   **VL** = Very Likely

---

1. In communicating the faith, employs a variety of teaching methods.
2. In leading worship, helps people to experience a sense of God's presence.
3. Lives a lifestyle free from the need to buy the latest in consumer products.
4. When preaching, makes meaning of the message understandable.
5. Provides activities or discussions that help youth understand personal values.
6. Cuts through secondary concerns to focus a group's attention on the primary task of the church.
7. Arranges personal time in order to put Christ's work first.
15. Adheres to a time limit that fits the occasion when speaking.
16. Actively encourages women to take leadership roles in the congregation.
17. Hearing of someone's personal problem, offers prayer on behalf of the person.
18. Even though responsible for a variety of tasks, keeps reasonably up-to-date on all of them.
19. When criticism is made of his or her ministry, could be expected to suggest that such persons do not have the proper respect.
20. In a theological discussion with parishioners, gives own opinion as though it were the only one worth considering.
21. Involves lay people in making decisions about the long-term future of the congregation.

**These are just a few of the 116 questions that are part of the Field Observation portion of the POM.**