

EXPERIENCE RECORD of a Resident Pastor

A *Resident Minister* has completed the academic requirements for ministry and is serving 1-2 years in the local church to get practical ministry experience under an experienced mentor. This is the kind of experience gained during this time.

INSTRUCTIONS TO RESIDENT MINISTER: Check off, date, give yourself a “grade” or comment on these as you gain experience in your residency so you will have a complete record of your ministry experience during your residency. This list can serve as the core of your “curriculum of experiences” during your 1-2 year residency. Keep this, your DBMD may ask for it.

- ACCOUNTABILITY I’ve have established an accountability partner and we meet regularly.
- ANOINTING I have anointed a person with oil and prayed for them.
- APOLOGIZING I’ve learned how to apologize to someone in the church and have done so with positive effect.
- ATTITUDE CHANGE I’ve discovered attitudes I need to change and have successfully changed one or more with God’s help.
- AUTHENTICITY I am known around this church for being exactly who I seem to be—with no guile or pretending.
- BABY DEDICATION I’ve planned and led a baby dedication in a public service.
- BALANCE I’ve developed the basic habits that provide boundaries & balance between work, home and play.
- BAPTISM I’ve planned and officiated at the baptism of a new Christian in a public service.
- BIBLE STUDY I’ve prepared, led, and have had evaluated a Bible study in a cell group or class.
- BIRTH OF A CHILD I’ve provided pastoral care to a family who just experienced the birth of a new child.
- BUSINESS MEETING I’ve planned and led a business meeting using proper procedure and been evaluated by others.
- CALLING My calling to the ministry is strong and secure—I am sure of it.
- CALLING-D2D I’ve gone at least once “cold turkey” calling on homes in this area and pondered its effectiveness.
- CAMPAIGN I’ve been through the process of a local church stewardship campaign.
- COMMUNICATION I’ve developed *written* items (Flyer, brochure) which were deemed “good communication” by others.
- COMMUNICATION I’ve prepared and *spoke* (excluding preaching) to a group and been evaluated as competent.
- COMMUNITY My visibility in the community has produced 10+ people having a positive view of this church.
- COMMUNITY EVENT I’ve represented my church or denomination at a secular event and done a post-event reflection.
- CONFESSION I’ve learned to admit my faults to those I work with and am becoming a “transparent person.”
- CONFLICT I’ve experienced conflict with a lay person in the church and resolved it successfully.
- CONFLICT I’ve brought positive resolution to conflict between third parties in this church.
- CONFLICT I’ve experienced conflict with a supervising minister and resolved it successfully.
- CONFLICT I’ve experienced conflict with another staff person in the church and resolved it successfully.
- CONVERSATION I have turned ordinary conversations to spiritual things and people have grown spiritually as a result.
- COUNSELING I’ve led a series of pre-marital counseling sessions with a couple planning to get married.
- COUNSELING I’ve led numerous spiritual counseling sessions with positive results of spiritual wholeness.
- COUNSELING I’ve learned when, how and to whom to properly refer counselees beyond my scope.
- CULTURE I understand both the regional and local church culture here that “makes people act the way they do.”

CULTURE I've learned to appreciate the culture of church people that is different from my own preferences.

CULTURE-BUILDING I've seen a cultural lack and rallied people to effectively change a negative cultural habit or attitude.

DEATH OF SPOUSE I've acted in a pastoral care role with a person who has just lost their spouse.

DELEGATE I've practiced delegation without interfering too much or without capitulating with no follow up.

DENOMINATIONS I understand the perspectives of people here from other Catholic or Protestant denominations.

DEVOTIONS I've developed the personal practices of drawing near to God and expressing my devotion to Him.

DISCIPLESHIP I've led/taught a series of lessons in a larger discipleship group where people showed life change.

DISCIPLESHIP I've spent one to one time over at least several months "discipling" a person with positive results.

DISCIPLINE I've exercised discipline or correction of volunteers and they responded well to it.

EQUIPPING OTHERS I've taken a group of people unequipped for a task and equipped them so they achieved excellence.

ETHICS I've examined the ethical challenges of the ministry and written out my own principles and practices.

EVALUATION I've had a 360 degree evaluation and developed/implemented a personal improvement plan as a result.

EVANGELISM I've equipped another person to lead someone to Christ and they have done so.

EVANGELISM I've guided several individuals into a personal relationship with Christ one to one.

FAILURE I've failed at something significant in ministry and recovered and learned from that failure.

FAMILY-CHILDREN I've examined how ministry can pressure family life and have written a strategy addressing these.

FAMILY-MARRIAGE I've examined how ministry can pressure marriage and have written a strategy addressing these.

FINANCES I've participated in the process of local church budget development and could now lead the process.

FINANCES-PERSONAL I've gotten financial advice, made a personal budget, and have lived within that budget for six months.

FIRING EMPLOYEES I'm aware of the specific legal ramifications of firing employees and have written notes on these.

FIRING VOLUNTEERS I've properly "fired" a volunteer in my church with satisfactory results.

FRIENDSHIPS I've developed several personal friends in this community who do not attend this church.

FUNERAL I've officiated at a funeral of a person who did not claim to be a Christian.

FUNERAL I've planned with the family and officiated at a funeral and graveside service of a Christian.

GIFTING I understand my gifts and abilities and how I might best leverage them for kingdom use in the future.

GOAL SETTING I've learned how to set personal goals for the future and have developed some for myself.

GOAL-SETTING I've learned how local churches or programs set goals and participated in that process at this church.

HEALING I've prayed for healing with a person in need.

HEALING I've identified my own emotional wounds and they no longer pose a liability to my ministry.

HEALTH I've established some goals and commitments for personal health and am on track with them.

HIRING I've learned the denominational and legal process of hiring employees and could do it properly.

HOSPITAL VISIT I've done numerous hospitable visits which have resulted in encouragement and spiritual strength.

IDENTITY My identity is in Christ far more than any other identification, relationship, association or position.

INSPIRING PEOPLE I have a definite story of how I inspired a group of people to rally to a change, cause or event.

LAY MENTOR I have a regular relationship with a lay person where I receive mentoring and guidance.

LEADERSHIP MENTOR I've met for more than 6 months with a leadership mentor who guides my development.

LEADING CHANGE I've seen a needed change, rallied people, and effected change that was received well and worked.

LEARNER I've initiated a long range plan for being a life-long learner as continuing education.

LOSS OF CHILD I've been the lead pastor in ministering to a family when they lost a child.

LOVE I have developed a real love for church people, even those who irritate or criticize me.

MENTORING I have studied the mentoring process and met for at least six months with someone I am mentoring.

MISSION I have studied a church's mission statement and can explain it to various age people.

MISSIONS I have participated in planning and leading a missions/outreach emphasis and been evaluated.

MISTAKES I've kept a journal of my "ministry mistakes" (and what I learned) for at least 6 months.

MORAL HAZARDS I've studied moral temptations of ministry and written out my preventive habits, practices and principles.

MOTIVATING I have experience in moving unmotivated workers to become highly motivated volunteers.

NEEDY I've gained experience in reaching out to the poor and needy in my community.

NEGOTIATION I have experience in resolving a difference with someone through negotiation.

OFFENCE-RESISTANT I am not easily offended and don't get my feelings hurt, having learned to easily dismiss such things.

OFFICE I have organized my office time so that it is efficient and effective free of wasteful habits.

OTHER MINISTERS I have an ongoing relationship with one or more ministers outside my denomination.

PEOPLE SKILLS I've examined my own "EQ" pluses and minuses and have a plan for developing better people skills.

PERSEVERANCE I have wanted to quit some ministry task but persevered and kept at it anyway.

PERSONALITY I know my own personality type and can articulate my related strengths and besetting weaknesses.

PERSONALITY I've learned about emotional intelligence and someone has helped me reflect on my own EQ.

PLANNING I have thoroughly planned, executed and evaluated an event/program illustrating my planning ability.

PRAYER I have led a group that was exclusively given over to praying.

PRAYER I have developed a regular habit of prayer both as an individual Christian and as a minister.

PREACHING I am considered a passionate preacher by those who listen to my sermons.

PREACHING I have developed a system of sermon preparation and bounced it off of several veteran ministers.

PREACHING I have had at least six sermons evaluated by others and developed an ongoing plan for evaluation.

PREACHING I've ended several sermons with a "call to respond" type closing and people have responded.

PRIORITIZE With endless demands of ministry I've developed written priorities for my own life.

PROGRAMMING I've conceived, developed, managed, and evaluated a complete local church program as its leader.

READING I've read at least twelve books related to my ministry and personal growth in the last year.

RECORDS I have experience in designing record-keeping systems and maintaining records longer than a year.

RECRUITING PEOPLE I have experience in recruiting 25+ people to do something they were not already doing.

RESTORING PEOPLE I have been involved in the process of restoring a Christian after they have fallen.

RESTORING MINISTER I have some experience in understanding how a minister is restored after falling.

SABBATH I have a habit of setting aside a personal Sabbath every week that is sacred in my schedule.

- SELF-MOTIVATED __ I can honestly say that those around me and above me say I am highly self-motivated.
- SOCIAL MEDIA __ I have a well thought though approach to social media as a means of ministry.
- SPIRIT-FILLED __ I believe that I have been “filled with the Spirit.”
- STAFF RELATIONS __ I have experienced successful relationships with ministers over me and my ministerial peers.
- STRENGTHS __ I know my strengths, abilities and snares and have compiled a “portfolio” of these to use in the future.
- SUBMISSION __ I have experience submitting to church authority when I did not want to, or the authority seemed wrong.
- SUICIDE __ I’ve offered pastoral care to a person contemplating suicide.
- SYSTEMS __ I have a basic grip on the systems of this particular local church and my denominations.
- TEACHING __ I’ve taught children, youth and adults in a non-preaching “class setting” and was evaluated.
- TECHNOLOGY __ I have a basic grasp and introductory experience in all the technology used in worship, visual and audio.
- TEMPTATION __ I have personal experience and a testimony I can give of complete victory over a besetting temptation.
- TIME MANAGEMENT __ I have learned and begun to practice the habits of good time management as a minister.
- VISITING HOMES __ I have experience in visiting people in their homes for friendship and spiritual growth.
- WEDDING __ I’ve prepared and officiated at a church wedding.
- WELL-BEING __ I have a self-awareness of my personal history and how it contributes to my wellness or pathology.
- WORSHIP __ I have planned and led most parts of worship in my local church.
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TO DOWNLOAD MOST RECENT REVISION: <http://www.wesleyan.org/1800/experience-record-for-residents>

TO RECOMMEND ADDING TO THIS LIST: Feel free to add your own items to the list above or add sheets—no list can include all of the myriad duties of a minister. If you would like to suggest another item to this master list send it to education@wesleyan.org.

WHERE THIS LIST CAME FROM: This list was based on the comments of more than 500 ministers and laity who met over two years to describe an effective minister. The above list of the practical experiences come from that larger list and represent the ideal experiences of the first 1-2 years of local church ministry, especially when serving as a “Resident pastor” at a church under the mentoring and supervision of a wise and effective veteran minister.