

Unity MST Applicant Screening Tool

Based on our agreed upon priorities, use this form to document your thoughts about each candidate and rate them in relation to the criteria.

Name of candidate: _____ Date: _____

Name of MST member: _____

		Less Qualified			Qualified		Highly Qualified		Rating
		1	2	3	4	5	6	7	
	Criteria								
I.	SPIRITUAL LEADERSHIP								
Consider:	-Ministerial presence (1)								
	-Leadership style (1)								
	-Shared worship planning (Worship associates, music) (3)								
	-Personal definition of ministry (7)								
	-Approach to worship (10)								
	-Approach to preaching (10)								
	-Approach to lifespan RE (12, 13, 14)								
	-Theology (28)								
What stands out? (Notice, Name, Navigate)									
What questions do you still have? (Notice, Name, Navigate)									

II.	SHARED LEADERSHIP (Ability to operate and thrive in the shared leadership model)								
	Executive								
	Congregational								
Consider:	-Staff relations and supervision (2)								
	-Shared ministry (worship associates, teaching associates, beloved community staff team & more) (3)								
	-Small groups (outreach, chalice circle, & more) (17)								
	-Leadership development (18)								
	-Strategic planning (19)								
	-Mission/vision/values (19)								
What stands out? (Notice, Name, Navigate)									
What questions do you still have? (Notice, Name, Navigate)									
III.	SOCIAL JUSTICE & ANTIRACISM								
	(Ends)								
Consider:	-Role in larger community (4)								
	-Role in congregational change (5)								
	-Anti-oppression work (21)								
	-Social justice work (22)								
	-Interdenominational work								
	-Interfaith work (23)								

	-Community work (23)									
What stands out? (Notice, Name, Navigate)										
What questions do you still have? (Notice, Name, Navigate)										
IV.	PASTORAL CARE (Ability to create authentic relationships and sense of belonging; ability to provide and lead the efforts of pastoral care)									
Consider:	-Approach to pastoral care (11)									
	-Individual spiritual guidance (within) (11)									
	-Community building (among) (16)									
	-Facilitation skills (16)									
	-Builds trust (27)									
What stands out? Notice, Name, Navigate										
What questions do you still have? Notice, Name, Navigate)										
V.	Unique skills and talents that would add significant value to Unity. Describe below:									

VI.	Notes on Candidate Website and Social Media

Items in Ministerial Record not included above:

Personal stuff

- Handling conflict (6)
- Mistake and what learned (8)
- How strengthen your ministry, how congregation might assist (9)
- What questions do you hope our congregation is asking itself (29)
- How give and receive feedback (30)
- How suggest you be evaluated (31)

Admin/management/future/UUA

- Music, arts, creativity in congregational life (15)
- Membership and membership growth (20)
- Denominational activities (24)
- Stewardship (25)
- Finances (26)
- Hope for future of UU (32)
- Other (33)