

Candidate: _____

Instructions: Use the following pages as a workbook for your assessment and rating of the sermon and celebration. Either unobtrusively during the service or immediately following the service make brief notes or circle appropriate items in the criteria boxes. Following the service it would be appropriate to have the candidate taken on a tour of the property or schedule a similar activity that will allow the search committee members time to make their individual assessment.

Be aware of your overall impression. As you rate the individual criteria do not allow your overall impression to color the individual scores. Use the scoring sheet to record your rating. Circle the score and transfer it to the score sheet. Use the consensus scoring rules to achieve committee scores.

Sermon Assessment

1. Audibility. Are you able to clearly hear the preacher.

1	2	3	4	5	
Too quiet, inaudible, mumbling, trailing off sentence endings. Too loud, yelling.		Audible but affected accent/tone that detracts. Mixture of adequate with some poor quality. Acceptable but not inspiring.	Consistency of audibility with appropriate inflection. Easy to listen to.		

2. Non-verbal Communication: Posture, hand gestures, and eye contact.

1	2	3	4	5	
Posture stiff and distracting. No hand gestures, Detractive hand gestures. No eye contact with listeners. Stares at just one person.		Acceptable, some inconsistency. No distracting gestures but minimal positive gestures. Relaxed posture but no eye contact.	Appears relaxed and comfortable. Hand gestures emphasized point. Relaxed eye contact with most listeners.		

3. Preaching Style: Ability to establish rapport with listeners.

1	2	3	4	5	
Reads script verbatim. Doesn't use script but rambles. Minimal rapport with congregation. "Loses" congregation.		Acceptable but not captivating.	Script does not interfere with rapport. Effective extemporaneous style. Consistent "contact" with congregation.		

4. Organization of Presentation: Note: this is largely independent of content and appropriateness of presentation. Is there a clear opening, middle and conclusion without inappropriate repetition, distraction, and/or discordance? Is it neither too short nor too long?

1	2	3	4	5	
Rambling, repetitive, needless digressions. Abrupt transitions and conclusions. Too long, too short.		Acceptable, has opening, middle and conclusion. Generally good but requires some energy to follow and sustain attention.	Creative but not excessive use of discord. Presentation easy to follow, coherent with smooth transitions. Good length, (Note: a good sermon may seem short.)		

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5. Content of Sermon: The sermon is based on the readings provided. Balance between academic and personal perspectives, use of humor, and extra Biblical stories.

1	2	3	4	5
Minimal relation to readings of the day. Entirely academic with minimal personal relevance. Preacher gets lost in own personal material.		Acceptable but imbalance may detract from overall presentation.	Readings of day well integrated into presentation that balances academic and personal perspectives. Use of humor and other stories enhances presentation.	

6. Appropriateness of Content: Sermon appropriate and relevant to the congregation gathered.

1	2	3	4	5
Content entirely inappropriate for Sunday service. Content not within general teaching of Church.		Content appropriate and relevant for Sunday Service.	Sermon integrated with rest of service. While very appropriate for Sunday service, preacher has adapted the sermon to be relevant to search committee.	

7. Creativity and Imagination: The ability to present information in novel and persuasive ways.

1	2	3	4	5
Sermon lacking any originality creativity or imagination. Boring. Excessively creative that detracts from message or loses the hearer.		Acceptable, "solid". Presentation was not boring but showed only minimal originality. Preaching reaffirms what hearer already knows without opening possibilities to new understanding.	Presentation and content contains degree of creativity that captivates the imagination of the hearer. "Hearing the old message in a new way."	

8. Energy and Enthusiasm: The ability to appropriately modulate joy when preaching.

1	2	3	4	5
Presentation lifeless. Excessive energy, hyper or manic in ways that distracted. Energy incongruent with content.		Acceptable. Enthusiasm generally appropriate but constant throughout the sermon. Enthusiasm varied but sometimes without congruence to the content.	Lively and engaging. Effective use of well modulated emotion that is congruent to the content and engages the hearer.	

9. Authenticity of Preaching: A global assessment of the believability or congruency between what the preacher says, how they say it, and the manner in which they live or embody the message.

1	2	3	4	5
Phoney. Affected pronunciation. Speaking down to congregation. No indication that preacher lives or believes their own message. Preacher appears personally uninspired.		Acceptable, but not inspiring. Presentation may appear genuine but without indication that the Gospel is really a life-giving reality in the person's life.	Preacher embodies the message. Congruency between message, manner of presentation and personal references. Preacher expresses the personal life-giving relevance for living the Gospel.	