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# MINISTERIAL ASSESSMENT SPECIALISTS (MAS)

&

# BOARD OF ORDAINED MINISTRY (BOM)

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Dallas, October 19-20, 2018

Dr. Michael Comer, Ph.D., MAS, MI  
Rev. Sara McKinley, Director of Clergy Excellence,

FL

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# MAS REPORTS

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Dr. Michael Comer, Ph.D., MAS, MI  
Rev. Sara McKinley, Director of Clergy Excellence,  
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What is the BOM looking for?

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Fitness For Ministry:

Risk Assessment

Recommendations

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# Risk Assessment

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## GBHEM BEHAVIORAL HEALTH GUIDELINES

[https://www.gbhem.org/sites/default/files/documents/bom/BOM\\_Behavioral\\_Health\\_Guidelines.pdf](https://www.gbhem.org/sites/default/files/documents/bom/BOM_Behavioral_Health_Guidelines.pdf)

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# FL: Assessment Methods/ Sources of Information

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PDI

MMPI 2

PAI

Incomplete Sentences

4 References

Clinical Interview

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# MAS REPORTS: Conclusions

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NO CONCERNS

SOME CONCERNS

SERIOUS CONCERNS

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## MAS REPORTS

See Appendix A Psychological Reports

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### RELEVANT BACKGROUND:

FOO, Marital, Medical, Employment,  
Academic, Spiritual History

*Do not duplicate info from sources,  
note relevant issues/concerns*

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# MAS REPORTS

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STRENGTHS

AREAS FOR GROWTH

From objective testing, references, interview



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# MAS REPORTS

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Fitness for Ministry

Ministry Potential

Psychological Readiness for Ministry

From objective testing, references, interview

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# MAS REPORTS

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Assessment of Risks for Ministry if applicable:

Depression

Anxiety

Stress Management

Anger/Violence

Substance Abuse

Self Care/Boundary Issues

Sexual Misconduct

Authority Issues

Work addiction

Personal Management and Finances

Burnout

Self Image and Sexuality

# MAS REPORTS

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Addiction potential/history  
with Substance Abuse:

Alcohol

Drugs

Gambling

Pornography

Tobacco

Food

Other

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# MAS REPORTS

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Legal & Financial Management History

Mental Health

Critical Incidents & Losses

Behavioral Observations

Attitude toward Evaluation

Disabling Psychopathology

Possible problem areas

Overall estimated ministry risk

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# MAS REPORTS

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## ASSESSMENT OF MINISTRY SKILLS:

Thinking/Reasoning Capacity  
Occupational Fit for Ministerial Role  
Personality Considerations  
Interpersonal Effectiveness  
Interpersonal Boundaries  
Impulse Control  
Capacity to change

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# MAS REPORTS

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## ASSESSMENT OF MINISTRY SKILLS:

Preferred Work Pace/Style

Risk Taking

Entrepreneurial Skills/Experience

Ability to deal with details

Leadership Potential

Acceptance of Supervision

Empathy Skill Level

Overall Emotional Stability

Overall Adjustment Estimation

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# MAS REPORTS

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## EVALUATION OF EMOTIONAL INTELLIGENCE:

Self Awareness

Self Management

Social Awareness

Relationship Management

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# MAS REPORTS

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## SUMMARY OF FINDINGS:

MMPI 2

PAI

Clinical Interview

Incomplete Sentences

Personal References



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# MAS REPORTS

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DIAGNOSES (if any)

RECOMMENDATIONS

QUESTIONS:

Suggested questions committee  
could ask candidate.

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# MAS REPORTS: Conclusions

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NO CONCERNS

SOME CONCERNS

SERIOUS CONCERNS

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# MAS REPORTS: Conclusions

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“SOME” OR “SERIOUS CONCERNS”

DCOMs craft GROWTH ASSIGNMENTS to address  
“some concerns”.

“Serious Concerns” - DCOMs decide with input from mentors, DS, Office of Clergy Excellence and Risk Management if these concerns should exclude the candidate from pursuing ministry in the FL conference of the UMC

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# Providing Candidate Feedback

See FL Psychological Assessment Reports  
Document

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RELEASE signed by candidate

The MAS Report is the property of the Conference and is  
written for the benefit of the Conference

**NO PRINT OR ELECTRONIC COPY IS PROVIDED TO THE  
CANDIDATE**

A Feedback Letter is provided to the MENTOR to guide them  
in providing feedback to the candidate.  
(No copy is provided to candidate)

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# Providing Candidate Feedback

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Any **DIAGNOSES** or **RECOMMENDATIONS** made by the **MAS** are provided to the District **Committee/Board** who make **recommendations** to the candidate.

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# Candidate Feedback

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**“SOME” OR “SERIOUS CONCERNS”**

DCOM may recommend candidate send notarized request to Office of Clergy Excellence to have MAS report sent to a licensed therapist for treatment purposes, with the understanding a copy of the report may NOT be given to the candidate.

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# Michigan MAS Process & Reports

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Dr. Michael Comer, Ph.D., MAS, MI

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# PANEL DISCUSSION

Dr. Royce Jalazo, Psy.D., MAS, FL

&

Dr. Michael Comer, Ph.D., MAS, MI

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# PANEL DISCUSSION QUESTIONS

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1. What, in your opinion, is the best way to provide feedback from the MAS reports to the candidate?
2. How do you assess the impact of a candidate's cultural or contextual origins in your assessments?
3. When the testing (MMPI2 and PAI) is invalid, what are your recommendations to the Conference?
4. How do you determine which conditions could benefit from treatment and then a retest, and which would not?
5. What advice do you have for mentors who are charged with giving verbal feedback to a candidate? Describe your understanding of the purpose and benefit of the Feedback Letters.
6. What are some of the most *common* concerns you are seeing in the assessments you have completed?
7. What are some of the most *serious* concerns you have encountered?
8. Is there any generic advice you would give to the District Committees on how to deal with candidates who have "some concerns" or "serious concerns"?
9. In what ways do you think our assessment process in FL could continue to be improved?
10. How often should conferences reassess their assessment batteries and reevaluate their assessment process?

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# SAMPLE REPORTS & FEEDBACK LETTERS

Dr. Royce Jalazo, Psy.D., MAS, FL  
Dr. Michael Comer, Ph.D., MAS, MI

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# TABLE DISCUSSIONS

1. Different conferences have different policies about sharing MAS reports with candidates. Discuss the pros or cons at your table.
  2. What are some parts of the processes presented that you would like to incorporate into the process for your conference?
  3. Review the samples provided and consider what is helpful for your own assessment process.
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