

PERSONAL PROFILE

Mr. Robert L. Griffith

6385-0218

RANKED MINISTRY SPECIALITIES AND SUPPORTING SKILL/EXPERIENCE

Number of Years and Last Year appear in parentheses after Skill Detail or, if there is no detail, after General or Specific Skill.

<i>Ministry Specialty</i>	<i>General Skill</i>	<i>Specific Skill</i>	<i>Skill Detail</i>
Spiritual Guidance	Chaplaincy	College/University (17/01)	
	Spiritual/Prayer Life	Personal Spiritual Disciplines (22/05) Retreat Leader (10/94) Spiritual Director (10/94) Teaching People to Pray (12/94) Young Adult Spirituality Leader (17/01)	
	Episcopal Memberships	Educational Development	Congregational Level (4/01)
Evangelism	Evangelism	Prospective Members (10/94)	
		New Member Incorporation (12/94)	
		Developing Spiritual Gifts (12/94) Workshop Leader (8/92)	
	Episcopal Memberships	Evangelism	Congregational Level (8/94)
	Specialized Ministries	Campus Ministry (12/94) Domestic/Foreign Missions (2/92)	
Church Growth/Development	Church Growth	Cell & Celebration (13/01)	
	Specialized Ministries	Campus Ministry (13/00)	
Youth Work	Spiritual/Prayer Life	Retreat Leader (10/94)	
		Youth Spirituality Leader (3/87)	
	Episcopal Memberships	Communications (Media) Governing Board/Council	Diocesan Level (2/01) Sub-diocesan Level (2/00)
	Christian Education	Youth Group Program Design (3/87)	
Liturgy	Liturgy	Planning and Design	Liturgical Forms, General (2/05)
		Worship Leader	Sunday Eucharist (2/05) Public Daily Offices (2/05)
	Parish Ministries (1/05)		
	Preaching (12/05)	Lectionary Based Sermons (2/05) Biblical Sermons (12/05) Contemporary Issues Sermons (12/05) Evangelistic Sermons (10/92) Daily Living Sermons (12/05)	
Administration	Administration	Foreign Student Exchange	Congregational Level (3/92)
		Pension & Benefits	National Level (1/05)
		Staff Administration	Overseas Missions (1/90)
	Chaplaincy	College/University (10/94)	
	Occupations	Education Administration (9/01)	
	Episcopal Memberships	Communications (Media)	Diocesan Level (2/01)
	Administration	Direct Employee Responsibility	b. 3-6 Employees (8/01)
		Systems/Operations	Computer Operation (8/01) Computer Programming (8/01)
Other	Teaching (Academic/Profess)	Level of Teaching Experience	e. College/University (8/01) d. High School (1/89)
		Episcopal Memberships	Spirituality



PERSONAL PROFILE

Mr. Robert L. Griffith

6385-0218

LEADERSHIP DESCRIPTION

When Dealing with People:

1. In social functions, is quiet and reserved.			*			In social functions, sparks the occasion and gets everyone to participate.
2. Helps people to figure out things themselves.		*				Advises people what to do.
3. Usually lets people know where one stands.		*				Usually keeps one's opinions to oneself.
4. In a conflict situations usually advocates one side.				*		In a conflict situation usually seeks consensus.

In Terms of Leadership Style:

5. Does own organizing.			*			Gets others to organize.
6. Generates ideas.		*				Adapts ideas.
7. Relies on direction from superiors.				*		Relies on strong personal sense of direction.
8. In bringing about change, makes use of conflict and confrontation.		*				In bringing about change, avoids conflict and confrontation.
9. Encourages subordinates to take initiative.	*					Gives strong directions to subordinates.
10. Willingly tries untraditional approaches.			*			Prefers improving traditional ways.
11. Places little emphasis on national and world mission.				*		Places much emphasis on national and world mission.
12. Is skilled in many things.		*				Does a few things really well.

When Planning, Programming and Evaluating:

13. Has plans for situations that may arise.			*			Meets each situation as it arises.
14. Focuses on working with groups.				*		Focuses on working with individuals.
15. Welcomes criticism and adverse opinions.	*					Defends self against criticism and adverse opinions.
16. Drives hard to achieve objectives.				*		Places feelings of others ahead of goal achievement.
17. Tends to accept denominational programming.			*			Tends to reject denominational programming.

In Relation to the Community:

18. Is often a leader in community affairs.			*			Is seldom a leader in community affairs.
19. Speaks out on controversial issues affecting the community.		*				Feels it is not the role of the pastor to speak out on controversial issues.
20. Engages in community action mainly through congregation.				*		Engages in community action mainly through non-church channels in addition to own congregation.

Regarding Theological Views

21. Theological views are fairly stabilized.			*			Theological views are significantly changing.
22. Regards the Bible literally.				*		Regards the Bible as an interpretation of God's dealings with humanity.
23. Feels that ethical decisions must be based on absolute standards.				*		Feels that ethical decisions must be made in the light of circumstances.

When Preaching, Teaching or Leading Worship:

24. Usually emphasizes a biblical text.		*				Usually emphasizes a social context.
25. Has an informal, conversational delivery.			*			Has a formal, authoritative delivery.
26. Tends to be provoking and challenging.			*			Tends to be comforting and assuring.
27. Usually refers to contemporary writers as a source of ideas.			*			Rarely refers to contemporary writers as a source of ideas.
28. Strictly adheres to order of service.			*			Freely adapts order of service.

Regarding Visiting:

29. Visits among members and prospects primarily to give pastoral care.		*				Visits among members and prospects primarily to build a stronger church.
30. Visits only when the need arises.				*		Plans regular family visits.

