



Anchor Ministries
International



Presents

The PRO-D Assessment

Discover the Shape of Your Calling



pro-d

Helping Pastors Find Hope • Clarity • Renewal



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Our Mission

We partner with God and the Church in the work of pastoral renewal and restoration — cultivating new hope for healthy ministry lives.

Our Core Values

The Gospel

Only God renews and restores tired, wounded hearts.

Hope

“God is not done with you yet” — hope is at the heart of all we do.

Renewal

Mending what's wounded, rebuilding what's broken, for the health of God's shepherds.

The Redemptive Quality of Pain

In God's hands, pain becomes a means of deeper growth and greater ministry.

Relationship

We're in the encouragement business — committed to each other's health as a team.

Safety

Sacred spaces for honest conversation, healing, and being heard.

Local Church

Healthy pastors lead healthy churches engaged in God's mission.

Biblical Community

Serving pastors and families of every race, ethnicity, and gender — equally made in God's image.

We are especially focused on the needs of leaders of small, ordinary churches and their congregations.

“The PRO-D gave me a clear picture of who I am and how I am affecting the people I lead — for better or for worse. I now have some clear action steps of what I need to do to develop my team.”

— Rev. Mike G., Church Planter
Redford, MI

What Is the PRO-D Assessment?

The PRO-D (PRO Development™) is a state-of-the-art, faith-based professional development instrument designed to help leaders understand their unique design. In use for over 20 years in the corporate world, the PRO-D has been expanded and refined specifically for faith-based settings — including a version built for pastors, missionaries, and church leaders.

Rather than placing you in a type or category, the PRO-D paints a holistic picture of who you are by examining three core dimensions of your leadership identity:

The Three Dimensions of Your PRO-D Profile

M	Missions <i>What has God given me a desire to accomplish? (Your motivations, values, and goals)</i>
C	Competencies <i>What has God given me the ability to do? (Your abilities, aptitudes, and talents)</i>
S	Styles <i>How has God uniquely wired me to behave? (Your personality traits, behaviors, and expressions)</i>

When these three dimensions are analyzed together, the PRO-D identifies your Convergence Case — the intersection of what you love, what you're gifted at, and how you naturally operate. This convergence is the heart of your leadership shape, and it becomes the foundation for your Individual Development Plan.

What You Will Discover

Your personalized PRO-D report includes:

- Your top Missions, Competencies, and Styles areas across 9 Career Value Archetypes
- Your Key Traits (strengths) and Caution Areas (growth edges)
- Your Model Roles — the kinds of leadership functions you are most likely to thrive in
- Your Core Theme — how your unique design points to a specific leadership calling
- Your Education Keys — areas for continued growth as a leader
- Your Leadership Anchors — the strengths that will make you a more effective leader
- An Individual Development Plan (IDP) to help you take action on your insights

Why Pastors Need the PRO-D

Ministry is one of the most demanding callings in the world. Pastors are expected to be preachers, counselors, administrators, visionaries, and caregivers — often all at once. When a pastor's role doesn't align with who they are, the result is not just ineffectiveness. It's depletion.

The PRO-D Assessment was built to help faith leaders answer one of the most important questions in ministry:

“Under God's calling on my life, HOW will I serve in ways that are most effective for the Gospel and the Church?”

The PRO-D is particularly valuable for pastors who are:

- Feeling stuck, depleted, or burned out in ministry
- Navigating a leadership transition or considering a new ministry role
- Seeking clarity about their unique calling and leadership identity
- Wanting to lead their team with greater self-awareness and intentionality
- Walking through a restoration process and discerning next steps
- Ready to maximize their leadership effectiveness in their current role

What Makes the PRO-D Different

Unlike personality assessments that simply describe who you are, the PRO-D is action-oriented. Every section of your report connects directly to a development pathway — helping you move from insight to intentional growth. The faith-based version of the PRO-D integrates Scripture throughout the report, grounding your self-understanding in the conviction that you are fearfully and wonderfully made.

What Others Have Said

“In a period of personal pastoral burnout, the counsel I received was extremely helpful and the PRO-D assessment was very illuminating. I am so thankful that I came into contact with Anchor Ministries at a time in my life when I really needed some encouragement.”

— Pastor Rick G.

Indiana

“The PRO-D assessment is an important tool that can be effectively used in developing Christian leaders. The assessment and its interpretation can help pastors clarify their sense of calling. By shedding light on one's personal style and one's assumptions about values, mission and relationships, the PRO-D can also help pastors see why certain jobs and congregational settings deplete and wear them down.”

— Dr. Byard B.

Professor of Theology, Grand Rapids, MI

The PRO-D Process

The PRO-D Assessment is an interactive, three-step process designed to move you from self-discovery to intentional growth:

1**Complete the Online Assessment**

The PRO-D is completed entirely online. The survey typically takes 30–45 minutes and explores your motivations, abilities, and behavioral tendencies across nine Career Value Archetypes. There are no wrong answers — the goal is honest reflection.

2**Receive Your Personalized Report**

Your comprehensive PRO-D report is generated from your survey responses. The report walks through your Missions, Competencies, and Styles — and then identifies your Convergence Case: the intersection of all three. This is where the picture of your leadership shape comes into focus.

3**Your Personal Consultation**

Every PRO-D Assessment at Anchor Ministries International includes a 90-minute consultation with one of our certified PRO-D facilitators. This is where the report comes alive. Your facilitator will walk you through the results, help you apply them to your specific ministry context, and guide you in developing your Individual Development Plan.

Ideal Settings for the PRO-D

The PRO-D Assessment is flexible enough to serve pastors in many different contexts:

Individual Use

- Personal renewal or professional development
- Restoration process with Anchor Ministries International
- Pre-sabbatical self-assessment
- Discerning a new ministry role or call
- Pastoral coaching engagement

Team & Group Use

- Church staff retreats and team development days
- Elder board or leadership team alignment
- Pastoral search process (candidate assessment)
- Seminary or ministry training programs
- Denominational leadership cohorts

A Note on Confidentiality

Your PRO-D report is confidential. It belongs to you. With your permission, your facilitator can help you share insights with a mentor, supervisor, or team — but only at your direction. The PRO-D is designed to empower you, not evaluate you.

Investment Options

Anchor Ministries International offers the PRO-D Assessment at two investment levels, designed to meet you where you are:

PRO-D Assessment	PRO-D+ Coaching Package
\$250	\$850
<i>The complete PRO-D experience for an individual leader.</i> • Full faith-based PRO-D online assessment • Personalized 20+ page PRO-D report • 90-minute consultation with a certified AMI PRO-D facilitator • Individual Development Plan (IDP) • Confidential and pastor-focused	<i>The full PRO-D experience, plus six sessions of pastoral coaching.</i> • Everything included in the PRO-D Assessment • Six 60-minute pastoral coaching sessions • Ongoing integration of PRO-D insights into your ministry • Support for goal-setting, growth edges, and leadership development • Ideal for pastors in transition or seeking sustained support

Need Financial Assistance?

We believe financial constraints should never prevent a pastor from receiving the care they need. If cost is a barrier, please reach out to us. We offer a limited number of subsidized assessments each year through the generosity of our Sustaining Partners.

About Our PRO-D Facilitators

Every PRO-D Assessment at Anchor Ministries International is debriefed by a trained and certified facilitator with deep experience in pastoral care. Our facilitators understand the unique pressures, joys, and challenges of ministry life — because many of them have lived it.

Your consultation is not simply a walk-through of a report. It is a pastoral conversation designed to help you integrate what you're learning into the real context of your calling.

Our facilitators are trained in:

- The PRO-D faith-based assessment instrument and reporting framework
- Pastoral coaching and spiritual direction
- Ministry burnout, restoration, and transition support
- Leadership development for church and ministry contexts

How the PRO-D Compares

The PRO-D stands apart from single-purpose assessments by bringing your Missions, Competencies, and Styles together into one converged picture — not just a personality snapshot.

	PRO DEVELOPMENT	MBTI	DISC	PREDICTIVE INDEX	STRENGTHS FINDER	BIRKMAN FIRST LOOK
Fully Validated	✓	✓	✓	✓	✓	✓
Measures Multiple Dimensions	✓				✓	✓
Assesses Personality/Style	✓	✓	✓	✓	✓	✓
Assesses Missions/Interests	✓					✓
Assesses Competency/Aptitudes	✓				✓	✓
Converges "Whole" Person	✓					
Suggests Ideal Roles	✓					✓
Assesses Organizational Cultural "Fit"	✓					
Highlights Educational Keys	✓	LIMITED	LIMITED	LIMITED		
Provides Communication "Hints"	✓	✓	✓	✓		
Assesses Job "Fit"	✓					

How to Get Started

Taking the PRO-D Assessment with Anchor Ministries International is simple. Here's how to begin:

1

Contact Us

Reach out to our office by phone, email, or through our website. We'll connect you with a facilitator and answer any questions you have.

2

Receive Your Assessment Link

We'll send you a secure link to complete the online PRO-D survey at your own pace. Most leaders complete it in 30–45 minutes.

3

Schedule Your Consultation

Once your report is generated, we'll schedule your 90-minute consultation at a time that works for you. Sessions are conducted via video call or phone.

4

Begin Living into Your Calling

Walk away with a clear picture of who you are, how you're wired, and what it looks like to lead from your design — not against it.

Contact Us

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3144 Michael Ave SW
Wyoming, MI 49509
Phone: (844) 585-1234

Email: info@anchorministries.org
Web: anchorministries.org

About Anchor Ministries International

Anchor Ministries International (legal name: Pastor in Residence Ministries, Inc.) is a 501(c)(3) nonprofit organization dedicated to partnering with God and the Church in the work of pastoral renewal and restoration. For more than 35 years, we have walked alongside pastors, missionaries, and church leaders who are burned out, stuck, or navigating difficult transitions.

Our comprehensive services include:

- Pastoral Coaching
- Renewal and Restoration Plans
- Spiritual Direction
- Sabbatical Planning
- The PRO-D Assessment
- The Pastor-in-Residence (PIR) Program
- The Zimbabwe Initiative

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You're Invited to Partner With Us

Join a community standing with pastors in their hardest seasons

Every week, a pastor somewhere reaches the end of what they can carry alone.

Anchor Ministries International walks beside pastors and church leaders through burnout, conflict, and crisis — offering coaching, renewal, and restoration so they can keep leading with hope. None of this happens without people like you.

When you become a Sustaining Partner, you join a generous, faithful circle who make this care possible every month — and share in every renewed calling and every pastor who chooses to stay.

"Partner with God and the Church in the work of pastoral renewal and restoration."

It Would Be an Honor to Have You on the Team

Whatever you're able to give, your monthly partnership becomes rocket fuel for pastors in crisis — no pressure, just an open invitation to join the work.



Scan to give

anchorministries.org/donate

Set up your monthly partnership online in under two minutes.

BY MAIL

Anchor Ministries
3144 Michael Ave SW
Wyoming, MI 49509.

DONOR-ADVISED FUND

Contact us at info@anchorministries.org and we'll provide everything your fund administrator needs.



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International

Helping Pastors Find Hope · Clarity · Renewal

Every Shepherd Needs a Shepherd

Coaching, renewal, and restoration for pastors and church leaders
who give everything.

HOW WE CAN HELP



Coaching

One-on-one ministry support



Renewal & Restoration

Plans for rest and recovery



Spiritual Direction

Ongoing spiritual guidance



Sabbatical Planning

Sabbaticals that restore



PRO-D Assessment

Find your leadership shape



Church Consulting

Support through transitions



Retreats

Getaways for rest & renewal



Soul Care Intensives

Focused, immersive soul care



Workshops

Hands-on training for leaders



Team Retreats

Training for your whole team

Know a pastor who needs support?

We're here for the ones who care for everyone else.

anchorministries.org · (844) 585-1234 · info@anchorministries.org

Anchor Ministries International (Pastor in Residence Ministries, Inc.) is a 501(c)(3) nonprofit organization.
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