

Ministerial Credentialing, Six Core Competencies and Education Grid-Mennonite Church Canada/Mennonite Church USA 1/26/2015

| Competency | Knowledge | Skills/Practices | Formation Content | Delivery Systems | Outcomes in Congregation |
|--|--|--|--|--|---|
| Biblical Story | Biblical content and themes. Formation of Biblical canon. | Cultivates a communal hermeneutic. Communicates the Biblical story in word and action through preaching, teaching, and lifestyle. Reads scripture missionally. Proclaims Good News. | Biblical survey including both OT and NT. Anabaptist hermeneutics including Christocentric approach, integrating mission and shalom narrative approaches. | See Appendix B | Life shaped by the Biblical story. Preaching & teaching grounded in a Christ-centered understanding of the Biblical story. Ability to articulate the Biblical story in ways that are consistent, honest, invitational. Basic biblical literacy. |
| Anabaptist/Mennonite story, theology, convictions | Anabaptist history, theology, ecclesiology as part of the story of the global and historic Christian community in a time of pluralism. Awareness of global Anabaptist story that honors the diversity of people who are Anabaptist today. | Communicates & embodies Anabaptist belief, values, practices within context of religious pluralism including commitments to ongoing Christian discipleship, learning, communal faith practice & discernment, non-violence/peacemaking as integral to the Gospel. | Courses in Anabaptist history, Mission, Peacemaking, Discipleship, Ethics. Historic confessions. Anabaptist Vision. Contemporary confessions. MC Canada's and MC USA's Polity. MWC global shared convictions. | See Appendix B | Communities rooted in ongoing Christian discipleship, communal faith and discernment. Global and neighbourhood engagement in extending God's shalom to all people. |
| Christian Spirituality/Discipleship | Personal encounter with the triune God. Theological fundamentals. Spiritual disciplines. Communal worship. Varieties of Christian spiritualities and worship styles. Identity grounded in being beloved of God. | Shares Christian gospel in word and deed. Pastoral ministry that contributes to spiritual formation of individuals & faith community. Builds capacity for missional leadership by increasing ability to see the movements of God. Increases capacity to worship outside one's personal preferences. Preaching and teaching on healthy sexuality. | Spiritual disciplines--personal and corporate. Learning about God's purposes and God's love in good times and hard times. Communal worship. Worship with other Christian groups. Awareness of self and others. | Spiritual disciplines and formation practices. Spiritual direction. Spiritual friendships. Gestalt Pastoral Care, Myers-Briggs, Enneagram, DiSC as tools for spiritual growth. | Congregation builds capacity to be missional. Formed by God's love and purposes. Capacity to love God, self & others. Challenged to follow Jesus & to invite others along. Ability to receive & offer forgiveness & grace. |

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|--|--|--|---|---|---|
| Self-awareness and Emotional Health | Self-Understanding. Calling and Gifts. Values. Boundaries. Healthy relationships. Crisis intervention. Emotional Intelligence. | Self-reflection with accountability. Stress and boundary management. Conflict management. Enters into and maintains healthy relationships. Lifelong learning. Whole person self-care. Appropriate emotional expression. | Learnings about self. Family Systems Theory. Conflict mediation. Pastoral ethics. Personality, leadership & psychological assessment tools. Relationship skills training. Creative and physical activities. | CPE. Psychological therapy. Pastoral ethics & ministry formation classes. Mentor relationships. Peer accountability group. Growth plans. Continuing ed events. Artistic and physical events. | Healthy relationships. Welcomes and incorporates a variety of people. Engages conflict and/or differences productively. Engages the gifts of all. Encourages diverse expressions of faith reflecting the whole person. |
| Missional Engagement | Missional theology of Church as a sent community of God's transformation. Interrelatedness of racial, cultural, interfaith & environmental factors, systemic racism & economic injustice. Incarnational ministry & contextualization of the gospel. Perceive God at work beyond the church in "neighbourhood". | Personal "love of neighbor" engagement in local neighbourhood/ministry context. Practices of welcoming stranger, joining God's restoring work beyond the church. building relationships and local partnerships. Cultivate congregational missional imagination that generates diverse ministries. Foster missional teams that incarnate the good news of Jesus across the street & around the world. | Integration of being, doing, & proclaiming good news of Jesus. Ability to read, learn from & engage ministry context. Transition process for moving a congregation from inward ministry to outward mission. Spiritual attunement to the leading of the Spirit & communal discernment. Exposure to other cultural contexts, including predominantly secular ones. Intercultural competency training. | MC USA and MC Canada resources garnered from various missional networks. Coaching, cohorts, and internships in churches with a missional culture. Learning experiences (internships, sabbaticals, classes) in other cultures and "unchurched" contexts. | Every member sent as God's ambassador of redemption /reconciliation in their own sphere of living. Every church as participant in multiplying kingdom communities. Church replaces attractational, consumer model for an incarnational, sent-by-God model. Congregational governance is focused on mission. Celebrate and embrace cultural diversity. |
| Leadership | Leadership theory. Systems & organizational dynamics. Church ceremonies & rituals. Strengths-based leadership approaches. Knows resources for team-building and team leading. | Leadership grounded in personal spiritual formation. Capacity to influence others & lead change. Leads in public ministry. Equips others for ministry. Leads with clarity & resolve. Cultivates environment of trust & collaboration. Embodies ministerial office. Helps church discern how & where God is at work. Develops & coaching team-building skills. | Leadership development. Organizational change process. <i>A Shared Understanding of Ministerial Leadership.</i> | Courses/seminars in change, transition & worship. Training events through Lombard Peace Center. DiSC leadership styles assessment. Values-Based Leadership Training. | Missional purpose & engagement of its context. Systemic vitality & ongoing transformation. Connection with & accountability to MC Canada or MC USA |