

III. Ministerial Credentialing, Competencies and Education Grid					
Competency	Knowledge	Skills / Practices	Formation Content	Delivery Systems	Outcomes in Congregation
Biblical story	Bible content and its formation	Preaches and teaches the biblical story in the church and beyond the church Creates a hermeneutical community	Bible survey course Anabaptist hermeneutics Evangelism course	Formal class, online courses, Pastoral Studies Distance Education, Conference/area church offerings (see appendix)	Formed by Bible story; truth anchored in Jesus and scripture Ability to share the story with others
Anabaptist/Mennonite story, theology and convictions	Anabaptist History/ Theology/Ecclesiology in light of the wider Christian church	Communicates and embodies core Anabaptist values, beliefs, practices within context of the wider Christian church	Mennonite/Anabaptist Survey course Mission, peacemaking, ethics Faith formation <i>Confession of Faith in a Mennonite Perspective</i> <i>A Mennonite Polity for Ministerial Leadership</i> Mennonite World Conference <i>Shared Convictions</i>	Formal class in Anabaptist theology and history Prescribed reading in Anabaptist and Church history Mentor	Formed by Anabaptist/ Mennonite values and praxis
Christian Spirituality/ Discipleship	Personal encounter with the triune God Theological fundamentals Spiritual disciplines Communal worship	Cultivates awareness of God and God's purposes in solitude and in community Shares the Christian gospel in word and deed Provides pastoral ministry that contributes to the spiritual formation of the individual and faith community	Spiritual disciplines (personal and corporate) Learning about God's purposes and God's love in good times and hard times Communal worship	Spiritual formation practices Spiritual direction	Formed by God's love and purposes Capacity to love God, self and others Challenged to follow Jesus and to invite others along Forgiveness
Self-understanding and self-awareness Emotional intelligence	Calling Values Self-knowledge Learning resources Learning styles Ministry gifts	Self regulation with accountability to peers and professionals Boundary and stress management Sense of humor and curiosity Life-long learner Engages right and left brain Conflict management	Family systems theory Learnings about self Influence of family of origin Ministerial formation Coaching, mentoring, skills training The arts Personality and leadership assessment tools	CPE, seminars, Ministerial Formation class, mentor, accountability/growth plan Engaging the arts	Healthy diversity Ability to see from the other's point of view and to see self from others perspective Embraces differences/conflict Gifts of congregants engaged Maturing in character Welcomes/incorporates variety of people
Contextual awareness	Inter-cultural, inter-faith, ecological, global dynamics influence on the church and its mission	Engages in inter-cultural and ecumenical dialogue and relationships Able to read, learn from and engage ministry context Helps church engage its context	Inter-cultural experience Created order Missional church theory and Practice	Cultural and cross cultural training and awareness Anti-racism training	Engaged in welcoming, ecumenical and cross-cultural relationships Global awareness and vision Church will be a sign of God's reign
Leadership	Leadership theory Systemic and organizational dynamics Church ceremonies and rituals Anti-racism theory	Capacity to influence others and lead change Leads in public ministry Equips others for ministry Leads with clarity and resolve Cultivates environment of trust and collaboration Embodies ministerial office Helps church discern how and where God is at work	Leadership development Organizational change process <i>A Mennonite Polity for Ministerial Leadership</i> Ongoing formation in preaching	Course in change and transition, course/seminar in worship, training events through area church/conference and related agencies (see appendix)	Missional purpose and engagement of its context Systemic vitality and on-going transformation Agents of reconciliation Connection with and accountability to wider church (area church/ conference, denomination and worldwide communion)

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