

A Framework for Pastoral Growth

Leadership Enhancement Team (LET) is to be a catalyzing group that pays attention to generative work in conference, supporting the six competencies within the leadership of Indiana-Michigan Mennonite Conference. It is the work of LET to provide tools and resources for personal development and enhancement of each pastor's ministry. What is laid out in this document is a framework for pastoral growth for each pastor to pursue.

The framework for pastoral growth is based on the six core competencies (see attachment) identified by Mennonite Church Canada/Mennonite Church USA. Ministry Credentialing Team (MCT) uses these six core competencies in evaluating candidates for pastoral positions and credentialing. MCT has been consulted and gives their support for pastors continuing in their knowledge and skills. LET sees this Framework as a metric to support and guide ongoing growth and development in pastoral ministry.

Leadership Enhancement Team sees this process as an opportunity to document those activities that are already being accomplished by pastors in Indiana Michigan Mennonite Conference. Documenting our journeys lets us "see" what is happening in the conference, as well as provides us with a record that can be used in times of pastoral transition or as one reflects on a lifetime of ministry.

As followers of Jesus, each believer is in a process of discipleship in the presence of community. We grow in faith and understanding under the supervision and guidance of valued mentors. All credentialed pastors will be working within a Framework for Pastoral Growth with an accountability partner. This accountability partner could be a mentoring pastor (during initial two years of licensing), a congregational coach, regional minister, or a colleague from your area council. In leadership there are many people we are accountable to; for this Framework of Pastoral Growth, the partner must be an ordained leader in Indiana-Michigan Mennonite Conference.

Each year LET will identify two of the six core competencies that credential leaders will focus their growth around. There will be an outline of different activities that will aid in achieving growth around the two identified competencies. These activities can include seminars, readings, discussion groups, or focus questions. Educational opportunities through accredited colleges, universities, or seminaries also show evidence of growth and will be accepted for this framework.

By the end of September each pastor is to have met with their accountability partner to outline their plan for the coming year. The purpose of the accountability partner is to help evaluate the plan, ensuring that it is achievable. This plan should be recognized as one step in a lifetime process of acquiring knowledge and skill. In other words, no one will necessarily be deemed an expert after one year of focus.

By the end of May, each pastor and their accountability partner will meet to reflect on the learning of the previous year. The reflection should be focused on answering the following questions:

1. What activities did you participate in?
2. What was one significant idea or skill that was acquired?
3. How have the ideas or skills learned been applied to your ministry during this past year? Do you anticipate a future application?

A brief, one page summary of this reflection is to be submitted to LET by May 31st.

The strength of any program or desire to change lies in the commitment of the individual. It also requires the support others. LET wants to provide that support and invites all in Indiana-Michigan Mennonite Conference to support pastoral growth and to joyfully join in following Jesus.

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.

Competency	Knowledge	Skills/Practices	Formation Content	Delivery Systems	Outcomes in Congregation
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 attractional, 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 Church 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