

## A Framework for Pastoral Growth is based on six core competencies.

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Mennonite Church USA and Mennonite Church Canada have identified six competencies that enhance effectiveness in ministry, which IMMC has embraced:

- Anabaptist/Mennonite story, theology, convictions (2019-20)
- Missional Engagement (2019-20)
- Biblical Story (2018-19)
- Leadership (2018-19)
- **Christian Spirituality/Discipleship (2020-21)**
- **Self-awareness and Emotional Health (2020-21)**

Leadership Enhancement Team (LET) believes this framework supports and guides ongoing growth and development in pastoral ministry.

Ideas and resources for this year's competencies, Anabaptist/Mennonite story, theology, convictions and Missional Engagement, can be found listed on the Indiana-Michigan Mennonite Conference website or by clicking the link on the next page.

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# A Framework for Pastoral Growth 2020-2021

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## Leadership Enhancement Team

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### For 2020-2021:

- Christian Spirituality/Discipleship
- Self-awareness and Emotional Health



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## **Christian Spirituality/ Discipleship:**

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- Personal encounter with the triune God.
- Knowledge of theological fundamentals, spiritual disciplines and communal worship.
- Identity grounded in being beloved by God.
- Pastoral ministry that contributes to spiritual formation of individuals and 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.

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*How might you practice and explore Christian Spirituality/ Discipleship in your life and ministry?*

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## **Self-Awareness/ Emotional Health:**

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- Self-understanding of calling, gifts, values, and boundaries.
- Knowledge of how to form healthy relationships and crisis intervention.
- Has emotional intelligence.
- Has an understanding of crisis intervention.
- Practices self-reflection with accountability.
- Practices stress and boundary managements.
- Values whole-person self-care and practices emotional expression.
- Welcomes and incorporates a variety of people by engaging the gifts of all.
- Engages conflict and/or differences productively.

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*How might you practice in Self-Awareness and Emotional Health in your life and ministry?*

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## **Calendar**

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**September:** *Each pastor is to meet with a support and accountability partner to outline their plan for the coming year. This partner helps evaluate the plan, ensuring that it is achievable and discussing activities you might engage, in order to apply what you learn.*

**May:** *Each pastor and their support and accountability partner will meet to reflect and document the year's learning, sharing a copy with LET.*

**June:** *Participating pastors will be recognized at Annual Sessions.*

***The strength of any program lies in the commitment of the individual. It also requires the support of others who know and care whether you succeed.***

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**Competencies Resource List is available on the [IMMC website](#).**