



Intro to the Competency Model

This competency model is intended as an instrument to help guide you in your discernment and development if you choose to request a clergy relationship, it can also be helpful as a guide for your preparation for interviews with the District Committee on Ordained Ministry (DCOM) and the Board of Ordained Ministry (BOM).

There are three columns on the document, each containing descriptions of behaviors that demonstrate leadership readiness for different leadership levels.

1. The first column includes competency questions that any Christian – lay disciples or new clergy candidates – would be expected to demonstrate.
2. The second column includes questions that lay leaders with specific ministry roles, certified clergy candidates and new licensed local pastors would be demonstrating.
3. The third column includes questions that ordained clergy (elders and deacons), and LLPs who have completed course of study and served for a number of years would be demonstrating.

The columns are not meant to be rigid or to inhibit ministry leadership. (For instance, there are many lay disciples who can affirmatively answer questions from column 3, but would not seek a clergy relationship.) These questions and columns are intended to help guide you to the leadership type that will fit your skills, goals and call, and to provide information concerning the expectations for various leadership types in the Minnesota Annual Conference. The questions listed in each of the columns will also serve as the basis for interview questions which will be asked during interviews with DCOM and BOM at each stage of clergy relationship.

This document has been prepared over many months of discernment and prayer. May it provide guidance and inspiration along your journey as a disciple of Jesus in the Minnesota Annual Conference.



Minnesota Annual Conference of the United Methodist Church

Competency Model

Our Mission:

Making disciples of Jesus Christ for the transformation of the world by increasing the number of congregations and ministries that are vital expressions of the scriptural imperatives to grow in love of God and neighbor, reach new people, and heal a broken world.

Our Vision:

Building an Abundant Life Movement

All are Called to an Abundant Life in Jesus Christ

Demonstrates a growing spiritual, emotional maturity and exhibits personal integrity and self-management.

Leading Others to an Abundant Life in Jesus Christ

Is seen as a role model, and is sought out as a mentor and teacher. Builds high performing teams.

Leader of Leaders in the Abundant Life in Jesus Christ

Thinks organizationally, has a multiplication mindset, and a proven track record in moving concepts from ideas to implementation.

Personal Passionate Faith:

Do I have a Why Jesus story that I name, claim and live?

Am I seeking opportunities to meet new people, build relationships and share my, Why Jesus story?
Am I helping people transact a spiritual experience that they have never had before?

Do I have sustained passion for creating environments where people can encounter the risen Lord through inspiring worship and compelling preaching?
Am I aligning mission, vision, values and goals for the organization towards the cause of making disciples of Jesus Christ for the transformation of the world?

Evangelistic Heart:

Do I care enough about others to build authentic relationships and am I brave enough to share my heart about Jesus?

Am I gathering, inspiring, and motivating others towards a vision of life in Jesus Christ?

Do I consistently preach for a response as well as offering explicit invitation to follow Jesus Christ?
Am I building a culture of reaching others with robust systems of radical hospitality, invitational evangelism and risk taking service and mission?

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Wesleyan Way of Discipleship:

Am I practicing the means of grace? Am I living a holistic sense of grace? (prevenient, justifying, and sanctifying)

Am I discipling others; helping others to know Jesus, and grow in the love of God and neighbor?

Am I building systems for discipleship and leadership development? Am I creating a culture of grace?
(God is already at work in the world. Everyone is a beloved child of God. Lives are being changed/transformed, people are "waking up" to a different way of being. The culture values on-going growth and development, or going on to perfection.)

Leading Adaptively:

Am I practicing an open, growth mindset?
Can I tolerate ambiguity?
Do I exhibit flexibility?

Do I collaborate across groups, teams and communities?
Do I lead with questions instead of answers, inviting others into their own learning?

Do I demonstrate adaptive systems thinking and intentional leadership?
Do I take measured risks and lead innovation?

Holy, Healthy Habits:

Am I tending to the practices that keep me sustained in life and ministry?
Am I mindful of how I am increasing my total well-being: career, social, financial, physical, community?

Am I teaching, facilitating and coaching others in holy, healthy practices?

Do I build & maintain a healthy functioning community?
• HR Systems
• Stewardship & Financial Systems
• All are Called Culture
• Congregational Care
• Boundaries and behaviors that builds trust

Emotional & Social Intelligence:

Am I practicing self-awareness, through reflection and feedback?
Am I keeping healthy boundaries?
Am I cultivating my interpersonal skill?

Am I building trust and credibility?
Do I resolve conflict and exhibit strong interpersonal skills?
Do I demonstrate situational awareness and adjust responses appropriately?

Am I leading and managing change?
Do I lean into crucial conversations and build resilient organizations?
Do I maintain healthy self-differentiation while highly investing in the well-being and future of the congregation?

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Life-Long Learner:

- Am I continuously learning more about:
 - Jesus' life
 - The Bible
 - My gifts and calling
 - Spiritual practices
 - My community and the needs of the world

- Do I demonstrate the ability to teach, coach and facilitate others?
- Do I have subject matter knowledge per the congregational needs and context?
- *Examples: Bible knowledge, spiritual practices, small group models, congregational care, worship design and leading, community organizing, CYF, family faith formation*

- Do I create a learning community?
- Do I seek regular feedback and coaching?
- Do I demonstrate continued growth in organizational and entrepreneurial leadership skills?
- Am I engaged in learning about culture shifts, and how the church needs to adapt in order to be relevant in the future?

Loves God's World:

- Am I practicing acts of compassion and justice?
- Am I loving my neighbor?
- Am I stewarding creation for the next generation?

- Do I incarnate God's love for the world in my community?
- Do I understand and value other cultures?
- Do I have the ability to work in multi-cultural, multi-ethnic, multi-faith settings?

- Do I build collaborative, community partnerships?
- Do I seed, nurture, and release abundant life movements rooted in the passions of others in the congregation?

Apostolic Leadership:

- Am I a self-starter?
- Am I reasonably discontent with the status quo and willing to take some risk in leadership so that new people can find and follow Jesus?

- Am I reorienting volunteers and ministry projects outwardly in mission for the sake of developing new disciples of Christ?
- Am I boldly, courageously, building teams and delegating and empowering others?
- Am I leading team achievement and results?

- Do I consider myself a Wesleyan Entrepreneur?
- Am I driven to start new growth engines and congregational lifecycles?
- Do I sustain growth beyond myself?
- Am I seen as a leader of leaders across the annual conference and do I share my gifts beyond my local church?
- Am I working on a specific ministry effort that would engage a variety of leaders in creating a new place for new people?
- Am I pressing into any resistance with grit and grace?

Note: Within each box there are three levels:

