GLOBAL METHODIST CHURCH MIDSOUTH

Pastor Core Competencies and Dimensions

There are four core competencies that are crucial in the life of an effective clergy leader. Each of these four competencies is further divided by identifiable and measurable aspects regarding areas of development for effective leadership. The following definitions are provided for self-examination by clergy leaders and those who will participate in interviews and evaluation of pastors.

1 LIFE IN CHRIST

A. Formative Spirituality
Practices a passionate, contagious spiritual discipline necessary to sustain an appropriate spirituality for ministry; keeps his/her love for and awareness of God alive and vital by regular examination of his/her prayer life, personal study of Scripture and the discipline of other means of grace.

Question/Reflection: Please share your testimony and the pattern of your personal devotional life.

B. Work-Life Balance (self-care)
Identifies and selects the priorities that are appropriate to the church's ministry objectives and focusing energy and attention on those objectives; includes the ability to give attention to wholeness of health, caring for the body and mind, as well as the spirit and family life.

Question: How do you balance the demands of ministry and your devotion to family and care of your body and soul?

C. Lifetime learning
Embraces the belief that learning never ends and demonstrates a willingness to take the initiative to find and engage in learning opportunities which improve one's knowledge of ministry and interpersonal skills.

Question: How do you continue to grow in your faith and knowledge as a pastor?

D. Leadership Development (Gift-Oriented Ministry)
Give witness to an intimate relationship with God which results in Christ-like character and a clear sense of God's calling to Kingdom work. The fruit of spiritual maturity also includes the multiplication, guidance, empowerment and equipping of other disciples of Christ.

Questions: How do you model, develop, and empower lay leadership in the church?

2 PREACHING & TEACHING

E. Preaching
Faithfully communicates the Christian faith by proclaiming sermons that are biblically based and theologically sound, aimed toward providing practical insights for Christian living whether for spiritual nurture, prophetic challenge, or care and comfort.

Question: Share with us how you plan and prepare your sermons.

F. Inspiring Worship
Able to plan and implement inspiring, authentic worship as a personal and corporate encounter with the living God, integrating faith, the church's traditions, the scriptures and the sacraments.

Question: What is essential for inspiring, authentic worship experience for all ages?

G. Sacraments
Assists the congregation in its thinking and appreciation of the ultimate meaning of baptism and Holy Communion through the proper and reverent administration of the sacraments, consistent with the teaching of biblical, Christian, and denominational standards.

Question: Share with us your understanding and convictions about baptism and Holy Communion.

H. Teaching
Committed to Christian discipleship and is willing and able to work with others to plan, implement, and manage learning experiences; participates in Sunday School and other learning ministries and programs.

Questions: What is the pastor's role in discipleship ministries of the church?

3 EQUIPPING

I. Small Groups
Values and demonstrates ways to support others in their quest for authentic experience with Christ and spiritual maturity while developing leaders to sustain the growth of Christian community through their God-given gifts.

Question: Describe your vision of effective small groups in a local church.

J. Leading Change
Competent in influencing others to volunteer their separate energies and resources to a common goal, communicating vision in a clear and convincing manner; helps people move from current realities into new visions for the growth and health of the congregation.

Question: What is essential for inspiring, authentic worship experience for all ages?

K.Congregational Care
Demonstrates a ministry style that is supportive and healing, revealing that loving relationships are the heart of a healthy, growing church; provides intentional structures that are pastoral in nature, and is an effective pastoral visitor.

Question: How do you provide congregational care and support to your people?

L. Staff Management
Competent in planning, implementation, administration and evaluation of resources, programs, and personnel (paid and volunteer); highly values the capabilities of each person to engage in meaningful ministry, supporting them in their tasks.

Question: Share how you build teams and create a healthy working environment.

4 LEADING

M. Membership Growth
Intentionally cultivates relationships with un-discipled persons and other seekers so they can become fully devoted followers of Jesus Christ and actively participating in a community of faith; inspires others in the church to cultivate similar relationships in their lives.

Question: How do you make disciples of Jesus Christ who also make disciples?

O. Connectional Leadership
Recognizes that being part of the Body of Christ connects us with other Global Methodists and Christian denominations; gladly shares in expanding God's mission throughout the world through apportioned giving and participating in shared ministries.

Question: How would you explain and model the importance of our connectional life and ministry to the congregation?

Q. Organizational Structure (Strategic Leadership)
Able to develop functional structures and provide strategic leadership toward organizational structures and systems; is a person of vision, capable of setting realistic goals, offering creative planning, and managing change within existing structures and systems.

Question: Explain your leadership style in developing a healthy, growing, loving church.

N. Social Witness
Values and knows how to support and organize others in efforts toward shaping local, national and international policies and practices, dealing with matters of human rights and justice.

Question: What social justice issues are important to you and why?

P. Problem Solving (Situational Leadership)
Demonstrates skill in identifying, analyzing, and solving problems that arise in the church based on wisdom and reflective experience; presents a "persona" that inspires trust, enabling him/her to offer sound advice and appropriate challenge and support.

Questions: How do you lead through conflict?