



## Pastoral Assessment around the Core Competency Grid

One of the tools developed by the church for helping persons discern and test a call to ministry is the “Ministerial Credentialing, Competencies and Education,” or more commonly known as the Six Core Competencies, which can be found at [www.commonword.ca/go/285](http://www.commonword.ca/go/285). While this document has formally been used by credentialing bodies for interviews towards ordination, it is a resource which needs to be reviewed by all credentialed ministers periodically. These competencies are not markers to achieve once and then disregard, but rather six signposts for lifelong effective and balanced ministry. This short assessment is offered here as a way for a pastor to receive specific feedback around these six core competencies which have been established by Mennonite Church Canada and Mennonite Church USA.

This assessment is designed to be completed in the first couple years of a congregational assignment by a small number of lay leaders as well as the pastor themselves. Through this process the desired outcome is for the pastor to get helpful feedback on each of these six areas. As critical as the feedback is, the follow up conversations regarding the feedback may help to identify growth goals for the pastor and the congregation.

The leadership will work with the pastor to develop follow up growth goals for one or more of the areas which are mutually identified. The full document, found in the link above, has the desired outcomes listed for each of the core competencies. Referencing these outcomes will be important to faithfully complete the assessment.

The following pages can be copied and used to gather feedback from participants and processed by the leadership or assessment team.

This assessment can be used completely as it is, or with only one of the questions in each competency. The six competencies can also be divided up so that they are reviewed in different years.

## Ministerial Core Competencies Assessment

1. **Biblical Story** - We expect that those who are ordained for Christian ministry in Mennonite Church USA and Mennonite Church Canada will be deeply and firmly grounded in the biblical story and text.

- a. Provide examples of this competency which you have observed in the ministry of your pastor.

---

---

---

---

- b. How are the intended outcomes observed in the congregation?

---

---

---

---

- c. Further comments:

---

---

---

2. **Anabaptist/ Mennonite story, theology, convictions** - We expect that those who are ordained for Christian ministry in Mennonite Church USA and Mennonite Church Canada will understand and embody core Anabaptist values.

a. Provide examples of this competency which you have observed in the ministry of your pastor.

---

---

---

---

b. How are the intended outcomes observed in the congregation?

---

---

---

---

c. Further comments:

---

---

---

3. **Christian Spirituality/ Discipleship** - We expect that those who are ordained for Christian ministry in Mennonite Church USA and Mennonite Church Canada will give evidence of a spirituality that is continually being shaped by the everlasting love of God, the life, death and resurrection of Jesus Christ and the transforming power of the Holy Spirit.

a. Provide examples of this competency which you have observed in the ministry of your pastor.

---

---

---

---

b. How are the intended outcomes observed in the congregation?

---

---

---

---

c. Further comments:

---

---

---

4. **Self-awareness and Emotional Health** - We expect that those who are ordained to Christian ministry in Mennonite Church USA and Mennonite Church Canada will have a healthy sense of self and a capacity to enter into and maintain healthy relationships with others.

a. Provide examples of this competency which you have observed in the ministry of your pastor.

---

---

---

---

b. How are the intended outcomes observed in the congregation?

---

---

---

---

c. Further comments:

---

---

---

5. **Missional Engagement** - We expect that those who are ordained to Christian ministry in Mennonite Church USA and Mennonite Church Canada will have the competence to provide focused missional engagement and leadership within their ministry context.

a. Provide examples of this competency which you have observed in the ministry of your pastor.

---

---

---

---

b. How are the intended outcomes observed in the congregation?

---

---

---

---

c. Further comments:

---

---

---

**6. Leadership** - We expect that those who are ordained to Christian ministry in Mennonite Church USA and Mennonite Church Canada will have a capacity for leadership.

- a. Provide examples of this competency which you have observed in the ministry of your pastor.

---

---

---

---

- b. How are the intended outcomes observed in the congregation?

---

---

---

---

- c. Further comments:

---

---

---