

Criteria and Competencies for Ministry

The 2017 Conference accepted a series of competencies for different elements of ministry. These were reviewed in 2024 to reflect the impact of various Conference decisions and the priorities of the Church in recent years, notably the Strategy for Justice, Dignity and Solidarity, Changing Patterns of Ministry and the Review of Candidating, and recommended changes to the Council. The Ministries Team also checked that safeguarding was appropriately included. Further consultations have also been held with The Queen’s Foundation and the Methodist Diaconal Order. The competencies have been adapted as a result.

LAY OFFICE HOLDERS

	Requesting a note to preach	Admission as a Local Preacher	Local Lay-Pastor early competency	Local Lay-Pastor core competencies	Local Lay-Pastor further development competencies
1. Vocation (call and commitment)	<ol style="list-style-type: none"> 1. The ability to speak of their Christian experience. 2. A sense of call to explore leading worship and preaching. 	<ol style="list-style-type: none"> 1. The ability to relate their Christian experience. 2. The ability to articulate a call from God to be a preacher. 3. The ability to narrate their Christian experience and growth within it, with reference to the insights gained, challenges and difficulties experienced in training (SO 566 (3ii)). 	<ol style="list-style-type: none"> 1. The ability to articulate a sense of God’s call to pastoral ministry in the local context. 2. The ability to articulate experiences where they have demonstrated pastoral ministry. 3. The recognition from others that they have the gifts for pastoral ministry. 	<ol style="list-style-type: none"> 1. Confirmation by others in the ministry context that they have the gifts for this ministry. 2. Demonstrates a clear commitment to the outworking of their calling in the role of a Local Lay-Pastor. 	<ol style="list-style-type: none"> 1. Working with others to further develop a sense of vocational calling.

	Requesting a note to preach	Admission as a Local Preacher	Local Lay-Pastor early competency	Local Lay-Pastor core competencies	Local Lay-Pastor further development competencies
2. Vocation (ministry in the Methodist Church in Britain)	<ol style="list-style-type: none"> 1. Be a member of good standing in the Methodist Church. 	<ol style="list-style-type: none"> 1. Fidelity to the fundamental doctrines of the Christian faith and the Methodist doctrinal standards (SO 566 (4ii)). 2. The capacity to assure the Local Preachers' Meeting that they accept and observe the duties of a Local Preacher as described in SO 563 (1-4). 3. An understanding of lay ministry within the Methodist Church in Britain. 4. A demonstrable and enthusiastic commitment to the Methodist Church in a local circuit and a clear articulation of a desire to serve Christ in that context. 5. An understanding of the diversity within the Methodist Church and the local circuit. 	<ol style="list-style-type: none"> 1. Be a member of good standing in the Methodist Church. 2. A worshipping presence in the Christian community. 	<ol style="list-style-type: none"> 1. An understanding of ministry lay and ordained within the Methodist Church in Britain and their place within this ministry. 2. The ability to articulate a basic working understanding of local circuit and district structures and what it means to be part of a Connexional Church. 	<ol style="list-style-type: none"> 1. A thorough understanding of the structures of the Methodist Church in Britain and how connexional networks support and enable local ministry.
3. Relationship with God	<ol style="list-style-type: none"> 1. Someone who loves God and desires to be a faithful disciple. 2. A faith that is sustained by visible use of means of grace including: <ol style="list-style-type: none"> a. regular attendance at worship b. regularly receiving Holy Communion c. faithful in prayer. 	<ol style="list-style-type: none"> 1. A relationship with God that has the capacity to grow. 2. A personal commitment to Christ evidenced by active ministry in the local circuit. 3. A regular commitment to attending local worship, receiving Holy Communion and attending class or house group. 	<ol style="list-style-type: none"> 1. A trusting relationship with God that is marked by humility, reverence, awe and wonder. 2. A prayerful disciple. 3. A good knowledge of the Bible and the ability to relate this to daily living. 4. Committed to walking daily with God, accepting that at times this may be challenging and that on occasions there may be doubt. 	<ol style="list-style-type: none"> 1. A secure foundation in faith, but an openness to transformation as they develop new understandings of ministry and their calling. 2. A good understanding of the basics of the Christian faith from a Methodist perspective. 3. A prayerful leader. 4. An openness to listening to God's Spirit along with the whole community. 	<ol style="list-style-type: none"> 1. A good understanding of the Christian faith from a range of traditions and Methodism's place within the wider Church. 2. Able to articulate personal growth in faith through theological reflection in their ministry context.

	Requesting a note to preach	Admission as a Local Preacher	Local Lay-Pastor early competency	Local Lay-Pastor core competencies	Local Lay-Pastor further development competencies
4. Personality and character	<ol style="list-style-type: none"> 1. A recommendation to the Local Preachers' Meeting by either a local Church Council or by a Presbyter (or Probationer) or a member of the Local Preachers' Meeting (SO 564). 2. Compliance with the Methodist Church's safeguarding requirements. 3. Awareness of their own strengths and weaknesses and the potential of self-development. 4. A commitment to fashion their life to promote the glory of the Lord. 	<ol style="list-style-type: none"> 1. The ability to take responsibility for the conduct of public worship. 2. A commitment to regular attendance at and participation in the Local Preachers' Meeting. 3. Personal integrity demonstrated in taking responsibility for all the duties of a Local Preacher. 4. Integrity in living as a disciple of Christ. 	<ol style="list-style-type: none"> 1. Honesty and integrity in living as a disciple of Christ with appropriate self-confidence and humility. 2. A reflective practitioner who is aware of their own strengths and weaknesses and their potential for self-development. 3. Compliance with the Methodist Church's safeguarding requirements, including DBS checks demonstrating that there is nothing that prevents them from being a Local Lay-Pastor. 4. The ability to identify and maintain appropriate boundaries in professional and personal relationships. 	<ol style="list-style-type: none"> 1. Good self-awareness and the ability to use strategies for resilience and well-being and to exercise appropriate care of self, through developing sustainable patterns of life and work, and through effective support networks, modelling this for others. 2. The ability to operate under supervision and accept guidance from others, including being managed and led. 	<ol style="list-style-type: none"> 1. The ability to use vulnerability appropriately to enable others to see God's presence in all aspects of human life.

	Requesting a note to preach	Admission as a Local Preacher	Local Lay-Pastor early competency	Local Lay-Pastor core competencies	Local Lay-Pastor further development competencies
5. Being in relationship with others	<ol style="list-style-type: none"> 1. The ability to relate respectfully to a variety of people, with a growing awareness of self and one's impact on others. 2. The ability to see God in others. 3. A willingness to work with a mentor and tutor and with others involved in leading worship. 	<ol style="list-style-type: none"> 1. The ability to work respectfully with all diversities inside and outside the church, valuing-amongst other things, the different gifts of lay and ordained Christians, including those from different social or ethnic backgrounds and those who represent a variety of theological understandings. 2. Recognition of the fundamental equality of all people before God. 3. The acceptance of the discipline of the Church. 	<ol style="list-style-type: none"> 1. A love for and a call to serve and care for the wider local community and those who are part of the church community. 2. Recognition of and the ability to articulate the fundamental equality of all people before God and the ability to see God in others. 3. The capacity to develop and maintain open and healthy personal, professional and pastoral relationships. 4. The ability to work with diversity inside and outside the Church, having respect for all people with their gifts and diversities. 	<ol style="list-style-type: none"> 1. The ability to relate to a variety of people and to empathise and challenge appropriately in a range of situations and contexts. 2. An understanding of how power affects relationships and how to use it appropriately. 3. An understanding of the communities in which they are serving. 4. An awareness of what it means to live as a public representative of the Methodist Church and Christian faith. 5. An understanding and the acceptance of the discipline of the Methodist Church and respect for the diversity of views within Methodism. 	<ol style="list-style-type: none"> 1. The ability to appropriately challenge injustice and support marginalised communities. 2. The ability to engage with conflict appropriately.
6. The Church's ministry in God's world	<ol style="list-style-type: none"> 1. Willingness to commit to the mission of God. 2. The ability to articulate an understanding of Our Calling. 	<ol style="list-style-type: none"> 1. The ability to see, and to draw the attention of others to, God at work in the world. 2. The ability to proclaim the good news of Christ Jesus with conviction and awareness of the local context and particularly the diversities present. 3. The ability to lead worship and preach with knowledge, conviction and competence (SO 563 (2i)). 4. An awareness of the Global Methodist Church family. 5. An understanding of the ecumenical context of British Methodism. 	<ol style="list-style-type: none"> 1. An understanding of Our Calling and how it relates to ministry in their local context. 2. The ability to see, and to draw the attention of others to, God at work in the world. 	<ol style="list-style-type: none"> 1. A good understanding of ministry in the Methodist Church (particularly reports and statements by the Methodist Church). 2. Fidelity to the fundamental doctrines of the Christian faith and the Methodist doctrinal standards (566 4ii). 	<ol style="list-style-type: none"> 1. The ability to think in imaginative and creative ways when engaging with God's world through the Church's ministry. 2. The ability to recognise and develop new opportunities to engage with the local community as part of the Church's mission.

	Requesting a note to preach	Admission as a Local Preacher	Local Lay-Pastor early competency	Local Lay-Pastor core competencies	Local Lay-Pastor further development competencies
7. Leadership and collaboration	<ol style="list-style-type: none"> 1. A willingness to explore leadership in worship. 2. A willingness to share in the journey of faith. 3. A willingness to work with others. 	<ol style="list-style-type: none"> 1. The capacity to take overall responsibility for an act of worship whilst seeking to work collaboratively (SO 563 (2vii & viii)). 2. The ability to recognise how different members of a congregation may be enabled to participate in worship. 3. Commitment to the circuit plan and a willingness to be responsive to the needs of the circuit. 4. Appropriate understanding of the status of the Local Preacher within the life of the circuit. 	<ol style="list-style-type: none"> 1. The ability to pray with and for others, leading prayers that are appropriate and sensitive to the context. 2. An openness to developing their ability as someone who can lead God's people in aspects of worship. 3. The ability to work collaboratively and as part of a team in ministry, knowing when to work alone and when to seek support. 4. An understanding of what it means to be seen by others as a leader in their local context. 5. A willingness to be flexible and adapt to changing circumstances. 	<ol style="list-style-type: none"> 1. The ability to participate in the structures of a church and circuit and to regularly reflect on this experience. 2. A good understanding of the role and status of a Local Lay-Pastor in the life of the circuit. 3. Takes delight in leading with others, works collaboratively, encourages the inclusion and participation of people of all diversities and seeks to empower others for the good of the whole community. 4. The ability to enable the church community to participate in the mission of God in their local context. 	<ol style="list-style-type: none"> 1. The ability to focus attention on a particular or specific community of people, as needed by the circuit. 2. A broad understanding of the nature of leadership and the different ways leadership can be demonstrated, and the knowledge that collaborative leadership empowers the whole community.

	Requesting a note to preach	Admission as a Local Preacher	Local Lay-Pastor early competency	Local Lay-Pastor core competencies	Local Lay-Pastor further development competencies
8. Learning and understanding	<ol style="list-style-type: none"> 1. An expressed desire to grow in understanding of the Christian faith. 2. An openness to receive and reflect on the feedback. 	<ol style="list-style-type: none"> 1. Demonstrable faithfulness in reading and studying the Scriptures. 2. Demonstrable commitment to ongoing learning (SO 566 (7)) through to a programme of Continuing Local Preacher Development. 3. Commitment to ongoing and appropriate training in safeguarding. 4. Regular attendance and participation in a class / house / fellowship group. 5. Knowledge of the doctrinal standards of the Methodist Church in Britain including a proven familiarity with Wesley's sermons. 6. Demonstrable commitment to, and faithful participation in, the Local Preachers' Meeting. 7. Demonstrable awareness of contemporary world events and ability to articulate a Christian response. 	<ol style="list-style-type: none"> 1. Enthusiasm for lifelong learning and formation. 2. Growth in their own discipleship and a commitment to personal study of Scripture and faith learning. 3. Demonstrates an awareness of contemporary world events and, whilst has some understanding, can articulate a Christian response. 4. A good understanding of pastoral ministry. 5. A commitment to ongoing and appropriate training in safeguarding. 	<ol style="list-style-type: none"> 1. The ability to understand their learning and development needs through feedback and conversations with others and a commitment to engaging with meaningful development opportunities. 2. A strong understanding of pastoral ministry and knowledge of the approaches used in pastoral support of others, and the ability to use these in their own ministry. 3. An understanding of the power dynamics in pastoral relationships. 4. A good understanding of Methodist policies and procedures, including safeguarding, GDPR, equality, diversity and inclusion, Positive Working Together, and modelling and upholding good practice in relation to these in their work and context. 5. Regularly meet with other Local Lay-Pastors in a community of practice endorsed by the Methodist Church. 	<ol style="list-style-type: none"> 1. An excellent knowledge and understanding of the local context and has the openness to learn to critique cultural norms. 2. An appreciation of Methodist theology and a willingness to learn more about relevant topics. 3. A good understanding of how to enable others to be lifelong learners, and how to model being a learner. 4. An understanding of how to keep up to date with new initiatives and learning opportunities and the ability to discern how and when to use these.

	Requesting a note to preach	Admission as a Local Preacher	Local Lay-Pastor early competency	Local Lay-Pastor core competencies	Local Lay-Pastor further development competencies
9. Communication	<ol style="list-style-type: none"> 1. Confident mastery of the vernacular language of the communities they feel called to serve. 	<ol style="list-style-type: none"> 1. An ability to lead worship according to recognised liturgical principles. 2. A proven ability to preach with knowledge, conviction and competence (SO 563 (2i)) in a variety of styles and contexts. 3. A proven ability to speak coherently about God, their Christian faith and their discipleship. 	<ol style="list-style-type: none"> 1. The ability to express faith naturally and authentically in ways that are appropriate, accessible and sensitive to the situation, using biblical and theological understanding. 2. The ability to engage in one-to-one conversations that are meaningful, appropriate and supportive. 3. An active listener who seeks to understand and communicates effectively within their context, knowing when to speak and when to listen. 4. The ability to use language appropriately and carefully. 5. Approachable and humble enough to be appropriately challenged. 	<ol style="list-style-type: none"> 1. The ability to work with small groups successfully to facilitate conversation and growth. 2. The ability to select and use the most appropriate communication media and style for the context. 3. An ability to engage with the wider community in an accessible and meaningful way. 4. Effective communication skills for mission and evangelism, including being able to speak appropriately about God in a range of settings. 5. The ability to articulate a good understanding of the role and status of a Local Lay-Pastor in the life of the circuit. 	<ol style="list-style-type: none"> 1. The ability to speak effectively in various forms and through various media. 2. Advocating for the communities with whom they are Local Lay-Pastor.

ORDAINED OFFICE HOLDERS

	Expectations of candidates	Expected competencies for Presbyters and Deacons about to be stationed	Expected competencies for those ready for ordination and to be received into Full Connexion	Expected competencies for those eligible to be stationed as Superintendents	Competencies for District Chairs
1. Vocation (call and commitment)	<ol style="list-style-type: none"> 1. An inner sense of call that is: <ol style="list-style-type: none"> i confirmed by others ii obedient, based on an understanding of the demands of ordained ministry in terms of training, deployment and sacrifice and the candidate's capacity to be a servant in a community of servants iii realistic in terms of the candidate's capacity to meet the expected competencies for reception into Full Connexion and ordination after a period of training and probation iv informed by a clear understanding of the representative nature of ordained ministry and the discipline of the Methodist Church v transformative, in that the candidate is being changed by this sense of call and is willing to continue to be changed vi persistent rather than passing. 	<ol style="list-style-type: none"> 1. An ability to give an account of their vocation to ministry and mission and their readiness to exercise public ministry as a Probationer Deacon or Presbyter or a Transferring Minister in the Methodist Church. 2. An ability to narrate a journey of growth and transformation that is confirmed in the observation of others 3. A demonstrable willingness to live under discipline. 4. A robust understanding of the significance of public ministry in the Church and in the world and of their place in it. 5. A clearly articulated and recognised conviction of a sense of a call to a particular order of ministry which is supported in the opinion of others. 6. The ability to discern which of their previously acquired skills and experience can be incorporated into ordained ministry, which need to be modified and which should be discarded. 	<ol style="list-style-type: none"> 1. The ability to give an account of how personal commitment to Christ and discipleship is being shaped within the roles and expectations of public ministry. 2. The proven capacity to bear the public roles and responsibilities of an ordained person and to perform credibly and maturely as a Deacon or Presbyter both in the Methodist Church and in the wider community evidenced in their own experience and in the observation of others. 3. The capacity to bear a public and representative role in ministry and mission, and a readiness to exercise leadership in ordained ministry. 	<ol style="list-style-type: none"> 1. Faithfulness in living out a call to presbyteral ministry. 2. An ability to articulate a call to leadership that is founded on a realistic appraisal of their own gifts and identified and supported by others. 3. A willingness to listen to the voice of others in their call to leadership. 4. The ability to witness joyfully to the experience of public representative ministry. 	<ol style="list-style-type: none"> 1. Fidelity in living out a call to presbyteral ministry and the ability to do so in a wider context than the local circuit. 2. A call to leadership that is found to a realistic appraisal of their own gifts. 3. Proven experience of leadership within and on behalf of the Methodist Church in Britain and in other contexts. 4. A willingness to listen to the voice of others in their call to leadership. 5. The ability to witness joyfully to the experience of public representative ministry in a senior leadership position.

	Expectations of candidates	Expected competencies for Presbyters and Deacons about to be stationed	Expected competencies for those ready for ordination and to be received into Full Connexion	Expected competencies for those eligible to be stationed as Superintendents	Competencies for District Chairs
	<p>6. Ability to articulate clearly this sense of call to a particular order of ministry and its development:</p> <p style="padding-left: 20px;">for presbyters, consonant with the <i>Ordination of Presbyters</i> (MWB p. 298) and <i>What is a Presbyter?</i></p> <p style="padding-left: 20px;">for deacons, consonant with the <i>Ordination of Deacons</i> (MWB p. 313) and <i>The Theology and Ecclesiology of the Diaconate</i>.</p> <p>7. Ability to narrate their Christian experience and growth within it.</p> <p>8. For diaconal candidates only: Commitment to membership of The Methodist Diaconal Order.</p>				

	Expectations of candidates	Expected competencies for Presbyters and Deacons about to be stationed	Expected competencies for those ready for ordination and to be received into Full Connexion	Expected competencies for those eligible to be stationed as Superintendents	Competencies for District Chairs
2. Vocation (ministry in the Methodist Church in Britain)	<ol style="list-style-type: none"> 1. Fidelity to the Methodist doctrinal standards Deed of Union, Clause 4. 2. Be a member in good standing of the Methodist Church in Britain for at least one year. 3. Knowledge and understanding of the Methodist Church in Britain. 4. Demonstrable and enthusiastic commitment to and desire to serve the Methodist Church in Britain. 5. Understanding of ministry within the Methodist Church in Britain including the distinctiveness of the two orders of ministry and commitment to, and understanding of, lay ministry. 6. For diaconal candidates: Knowledge and understanding of the diaconate as an order of ministry and religious order. 7. Willingness to work with diversity within the Methodist Church in Britain. 	<ol style="list-style-type: none"> 1. A demonstrable willingness to live under a shared discipline. 2. A confidence in the Church and the resources to resist the temptation to retreat into a personal or purely local ministry. 3. An ability to articulate and to represent the particular calling of the Methodist people within the body of Christ. 4. An ability to work with and to celebrate diversity within the Church. 	<ol style="list-style-type: none"> 1. An informed willingness to enter into a lifelong relationship with the Conference and to accept all that it means to be in Full Connexion. 2. A proven willingness and capacity to live under the discipline of the Methodist Church. 	<ol style="list-style-type: none"> 1. A recognition of the needs of the church and a willingness to respond appropriately to them in service. 2. A realistic understanding of the role of a Circuit Superintendent in the life of the Methodist Church. 3. An understanding of the nature of oversight as it is exercised and experienced in the Methodist Church in Britain and the capacity to exercise such oversight. 4. Have the ability to articulate the missional contribution of a circuit. 	<ol style="list-style-type: none"> 1. A recognition of the needs of the church and a willingness to respond appropriately to them in service. 2. A realistic understanding of the role of a Chair in the life of the Methodist Church. 3. An understanding of the oversight of the Conference and their representative role. 4. An understanding of the nature of oversight as it is exercised and experienced in the Methodist Church in Britain and the capacity to exercise such oversight. 5. Ability to receive and offer to others the benefits of supervision.

	Expectations of candidates	Expected competencies for Presbyters and Deacons about to be stationed	Expected competencies for those ready for ordination and to be received into Full Connexion	Expected competencies for those eligible to be stationed as Superintendents	Competencies for District Chairs
3. Relationship with God	<p>A relationship with God that is:</p> <ol style="list-style-type: none"> 1. Childlike and mature with the capacity to grow. 2. Grounded in an understanding of God's loving acceptance and a personal commitment to Christ. 3. Nourished by a commitment to individual and corporate prayer and worship and engagement with the means of grace. 4. A means of sustenance and encouragement in the candidate's daily life and in their relationships with others and the wider world. 5. Seeking to grow and develop through appropriate means, for example, 'A Methodist Way of Life'. 6. For diaconal candidates: knowledge of and a willingness to live by the Methodist Diaconal Order Rule of Life. 	<ol style="list-style-type: none"> 1. A developing spirituality and pattern of prayer consonant with their changing role and growth in learning. 2. A trusting relationship with God that is marked by humility, reverence, awe and wonder. 3. A recognisable reliance on God, including regular engagement with the means of grace. 	<ol style="list-style-type: none"> 1. The ability to sustain and, where necessary, to adapt a life of prayer within the expectations of public ministry. 2. A developing disciplined and visible commitment to a life of prayer, offered through corporate and personal worship and devotion. 3. An awareness of the ways in which the life of prayer is shaped and challenged by the life of public ministry. 4. A humble confidence in the power of God. 5. A sustained and recognisable engagement with the means of grace. 	<ol style="list-style-type: none"> 1. An openness to the Spirit through the means of grace. 2. A well-developed life of prayer that enables the individual to hold responsibility before God. 3. A devotional life that integrates the practices of prayer with the practices of ministry. 4. A commitment to seek in all things to bring glory to God. 5. A visible commitment to maintaining a life of prayer and to model that for others. 	<ol style="list-style-type: none"> 1. A well-developed life of prayer that enables the individual to hold responsibility before God. 2. A devotional life that integrates the practices of prayer with the practices of ministry. 3. The ability to sustain a devotional life in a comparatively isolated position of leadership. 4. A commitment to seek in all things to bring glory to God.

	Expectations of candidates	Expected competencies for Presbyters and Deacons about to be stationed	Expected competencies for those ready for ordination and to be received into Full Connexion	Expected competencies for those eligible to be stationed as Superintendents	Competencies for District Chairs
4. Personality and character	<ol style="list-style-type: none"> 1. Self-awareness of one's identity and self-acceptance grounded in God's loving acceptance. 2. Emotional stability. 3. Maturity, honesty and integrity. 4. Appropriate self-confidence and humility, including awareness of own strengths and weaknesses. 5. An awareness of boundaries and also of the need for self-discipline in vocation/life balance. 6. Stamina, robustness and resilience. 7. Potential for self-development and growth. 8. Can demonstrate the capacity for a public representative role, in order to promote the glory of God. 	<ol style="list-style-type: none"> 1. The ability to exercise appropriate care of self, through developing sustainable patterns of life and work, and effective support networks. 2. A developed self-awareness and self-acceptance grounded in God's loving acceptance. 3. A realistic understanding of the demands of public ministry and an awareness of personal, ecclesial and social resources on which they depend. 4. A commitment to regular attendance and participation in the Local Preachers' Meeting. 5. Self-awareness and strategies to maintain resilience and well-being. 	<ol style="list-style-type: none"> 1. The proven ability to manage care of self through developing sustainable patterns of life and work, and effective support networks. 2. Maturity in self-awareness and self-acceptance grounded in God's loving acceptance. 3. Self-awareness and developed strategies for resilience and well-being. 4. Effective use of personal, ecclesial and social resources in sustaining ministry. 5. Insight, resilience and stability in the face of pressure and change. 	<ol style="list-style-type: none"> 1. Realistic understanding of their own strengths and weaknesses. 2. A willingness to seek help in times of need. 3. Appropriate patterns of self-care that model good practice for others. 4. A desire to improve in their practice and discipleship. 5. Appropriate self-reliance and self-motivation and the ability to effectively draw on resources from others and from the Church. 6. The ability to inspire the trust and confidence of others. 	<ol style="list-style-type: none"> 1. Realistic understanding of their own strengths and weaknesses. 2. A willingness to seek help in times of need. 3. Appropriate patterns of self-care that model good practice for others. 4. A desire to improve in their practice and discipleship. 5. Appropriate self-reliance and self-motivation and the ability to effectively draw on resources from others and from the Church. 6. A developed understanding of confidentiality and its appropriate limits.

	Expectations of candidates	Expected competencies for Presbyters and Deacons about to be stationed	Expected competencies for those ready for ordination and to be received into Full Connexion	Expected competencies for those eligible to be stationed as Superintendents	Competencies for District Chairs
5. Being in relationship with others	<ol style="list-style-type: none"> 1. The ability to see God in others and recognise the equality of all people before God. 2. Ability to relate respectfully to a variety of people with an awareness of one's own unconscious bias. 3. Capacity and willingness to develop open and healthy personal, professional and pastoral relationships across all diversities. 4. Capacity to relate to the same people in a number of different roles without confusion and with generosity. 5. Potential to exercise effective pastoral care. 6. Evidence of an ability to work collaboratively. 7. Acceptance of the discipline of the Church and respect for the diversity of views within Methodism. 8. Commitment to the Methodist Church's strategy for Justice, Dignity and Solidarity. 	<ol style="list-style-type: none"> 1. An awareness of self and relationship; listening skills and basic pastoral understanding. 2. The ability to form and sustain relationships, including with those who differ, marked by empathy, respect and insight, avoiding stereotyping. 3. Demonstrable good practice in a range of pastoral relationships, and the ability to learn from these experiences. 4. An awareness of what it means to live as a public representative minister. 5. An understanding of the power dynamics within pastoral relationships. 6. An ability to operate effectively under supervision. 7. The ability to identify and to maintain appropriate boundaries in professional, pastoral and personal relationships. 8. An awareness of the oversight and support structures within the Church. 	<ol style="list-style-type: none"> 1. A developed self-awareness and awareness of their impact on others. 2. Developed listening skills and pastoral understanding. 3. Proven ability to form and sustain relationships with those who differ and a basic understanding of conflict management. 4. Ability to reflect on pastoral relationships through pastoral supervision. 5. The ability to reflect on what it means to live in the public eye. 6. The ability to recognise and to use appropriately their own power and vulnerability. 7. A proven ability to operate effectively under supervision. 8. Developed understanding of appropriate boundaries in professional, pastoral and personal relationships and proven ability to identify and maintain them. 	<ol style="list-style-type: none"> 1. Highly developed self-awareness and the ability to be aware of one's impact on others. 2. A good understanding of difference and the ability to build inclusive communities. 3. The ability to work with conflict to enable transformation and ideally reconciliation. 4. Highly developed pastoral skills. 5. The ability to deploy a range of strategies in difficult interpersonal relationships. 6. Proven ability to receive and the potential to offer effective supervision. 7. An informed awareness of their own power and vulnerabilities. 8. The ability to use authority appropriately. 9. The ability to demonstrate and counsel others on the appropriate use of boundaries. 	<ol style="list-style-type: none"> 1. Highly developed self-awareness and the ability to be aware of one's impact on others. 2. A good understanding of difference. 3. A proven willingness to speak the truth in love even (and especially) when that is difficult. 4. A highly developed ability to manage conflict. 5. Excellent pastoral skills. 6. The ability to deploy a range of strategies in difficult interpersonal relationships. 7. Proven ability both to offer and to receive effective supervision. 8. An informed awareness of their own power and vulnerabilities. 9. The ability to use authority appropriately. 10. The ability to demonstrate and counsel others on the appropriate use of boundaries.

	Expectations of candidates	Expected competencies for Presbyters and Deacons about to be stationed	Expected competencies for those ready for ordination and to be received into Full Connexion	Expected competencies for those eligible to be stationed as Superintendents	Competencies for District Chairs
6. The Church's ministry in God's world	<ol style="list-style-type: none"> 1. An ability to articulate an understanding of Our Calling and the priorities of the Methodist Church. 2. Knowledge and understanding of mission and evangelism, including the variety of approaches within the Methodist Church. 3. Personal commitment to mission and evangelism and the Methodist Church as its vehicle. 4. Out of engagement with the world of work and contemporary culture in a multicultural society, the ability to make connections imaginatively between today's world and the gospel. 5. Ability to work for change, with particular attention to the marginalised. 6. Potential to engage with mission-based practices including listening for mission, outreach, and apologetics. 7. Commitment to and compliance with the Church's safeguarding requirements. 8. A desire to nurture, encourage and build community. 	<ol style="list-style-type: none"> 1. The ability to proclaim the good news of Jesus Christ. 2. An understanding of the mission of God and the ability to interpret it contextually. 3. An ability to read a context in the light of God's call to mission. 4. A specific understanding and experience of Methodism in its breadth and diversity including the global Methodist family. 5. An understanding of the Church's role in society and its potential to enable transformation. 6. An understanding of the diverse and changing nature of the Church in Britain and of ecumenical possibilities and challenges. 7. An ability to work within and interpret theologically, the multi-faith context. 8. An ability to evaluate and to work with different expressions of church life. 	<ol style="list-style-type: none"> 1. An ability to exercise a ministry that is informed by developed missiological, sociological and ecclesiological understandings. 2. A developed understanding of the Methodist tradition and the ability to articulate its local expression. 3. The ability to reflect theologically on the strengths and weaknesses of the Church. 4. An understanding of the polity of the Methodist Church and its expression in the local context. 5. The ability to reflect on the place of the Methodist Church in God's mission alongside other Churches and other faith communities. 6. A record of engagement in mission and evangelism in a range of contexts, particularly in the local community and in relation to the local church. 7. A record of engagement in the mission of the Church as an agent of transformation. 	<ol style="list-style-type: none"> 1. The capacity to offer prophetic leadership in mission. 2. The ability to hear and to articulate the call of God to mission. 3. An ability to interpret the culture of their locality and to identify the requirements of the work of God in response to it. 4. The ability to see how the Church's personnel and resources in an area might be effectively deployed. 5. A secure Methodist identity and the ability to inspire others in that. 6. A well-developed knowledge and understanding of the governance structures of the local Methodist circuit. 7. Clear understanding of Methodist polity and how it is effectively administered. 8. The awareness of the role as a representative leader in Methodism and in ecumenical context. 9. Clear understanding of the duties of Methodist Trustees. 10. The ability to advocate safeguarding procedures. 	<ol style="list-style-type: none"> 1. The ability to hear and to articulate the call of God to mission. 2. An ability to identify the requirements of the work of God in their locality with an awareness of the ecumenical content and the local society. 3. The ability to see how the Church's personnel and resources in an area might be effectively deployed. 4. A secure Methodist identity and the ability to inspire others in that. 5. A well-developed knowledge and understanding of the governance structures of the district. 6. Clear understanding of Methodist polity and how it is effectively administered. 7. The awareness of the role as a representative leader in Methodism and in ecumenical context.

	Expectations of candidates	Expected competencies for Presbyters and Deacons about to be stationed	Expected competencies for those ready for ordination and to be received into Full Connexion	Expected competencies for those eligible to be stationed as Superintendents	Competencies for District Chairs
7. Leadership and collaboration	<ol style="list-style-type: none"> 1. Ability or potential for leading God's people in worship. 2. Ability to exercise appropriate leadership in the Church community and beyond. 3. Capacity to offer an example of faith, discipleship and humble service. 4. Ability to inspire, enable and empower others. 5. Potential for creative leadership. 6. Willingness and ability to work collaboratively and capacity to exercise appropriate authority. 7. Willingness to receive supervision. 8. Organisational and administrative skills or the ability to develop them. 9. Flexibility, adaptability and willingness to take risks. 	<ol style="list-style-type: none"> 1. The capacity to take overall responsibility for an act of worship (SO 563 (2vii)). 2. The ability to recognise how different members of a congregation may be enabled to participate in worship. 3. A proven capacity to work with people of all diversities. 4. A developed understanding of the roles and responsibilities of various office holders within the life of the church and the ability to exercise leadership as appropriate. 5. A knowledge of different styles and models of leadership and an ability to deploy them effectively within the mission of God. 6. The ability to exercise inspiring and creative leadership that empowers and enables others. 7. Ability to value and engage with the gifts, identities and diverse characteristics of all, including themselves. 8. Commitment to effective administration in circuit ministry. 9. Responsive to the needs of the circuit. 	<ol style="list-style-type: none"> 1. The ability to enable the church to participate to the mission of God in the local context. 2. The ability to enable change by employing different styles of leadership. 3. The capacity to inspire leadership in others. 4. The ability to identify and address constructively assumptions, behaviours and practices that are exclusory. 5. The ability to lead and enable others in faithful witness and to foster mission. 6. A proven ability to work ecumenically and to encourage ecumenical co-operation. 7. The proven ability to nurture the gifts of all ages and abilities in a variety of contexts. 8. Proven administration skills. 9. The ability to participate in the oversight structures of a church and circuit and to reflect on the experience. 10. An ability to act independently but collegially with others in ministry and with the community of the whole Church. 	<ol style="list-style-type: none"> 1. The understanding of the circuit as a unit for mission and the ability to make that effective. 2. Developed administrative skills. 3. Developed skill in the chairing of public meetings. 4. Clear understanding of the power inherent in superintendency in a circuit. 5. Developed skills of change management. 6. An understanding of a range of leadership styles and the ability to deploy them. 7. The ability to stimulate theological reflection. 8. The ability to recognise and encourage the gifts in others and to learn from their failures and successes. 9. A capacity for visionary leadership. 10. A developed understanding of risk and the ability to act independently and take responsibility for own actions. 11. The ability to encourage the voices of all involved in the life of the circuit. 12. The ability and willingness to challenge inappropriate behaviour including the inappropriate use of power. 	<ol style="list-style-type: none"> 1. The ability to recognise the different mission opportunities apparent in a district. 2. A developed awareness of how the diversity of the district is represented in leadership, decision making and other processes, and a determination to avoid exclusion and unconscious bias. 3. The capacity to judge the availability and potential of resources to serve the <i>Missio Dei</i>. 4. Developed administrative skills. 5. Developed skill in the chairing of public meetings. 6. Clear understanding of the authority and influence inherent in role of District Chair. 7. Developed skills of change management. 8. An understanding of a range of leadership styles and the ability to deploy them. 9. The ability to stimulate theological reflection. 10. The ability to recognise and encourage the gifts in others and to learn from their failures and successes.

	Expectations of candidates	Expected competencies for Presbyters and Deacons about to be stationed	Expected competencies for those ready for ordination and to be received into Full Connexion	Expected competencies for those eligible to be stationed as Superintendents	Competencies for District Chairs
		<p>10. An understanding of the nature of oversight and its personal and corporate expression in the Methodist Church and its structures.</p>	<p>11. A demonstrable and appropriate use of authority in ways which enable and empower others in their mission and ministry.</p> <p>12. The ability to work effectively as a member of a team.</p> <p>13. The ability to support and supervise others in a limited range of roles and responsibilities.</p> <p>14. Ability to take appropriate responsibility for decision-making.</p> <p>15. The ability to operate collegiately and collaboratively, including in operating independently when appropriate.</p> <p>16. An appropriate exercise of self-motivation and self-direction.</p>	<p>13. The ability to use supervision effectively as a tool for oversight.</p> <p>14. The ability where necessary to manage employees.</p> <p>15. The ability to delegate and to trust in the competence in others.</p> <p>16. The ability to build, lead and work with teams.</p> <p>17. The ability to delegate appropriately.</p> <p>18. A disposition which models, encourages and fosters life-long learning for all about the significance of human diversity.</p>	<p>11. A capacity to inspire others with a vision of what God is doing in a district.</p> <p>12. A developed understanding of risk and the ability to act independently and take responsibility for own actions.</p> <p>13. Developed and proven skills in collaborative working.</p> <p>14. The ability to listen to the voices of those representing different parts of the district and to weigh the value of differing contributions to any discussion.</p> <p>15. The ability to challenge inappropriate behaviour.</p> <p>16. The ability to use supervision effectively as a tool for oversight.</p> <p>17. An ability to work with ecumenical partners as representative leaders of the Church.</p>

	Expectations of candidates	Expected competencies for Presbyters and Deacons about to be stationed	Expected competencies for those ready for ordination and to be received into Full Connexion	Expected competencies for those eligible to be stationed as Superintendents	Competencies for District Chairs
8. Learning and understanding	<ol style="list-style-type: none"> 1. An expressed desire to grow in understanding of the Christian faith. 2. Ability to learn and to benefit from theological study. 3. Enthusiasm for lifelong learning and formation. 4. Curiosity and flexibility of mind. 5. Capacity to use a range of ways of thinking and models of reflection and to select the most appropriate for each situation. 6. Openness to receive and reflect on feedback. 7. Appreciation of the significance of theology to the Church. 8. Commitment to ongoing and appropriate training in safeguarding. 	<ol style="list-style-type: none"> 1. A proven ability to deploy the methods and resources of theological reflection in the practice of ministry. 2. A confident and informed handling of scriptural texts and the traditions of Christian thought as well as critical tools of interpretation. 3. Demonstrates an awareness of contemporary world events and an ability to articulate a Christian response. 4. A commitment to continued study and learning. 5. A proven ability to draw on a range of interdisciplinary resources. 6. An ability to recognise their own needs, skills and propensities as a learner and to begin to identify a developmental pathway of study. 	<ol style="list-style-type: none"> 1. A working knowledge and understanding of the Constitutional Practice and Discipline of the Methodist Church and an expertise in applying it in practice. 2. An ability to form and sustain a life of disciplined study and reflection that sustains in public ministry. 3. An ability to identify their own continuing learning needs and their specialisms in ministry. 	<ol style="list-style-type: none"> 1. Demonstrable skills of and the ability to lead others in theological reflection. 2. The ability to model and encourage practices of study. 3. The ability to recognise the learning needs of a community of Christians and to draw effectively on the resources of the church and wider community. 4. The proven capacity to address their own learning needs by, for example, attending appropriate conferences and training. 5. The ability and willingness to create space for learning and theological reflection. 	<ol style="list-style-type: none"> 1. Demonstrable skills of and the ability to lead others in theological reflection. 2. The ability to model and encourage practices of study. 3. A developed understanding of the Methodist Church's processes of justice and reconciliation. 4. The ability to recognise the learning needs of those in ordained ministry, to draw effectively on the resources of the church, and to encourage others to develop their skills in particular areas of ministry. 5. The proven capacity to address their own learning needs by, for example, attending appropriate conferences and training.

	Expectations of candidates	Expected competencies for Presbyters and Deacons about to be stationed	Expected competencies for those ready for ordination and to be received into Full Connexion	Expected competencies for those eligible to be stationed as Superintendents	Competencies for District Chairs
9. Communication	<ol style="list-style-type: none"> 1. Ability to express faith naturally and effectively in ways that are appropriate, accessible and sensitive to the situation, using biblical and theological understanding. 2. Ability to select and use the most appropriate media and approach for the context. 3. Careful and appropriate use of language. 4. Understanding and appropriate use of symbols, gestures and space. 5. Effective communication skills for mission and evangelism. 	<ol style="list-style-type: none"> 1. Proven ability to speak faithfully of God in both formal and informal settings. 2. A secure understanding of preaching, hermeneutical principles and techniques of communication. 3. A developed ability in leading public worship and proclamation, showing understanding of and good practice in liturgy and worship. 4. An ability to preach and to lead worship appropriate to a number of styles and contexts. 5. The ability to make positive use of feedback and assessment. 6. Good communication skills for mission and evangelism. 7. A good understanding of and the ability to use a wide range of modern communication media. 8. Familiarity with and conformity to the Church's guidelines on the use of social media. 9. A clear ability to communicate in written form. 	<ol style="list-style-type: none"> 1. The ability to apply a wide range of methods of communicating the good news. 2. Measurably Improved and improving preaching in a variety of styles and underpinned by advanced liturgical and homiletical skills. 3. The proven ability to lead worship confidently in varied and sometimes unfamiliar settings with knowledge and conviction (SO 563 (2i)). 4. The proven use of reflective practice to develop skills. 5. Well-developed communication skills for ministry and evangelism used in a range of media. 6. Effective use of a range of media within the Church's guidelines. 	<ol style="list-style-type: none"> 1. Advanced communication skills including the ability to deal with broadcast media. 2. The ability to speak with informed authority on behalf of a circuit. 3. The ability to exercise effective oversight over a circuit's own communications systems and publications. 4. The ability to enable good communication within a circuit and between its various bodies. 5. The ability to enable good communication on behalf of a circuit. 6. The ability to articulate clearly and understandably theological truths and the priorities of the Church. 7. The capacity to communicate effectively with and to enable effective communication between different offices and officers in the Church. 	<ol style="list-style-type: none"> 1. Advanced communication skills including the ability to deal with broadcast media. 2. The ability to speak with informed authority on behalf of a district and the Connexion. 3. The ability to exercise effective oversight over a district's own communications systems and publications. 4. The ability to enable good communication within and on behalf of a district. 5. The ability to articulate clearly and understandably theological truths and the priorities of the Church. 6. The capacity to communicate effectively with and to enable effective communication between different offices and officers in the Church.