**Presbytery of detroit**

**Committee on Ministry**

**A Process for Determining the MIF Leadership Competencies**

1. Email the Leadership Competencies (LC) pages to each PNC member with the following instructions:

Before the next PNC meeting, each member should:

1. Read through the LC definitions (there is overlap and other similarities)
2. Based on these definitions, reflect on which competencies are important for this pastoral position.
3. Select 10 competencies (**no** need to prioritize them), at least one from each of the four sections (Theological/Spiritual Leadership, Communication, Interpersonal Engagement, Organizational Leadership), that you feel are important for the pastoral position.
4. Prior to the next meeting, email choices to PC Liaison who will share everyone’s choices at the meeting.

**REMEMBER:** To get the best advantage in the matching process, use the competency definitions provided by the CLC. Pastors are using these same definitions.

1. For the next PNC meeting:
2. Prior to meeting, place each PNC member on the Excel Spreadsheet and assign each member their own color (colors available in the fill feature of Excel).
3. Using the fill feature, place each member’s color next to the 10 LCs they selected.
4. For the meeting, have the Excel Spreadsheet ready to share on Zoom.
5. Reveal the selections to the PNC and begin to identify where there is 100% agreement. The PNC has selected its initial LCs for the MIF
6. Then discuss areas of similarity or related LCs until there is consensus on the remaining competencies.
7. As an outgrowth of the discussion, let people change their selections. Make those actual changes on the spreadsheet.
8. Save the spreadsheet for the PNCs use.