Instructions for Determining the MIF Leadership Competencies Process

1. At the conclusion of a PNC meeting, distribute the Leadership Competencies (LC) pages to each PNC member.
2. Prior to the next PNC meeting, each member should:
3. Read through the LC definitions (there is overlap and other similarities)
4. Based on these definitions, reflect on which competencies are important for this pastoral position.
5. 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.
6. Come to the next PNC meeting prepared to share your choices.
7. At the next PNC meeting:
8. Have 4 newsprint sheets prepared, one for each of the four LC sections, listing the competencies. Post these on the wall.
9. Have Post-It flags (1/2”x1-3/4”) in different colors, you’ll need at least 10 of each color and enough colors so each committee member has his/her own color. (Different color markers could also be used.)
10. Distribute Post-Its to each committee member, asking each to put a Post-It next to the 10 LCs they selected.
11. Once everyone has placed their Post-Its, begin to identify where there is 100% agreement. The PNC has selected its initial LCs for the MIF
12. Then discuss areas of similarity or related LCs until there is consensus on the remaining competencies.

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

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