

Core Competencies for Ministry

Master of Divinity, Master of Theological Essentials and Diploma of Theology

Student ID #

Student Name

Ministry competencies are required to successfully serve the needs of people. Some competencies are similar in nature but may not be found to the same degree for such roles as pastor, missionary, minister of youth, and worship leader—to name a few. The purpose of this inventory is to identify, describe and evaluate particular competency skill sets needed by students in the M.Div., M.T.E. and D.Th. degree and diploma programs.

Experience: Check the box yes or no to indicate if you have had hands-on experience in this area.

Cognitive: Check the level of knowledge and understanding you have in this area.

Foundational

Well-Informed Minister

Student is adept in finding, researching, evaluating, and applying pertinent information for increased ministry effectiveness.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Theological Reflection

Student integrates theology and ministry theory to shape their emotional and spiritual health as their foundation for ministry effectiveness.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Cultural Intelligence

Student is competent in ministering to people in varied racial, ethnic, social, economic, and educational groups by exegeting the culture and worldview of a people group in order to contextualize the gospel.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Accountability

Student develops and maintains ongoing accountability relationships with appropriate supervisors and authority structures.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Organizational Leadership

Student provides direction, manages conflict, leads change, practices collegiality, works under corporate authority and provides effective leadership in their ministry setting.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Conflict Management

Student has developed a theology of conflict management, resolution, and reconciliation and serves as a peacemaker.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Strategic Planning

Student integrates the disciplines of visionary leadership and practical management in their ministry setting.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Integration

Student incorporates theological and historical aspects of the Christian faith into ministry leadership.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Educational

Student is able to design, plan, and lead an educational program within a discipleship ministry.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Administration

Student demonstrates understanding of organizational structures and implements biblically-based administrative processes in ministry.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Vocational

Biblically Literate

Student faithfully interprets and applies the Bible to life and equips others to do the same.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Pastoral

Student demonstrates ability in pastoral ministry including a variety of pastoral functions such as baptism, administering the Lord's Supper, weddings, funerals, hospital visitation, etc.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Worship

Student is able to design, plan, and lead congregational and small group Christian worship.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Leadership

Student is able to develop, mentor, and lead staff and/or volunteers in ministry.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Stewardship

Student practices basic financial principles and procedures, and is able to lead a stewardship program within a ministry setting.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Denominational

Student is active in associational and convention structures and has a clear understanding of Baptist polity.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Communicator

Student preaches/communicates the truth of Scripture through faithful exegesis of the text and effectively communicates ideas in both written and oral form.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Teacher

Student teaches individuals and groups in a biblical and educationally appropriate manner to multiply disciples and leaders.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Missional

Student exhibits a personal commitment to fulfill the Great Commission in life and ministry.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Evangelist

Student shares the gospel by initiating opportunities with new people; by developing and maintaining ongoing relationships; and by leading evangelistic efforts in their ministry setting.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Counselor

Student listens, cares, and provides guidance for the spiritual, psychological, and emotional needs of hurting people.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Spiritual

Biblical Authority

Student advocates a high view of Scripture and submits to that authority in life and ministry.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Spiritual Gifts

Student teaches a biblical understanding of spiritual gifting and ministers out of that giftedness.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Spiritual Disciplines

Student models and teaches disciplines leading to spiritual formation.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Fruit of the Spirit

Student submits to the guidance of the Holy Spirit and ministry results reflect the fruit of the Spirit.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Trinitarian-Focus

Student embraces the Godhead - God the Father, God the Son, and God the Holy Spirit - in all aspects of life and ministry.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Holiness

Student reflects the sanctifying work of the Holy Spirit in their character and relationships.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Soul Care

Student listens and appropriately cares for the spiritual needs of people in crisis situations.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Disciple Maker

Student models and leads others to become fully devoted disciple-making followers of Jesus Christ.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Ethical

Student ministers in a trustworthy manner with moral responsibility, integrity, and confidentiality based on a clear sense of God's holiness and grace.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Justice

Student advocates for justice throughout the community and proclaims the gospel to the oppressed, marginalized, and poor.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Personal

Self-Aware

Student demonstrates a growing awareness and clarity regarding their personhood, calling, belief systems, values, needs, limitations, and giftedness as a ministry leader.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Self-Care

Student regularly observes the Sabbath and displays appropriate self-care to manage and relieve the rigors of ministry.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Relational

Student understands, communicates, and connects with persons from various walks of life and demonstrates the ability to minister to difficult persons.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Family

Student maintains healthy relationships with their spouse, children, or extended family members.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Listening

Student demonstrates faithful attention to the thoughts, feelings, and words of others.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Financial

Student effectively manages personal finances from a biblical perspective.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Humility

Student serves God and people without being unduly focused on obtaining praise or personal recognition.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Time

Student effectively manages their time and extends courtesy toward the time demands and constraints of others in their ministry setting.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Emotional Intelligence

Student effectively manages their emotions while navigating interpersonal relationships and affirming the feelings of others.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Sexuality

Student is confident in their sexuality and addresses sexual issues in ministry with clarity about God's standards and respect for every person.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior