The PMM program at Wesley Theological Seminary creates opportunities for students to prepare for ministry in diverse settings through a model of action and reflection. The following areas represent key areas of ministry competence. This worksheet invites students to consider each of these areas and to formulate concrete learning goals based on the descriptions below. Students will be developing four goals and will not have a goal in each of these areas. Please see the end of the document for a goal setting example.

**Mission**

*The mission area of ministry invites students to explore God’s ongoing work of transformation in the world. This area includes the transformation of individuals, congregations, and local communities. This area includes a constellation of practices including discipleship, education/formation, evangelism, and social justice.*

Ministry leaders who are **competent** in this area demonstrate an ability to accompany individuals and communities in their own spiritual journeys through the study of scripture, prayer, spiritual disciplines, worship, etc. These leaders also demonstrate an ability to accompany to individuals and communities as they turn outward beyond themselves towards the transformation of others through evangelism, social justice, advocacy, and public witness.

Ministry leaders who are **excellent** in this area demonstrate all the characteristics of competent leaders, but they also demonstrate an ability to integrate these two movements—the movement inward and the movement outward—in practice. These leaders also demonstrate a flexibility in their ministry of accompaniment so that a deepening of personal transformation leads to social transformation and so that social transformation leads to personal transformation.

**Administration**

The administration area of ministry invites students to participate in God’s transforming work through managing the daily work of the organization. This area includes a constellation of practices such as time management, institutional knowledge, and ability to collaborate with others.

Ministry leaders who are **competent** in this area demonstrate an ability to be organized, understand the inner workings of the institution, and to work with others to fulfill the mission of the organization. These leaders do this with an understanding of a vocational call and not just a job.

Ministry leaders who are **excellent** in this area demonstrate all of the characteristics of competent leaders, but they also demonstrate an ability to manage the daily life of an organization with compassion, grace, and adeptness. These leaders demonstrate how managing the affairs of an organization is a transformational ministry that impacts of the lives of those inside and outside of the faith community.

**Leadership**

The leadership area of ministry invites students to discern God’s ongoing work in their lives and that of the faith and outside community. This area includes cultivating an awareness of one’s own and the community’s gifts. This area includes a constellation of practices such as self-awareness, self-motivation, adaptive thinking, visioning, and innovation.

Ministry leaders who are **competent** in this area demonstrate an ability to utilize their gifts while empowering the community to live into God’s calling for the organization. These leaders do this through an ongoing exegesis of the organization and broader community.

Ministry leaders who are **excellent** in this area demonstrate all of the characteristics of competent leaders, but they also demonstrate an ability to discern with the community, and not for the community, God’s calling. These leaders help everyone in the organization to better embody the transforming power of the Spirit in the faith community and outside of it.

**Worship/preaching (congregational assessment)**

The worship/preaching area of ministry invites students to explore ways that they can effectively communicate in writing and orally how they share the gospel. This area includes the development of skills in leading worship, the art of preaching, and developing appropriate liturgies for the community.

Ministry leaders who are **competent** in this area demonstrate an ability to communicate the transforming power of the gospel inside and outside of the faith community. These leaders should demonstrate an ability to inspire appropriate worship experiences through sermons, prayers, reflections, etc., that are clear and useful to the listening community. Competent leaders should also demonstrate an ability to write liturgies for the faith community.

Ministry leaders who are **excellent** in this area demonstrate all the characteristics of competent leaders, but they also demonstrate the ability to lead worship experiences that are inclusive of the various forms of diversity within the community. These excellent leaders must demonstrate mature sermon development and delivery utilizing a deep well of biblical and theological sources. They also demonstrate an ability to write original liturgies which blend various worship styles appropriate for the community. These leaders have developed their own “voice” in their preaching and worship leadership.

**Public Speaking (non-congregational assessment)—**

The public speaking area of non-profit ministry invites students to develop and hone skills used in sharing the mission of the organization. This area includes leading gatherings and public speaking but also written communication within an organizational setting.

Ministry leaders who are **competent** in this area of ministry demonstrate an ability to communicate effectively on behalf of the organization where they minister. These leaders demonstrate an ability to communicate to those inside and outside of the organization orally and in writing. These leaders are able to construct speeches and written documents that illustrate good preparation and research.

Ministry leaders who are **excellent** in this area of ministry demonstrate all the characteristics of competent leaders, but they also demonstrate an ability to communicate with confidence and are able to convey subtly with clarity issues in their written and oral communication. These leaders are able to communicate the mission of the organization to a broad constituent base. These leaders have also found their own voice in their communication and developed authenticity in their communication.

**Teaching**

The teaching area of ministry invites students to explore ways they can engage in constructing opportunities for learning to take place in their ministry site. This ministry area begins with the notion that the student is both teacher and learner. This ministry strives to develop teachers who transform the hearts and minds of those in the community.

Ministry leaders who are **competent** in this area of ministry demonstrate an ability to facilitate thoughtful dialogues and reflections within the community. These leaders strive to develop good teaching skills which includes appropriate preparation, planning and listening. These ministry leaders also are driven to improve their own understanding of the subjects they seek to teach.

Ministry leaders who are **excellent** in this area of ministry demonstrate all the characteristics of competent leaders, but they also demonstrate adaptability so that they can utilize various pedagogical methods. Excellent teachers also demonstrate the ability to develop trusting, productive relationships with learners. Excellent teachers create a sense of community and belonging in the learning group. These leaders are able to move away from pre-packaged studies to develop their own theologically coherent studies.

**Pastoral Care**

The Pastoral care area of ministry invites students to explore ways they can engage in, develop, and hone their skills for appropriate pastoral care withing their congregation/organization. This ministry begins with the conception that pastors embody a pastoral presence within the community being served. Pastoral care also involves practices of self-care that focus on one’s own wellbeing.

Ministry leaders who are **competent** in this area of ministry exhibit a deep love of God and neighbor. This love is demonstrated through empathy, sympathy, and compassion with those who are served. These leaders also demonstrate personal integrity. These leaders are aware of their own wellbeing as they care for others in the community.

Ministry leaders who are **excellent** in this area of ministry demonstrate all the characteristics of competent leaders, but they also demonstrate emotional intelligence. The excellent pastoral caregiver is unafraid to journey with those during the difficult moments of life-death, sickness, and heartbreak. An excellent pastoral caregiver knows their own limitations and is willing to admit their own lack of expertise in areas that require professional practitioners.

Goal Example:

1. Student A has not had an opportunity to preach many sermons. Student A develops a goal—To preach contextually appropriate sermons for those inside and outside of the faith community.
2. Student B has preached on several occasions and wants to strengthen this practice. Student B develops a goal—To develop sermons that illustrate comprehensive exegetical work while still being contextually appropriate for those inside and outside of the community.