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| **Code** | **How assessed** | **Information** |
| **Int** | **At interview by circuit** | **The circuit decides which early competencies they will assess at interview stage based on the job or role description. Where a competency is not assessed at interview stage, it will need to be affirmed as being met at the end of the probation period.** |
| **Pro** | **Probation Assessment Meeting by circuit** | **To complete probation, a circuit affirms that the Local Lay-Pastor is meeting all early competencies and has completed at least two modules at Cliff College (any from M1-M6).** |
| **Only** | **Assessed by circuit only** | **These core competencies are the focus of the circuit and are not covered by modules at Cliff College, therefore they are assessed as being met by the circuit.** |
| **Acc** | **Accreditation assessment Meeting** | **To gain accreditation, the circuit affirms that the Local Lay-Pastor is meeting all of the early and core competencies and completed the six modules at Cliff College (all M1-M6).** |
| **M1** | **Cliff College Module:**  **Integrating Theology and Practice** |  |
| **M2** | **Cliff College Module: Pastoral Practice** |  |
| **M3** | **Cliff College Module: Ministry in the Methodist Tradition** | **Cliff College delivers and assesses these modules. The following table shows which competencies are developed and assessed in each module.** |
| **M4** | **Cliff College Module: Christian Spirituality** |  |
| **M5** | **Cliff College Module: Christian Theology in Outline** |  |
| **M6** | **Cliff College Module: Growing in Leadership** |  |

Local Lay-Pastor Competencies – Learning, Development and Assessment Grid

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| **Competencies** | | | | **Circuit** | | | **Cliff College** | | | | | |
| **Int** | **Pro** | **Only** | **M1** | **M2** | **M3** | **M4** | **M5** | **M6** |
| **1.**  **Vocation**  **(Call and Commitment)** | **Early** | **1.** | The ability to articulate a sense of God’s call to pastoral ministry in the local context. | **?** | **X** |  |  | **X** |  |  |  |  |
| **2.** | The ability to articulate experiences where they have demonstrated pastoral ministry. | **?** | **X** |  |  | **X** |  |  |  |  |
| **3.** | The recognition from others that they have the gifts for pastoral ministry. | **?** | **X** | **X** |  |  |  |  |  |  |
| **Core** | **1.** | Confirmation by others in the ministry context that they have the gifts for this ministry. |  |  | **X** |  |  |  |  |  |  |
| **2.** | Demonstrates a clear commitment to the outworking of their calling in the role of a Local Lay-Pastor. |  |  |  |  | **X** |  |  |  |  |
|  | | | | | | | | | | | | |
| **2.**  **Vocation (ministry in the Methodist Church in Britain)** | **Early** | **1.** | Be a member of good standing in the Methodist Church. | **?** | **X** | **X** |  |  |  |  |  |  |
| **2.** | A worshipping presence in the Christian community. | **?** | **X** | **X** |  |  |  |  |  |  |
| **Core** | **1.** | An understanding of ministry lay and ordained within the Methodist Church in Britain and their place within this ministry. |  |  |  |  |  | **X** |  |  |  |
| **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. |  |  |  |  |  | **X** |  |  |  |

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| **Competencies** | | | | **Circuit** | | | **Cliff College** | | | | | |
| **Int** | **Pro** | **Only** | **M1** | **M2** | **M3** | **M4** | **M5** | **M6** |
| **3. Relationship with God** | **Early** | **1.** | A trusting relationship with God that is marked by humility, reverence, awe and wonder. | **?** | **X** |  |  |  |  | **X** | **X** |  |
| **2.** | A prayerful disciple. | **?** | **X** |  |  |  |  | **X** |  |  |
| **3.** | A good knowledge of the Bible and the ability to relate this to daily living. | **?** | **X** |  |  |  |  | **X** |  |  |
| **4.** | Committed to walking daily with God, accepting that at times this may be challenging and that on occasions there may be doubt. | **?** | **X** |  |  |  |  | **X** |  |  |
| **Core** | **1.** | A secure foundation in faith, but an openness to  transformation as they develop new understandings of ministry and their calling. |  |  |  | **X** | **X** | **X** | **X** | **X** | **X** |
| **2.** | A good understanding of the basics of the Christian faith from a Methodist perspective. |  |  |  |  |  | **X** |  | **X** |  |
| **3.** | A prayerful leader. |  |  |  |  |  |  | **X** |  | **X** |
| **4.** | An openness to listening to God’s Spirit along with the  whole community. |  |  |  |  |  |  | **X** |  | **X** |

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| **Competencies** | | | | **Circuit** | | | **Cliff College** | | | | | |
| **Int** | **Pro** | **Only** | **M1** | **M2** | **M3** | **M4** | **M5** | **M6** |
| **4. Personality and Character** | **Early** | **1.** | Honesty and integrity in living as a disciple of Christ with appropriate self-confidence and humility. | **?** | **X** |  |  |  |  | **X** |  |  |
| **2.** | A reflective practitioner who is aware of their own strengths and weaknesses and their potential for self-development. | **?** | **X** |  | **X** |  |  |  |  |  |
| **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. | **?** | **X** | **X** |  |  |  |  |  |  |
| **4.** | The ability to identify and maintain appropriate boundaries in professional and personal relationships. | **?** | **X** |  |  |  |  |  |  | **X** |
| **Core** | **1.** | Good self-awareness and the ability to use strategies for resilience and wellbeing and to exercise appropriate care of self, through developing sustainable patterns of life and work, and through effective support networks, modelling this for others. |  |  |  | **X** |  |  | **X** |  | **X** |
| **2.** | The ability to operate under supervision and accept guidance from others, including being managed and led. |  |  | **X** |  |  |  |  |  |  |

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| **Competencies** | | | | **Circuit** | | | **Cliff College** | | | | | |
| **Int** | **Pro** | **Only** | **M1** | **M2** | **M3** | **M4** | **M5** | **M6** |
| **5.**  **Being in relationship with others** | **Early** | **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. | **?** | **X** |  |  | **X** |  |  |  |  |
| **2.** | Recognition of and the ability to articulate the fundamental equality of all people before God and the ability to see God  in others. | **?** | **X** |  |  |  |  | **X** |  |  |
| **3.** | The capacity to develop and maintain open and healthy personal, professional and pastoral relationships. | **?** | **X** |  |  | **X** |  |  |  | **X** |
| **4.** | The ability to work with diversity inside and outside the church, having respect for the different gifts of all people irrespective of gender, sexuality, age, social and ethnic background and theological understanding, whether they are lay or ordained, people of faith or people of no faith. | **?** | **X** |  |  |  |  |  |  |  |
| **Core** | **1.** | The ability to relate to a variety of people and to empathise and challenge appropriately in a range of situations and contexts. |  |  |  | **X** | **X** |  |  | **X** | **X** |
| **2.** | An understanding of how power affects relationships and how to use it appropriately. |  |  |  |  |  |  |  |  | **X** |
| **3.** | An understanding of the communities in which they are serving. |  |  |  | **X** |  |  |  |  | **X** |
| **4.** | An awareness of what it means to live as a public representative of the Methodist Church and Christian faith. |  |  |  |  |  | **X** |  |  | **X** |
| **5.** | An understanding and the acceptance of the discipline of the Methodist Church and respect for the diversity of views within Methodism. |  |  |  |  |  | **X** |  |  |  |

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| **Competencies** | | | | **Circuit** | | | **Cliff College** | | | | | |
| **Int** | **Pro** | **Only** | **M1** | **M2** | **M3** | **M4** | **M5** | **M6** |
| **6.**  **The Church’s ministry in God’s World** | **Early** | **1.** | An understanding of *Our Calling* and how it relates to ministry in their local context. | **?** | **X** |  |  |  | **X** |  |  |  |
| **2.** | The ability to see, and to draw the attention of others to, God at work in the world. | **?** | **X** |  |  |  |  | **X** |  |  |
| **Core** | **1.** | A good understanding of Ministry in the Methodist Church (particularly reports and statements by the Methodist Church). |  |  |  |  |  | **X** |  |  |  |
| **2.** | Fidelity to the fundamental doctrines of the Christian Faith and the Methodist doctrinal standards (566 4ii). |  |  |  |  |  | **X** |  | **X** |  |

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| **Competencies** | | | | **Circuit** | | | **Cliff College** | | | | | |
| **Int** | **Pro** | **Only** | **M1** | **M2** | **M3** | **M4** | **M5** | **M6** |
| **7.**  **Leadership and Collaboration** | **Early** | **1.** | The ability to pray with and for others, leading prayers that are appropriate and sensitive to the context. | **?** | **X** |  |  |  |  | **X** |  | **X** |
| **2.** | An openness to developing their ability as someone who can lead God’s people in aspects of worship. | **?** | **X** |  | **X** |  |  | **X** |  | **X** |
| **3.** | The ability to work collaboratively and as part of a team in ministry, knowing when to work alone and when to seek support. | **?** | **X** |  | **X** |  |  |  |  | **X** |
| **4.** | An understanding of what it means to be seen by others as a leader in their local context. | **?** | **X** |  | **X** |  |  |  |  | **X** |
| **5.** | A willingness to be flexible and adapt to changing circumstances. | **?** | **X** |  | **X** |  |  |  |  | **X** |
| **Core** | **1.** | The ability to participate in the structures of a church and circuit and to regularly reflect on this experience. |  |  |  |  |  | **X** |  |  | **X** |
| **2.** | A good understanding of the role and status of a Local Lay-Pastor in the life of the circuit. |  |  |  |  |  | **X** |  |  |  |
| **3.** | Takes delight in leading with others, working collaboratively, and seeks to empower others for the good of the whole community. |  |  |  |  |  |  |  |  | **X** |
| **4.** | The ability to enable the church community to participate in the mission of God in their local context. |  |  |  |  |  |  |  |  | **X** |

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| **Competencies** | | | | **Circuit** | | | **Cliff College** | | | | | |
| **Int** | **Pro** | **Only** | **M1** | **M2** | **M3** | **M4** | **M5** | **M6** |
| **8.**  **Learning and Understanding** | **Early** | **1.** | Enthusiasm for lifelong learning and formation. | **?** |  |  | **X** |  |  |  | **X** |  |
| **2.** | Growth in their own discipleship and a commitment to personal study of scripture and faith learning. | **?** | **X** |  | **X** |  |  | **X** | **X** |  |
| **3.** | Demonstrates an awareness of contemporary world events and, whilst has some understanding, can articulate a Christian response. | **?** | **X** |  |  |  |  |  | **X** |  |
| **4.** | A good understanding of pastoral ministry. | **?** | **X** |  |  | **X** |  |  |  |  |
| **5.** | A commitment to ongoing and appropriate training in Safeguarding. | **?** | **X** |  |  |  |  |  |  |  |
| **Core** | **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. |  |  |  | **X** |  | **X** |  |  | **X** |
| **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. |  |  |  |  | **X** |  |  |  |  |
| **3.** | An understanding of the power dynamics in pastoral relationships. |  |  |  |  | **X** |  |  |  |  |
| **4.** | A good understanding of Methodist policies and procedures, including safeguarding, GDPR, equality, diversity and inclusion, and Positive Working Together, and modelling and upholding good practice in relation to these in their work and context. |  |  | **X** |  |  |  |  |  |  |
| **5.** | Regularly meet with other Local Lay-Pastors in a community of practice endorsed by the Methodist Church. |  |  | **X** |  |  |  |  |  |  |

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| **Competencies** | | | | **Circuit** | | | **Cliff College** | | | | | |
| **Int** | **Pro** | **Only** | **M1** | **M2** | **M3** | **M4** | **M5** | **M6** |
| **9.**  **Communication** | **Early** | **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. | **?** | **X** |  | **X** |  |  | **X** | **X** |  |
| **2.** | The ability to engage in one-to-one conversations that are meaningful, appropriate and supportive. | **?** | **X** |  | **X** |  |  | **X** | **X** |  |
| **3.** | An active listener who seeks to understand and communicates effectively within their context, knowing when to speak and when to listen. | **?** | **X** |  | **X** | **X** |  |  | **X** | **X** |
| **4.** | The ability to use language appropriately and carefully. | **?** | **X** |  | **X** |  |  |  | **X** | **X** |
| **5.** | Approachable and humble enough to be appropriately challenged. | **?** | **X** |  |  |  |  |  | **X** |  |
| **Core**  **Early** | **1.** | The ability to work with small groups to successfully facilitate conversation and growth. |  |  |  | **X** | **X** |  |  | **X** | **X** |
| **2.** | The ability to select and use the most appropriate communication media and style for the context. |  |  |  | **X** |  | **X** |  | **X** | **X** |
| **3.** | An ability to engage with the wider community in an accessible and meaningful way. |  |  |  |  |  |  |  | **X** | **X** |
| **4.** | Effective communication skills for mission and evangelism, including being able to speak appropriately about God in a range of settings. |  |  |  |  |  |  |  | **X** | **X** |
| **5.** | The ability to articulate a good understanding of the role and status of a Local Lay-Pastor in the life of the circuit. |  |  |  |  |  | **X** |  |  |  |