



## ORDINATION COMPETENCIES & ASSESSMENT

### 1.1 COMPETENCIES

#### **Be (Identity & Character)**

1. **Demonstrates a Life Formed by Intimacy with God**

Regularly engages with scripture, in personal prayer, and in spiritual practices that reflect the love of God and sustain life with Jesus.

2. **Exhibits Emotional and Relational Maturity**

Demonstrates self-awareness, receives feedback, resolves conflict in healthy ways, and cultivates healthy relationships in both personal and public spheres.

3. **Engages Pastoral Community and Accountability with Humility**

Seeks accompaniment and accountability in the journey of faith, living with a posture of trust and teachability. Remains open to the wisdom, love, and correction of fellow pastors, accountability bodies in the local church, and translocal leadership within the Vineyard.

#### **Know (Theological Formation & Frameworks)**

4. **Receives and interprets Holy Scripture as the written Word of God and the final authority for faith and practice**

Knows scripture thoroughly and handles its interpretation with care – reading, preaching, teaching, and obeying scripture in its historical and canonical sense. Draws deeply on scripture's full counsel to undergird pastoral guidance, discernment, and wisdom for daily life.

5. **Articulates Core Vineyard Theological Distinctives**

Understands, teaches, and contextualizes the “already-and-not yet” theology of the Kingdom of God. Sees the Kingdom as the central theme of Jesus’s teaching ministry, and the lens through which Jesus described the scope of God’s self-revelation to the world. Can explain the practical theological distinctives of the Vineyard that follow from this, particularly the Vineyard's theology of participation in the empowering life of the Holy Spirit for everyday discipleship.

6. **Understands the Church's Story—Globally and Locally**

Recognizes the biblical, theological, and historical development of the global Church, while also being formed by the distinctive history, values, and voice of the Vineyard within that broader story.

**Do (Practices of Ministry)**

7. **Proclaims and Demonstrates the Kingdom of God**

Faithfully teaches, preaches, and lives the message of the Kingdom—proclaiming it in word and demonstrating it in Spirit-empowered works of evangelism, discipleship, fellowship, and mercy.

8. **Equips the Church for The Work of Ministry**

Trains and deploys diverse bodies of believers to full participation in the life and mission of the church.

9. **Shepherds a Community with Pastoral Care and Vision**

Provides spiritual care, teaches and preaches with clarity, and otherwise helps a community to follow Jesus together – loving as they have been loved by Him.

10. **Loves the Poor and Disenfranchised with the Love of Jesus**

Personally engages and leads others in biblical practices of evangelism, reconciliation, compassion, and justice, always exhibiting God's compassionate heart for the marginalized and vulnerable.

## 1.2 INDICATOR & COMPETENCY RUBRIC

### Be (Identity & Character)

Competency	Indicators	Emerging	Developing	Practicing	Embodying	Mentoring
<b>Demonstrates a Life Formed by Intimacy with God</b>  Regularly engages with scripture, in personal prayer, and in spiritual practices that reflect the love of God and sustain life with Jesus.	Maintains consistent rhythms of scripture reading, prayer, and other spiritual practices. Speaks naturally and personally about ongoing relationship with Jesus and the love of God.	Spiritual practices are irregular or externally motivated; speaks little of a personal relationship with God.	Beginning to establish consistent practices; growing awareness of God's love and presence.	Practices are regular and life-giving; intimacy with God shapes daily decisions and leadership.	Leads with quiet confidence from deep communion with God; rhythms of intimacy are well-integrated.	Guides others in developing spiritual rhythms; helps cultivate a community rooted in the love of God.
<b>Exhibits Emotional and Relational Maturity</b>  Demonstrates self-awareness, receives feedback, resolves conflict in healthy ways, and cultivates healthy relationships in both personal and public spheres.	Navigates feedback and relational tension with humility and honesty. Demonstrates personal responsibility, emotional regulation, and healthy boundaries.	Struggles to recognize emotional responses or manage relational tension.	Growing in self-awareness; receives feedback, and practices healthier interactions.	Engages conflict and feedback regularly; maintains healthy personal and pastoral relationships.	Consistently demonstrates emotional regulation and relational trustworthiness.	Coaches others in emotional health; cultivates a healthy team and relational culture.
<b>Engages Pastoral Community and Accountability with Humility</b>  Seeks accompaniment and accountability in the journey of faith, living with a posture of trust and teachability. Remains open to the wisdom, love, and correction of fellow pastors, accountability bodies in the local church, and translocal leadership within the Vineyard	Actively seeks out and responds to care and feedback from peers and leaders. Participates in local and translocal Vineyard relationships with trust, teachability, and accountability.	Engages reluctantly or inconsistently in feedback and shared leadership. Demonstrates defensiveness when receiving criticism.	Growing in openness to peers and accountability structures.	Seeks and applies input from local and translocal leaders with humility.	Trusted within peer and accountability relationships; leads collaboratively.	Creates a culture of mutuality; mentors others in shared leadership and accountability.

## Know (Theological Formation & Frameworks)

Competency	Indicators	Emerging	Developing	Practicing	Embodying	Mentoring
<p><b>Receives and interprets Holy Scripture as the written Word of God and the final authority for faith and practice</b></p> <p>Knows scripture thoroughly and handles its interpretation with care – reading, preaching, teaching, and obeying scripture in its historical and canonical sense. Draws deeply on scripture’s full counsel to undergird pastoral guidance, discernment, and wisdom for daily life.</p>	<p>Preaches and teaches with fidelity to scripture and attentiveness to its context. Grounds decisions in biblical reflection and is growing in scriptural fluency.</p>	<p>Shows limited engagement with scripture; struggles with contextual interpretation.</p>	<p>Demonstrates growing scriptural fluency; learning to interpret and apply the Bible with more confidence.</p>	<p>Interprets and applies scripture faithfully; integrates scripture into ministry with increasing depth.</p>	<p>Reliably handles complex biblical texts; known for scriptural wisdom in leadership and decision-making.</p>	<p>Equips others to understand and interpret scripture well; fosters a culture of biblical engagement.</p>
<p><b>Articulates Core Vineyard Theological Distinctives</b></p> <p>Understands, teaches, and contextualizes the “already-and-not yet” theology of the Kingdom of God. Sees the Kingdom as the central theme of Jesus’s teaching ministry, and the lens through which Jesus described the scope of God’s self-revelation to the world. Can explain the practical theological distinctives of the Vineyard that follow from this, particularly the Vineyard’s theology of participation in the empowering life of the Holy Spirit for everyday discipleship.</p>	<p>Clearly explains the story of the Vineyard and the distinctives of Vineyard theology (e.g., Kingdom, already-not-yet, empowered participation). Applies these distinctives to ministry and leadership contexts.</p>	<p>Limited ability to articulate Vineyard theology; unclear application to ministry.</p>	<p>Growing clarity and confidence in Vineyard theological language and its implications.</p>	<p>Communicates Vineyard distinctives effectively and applies them appropriately in ministry leadership.</p>	<p>Models Vineyard theology in preaching, ministry, and leadership decisions; consistently brings Kingdom and Spirit themes into the life of the church.</p>	<p>Fosters understanding of Vineyard distinctives among leaders and teams; helps others apply Kingdom and Spirit-empowered theology in context.</p>
<p><b>Understands the Church’s Story – Globally and Locally</b></p> <p>Recognizes the biblical, theological, and historical development of the global Church, while also being formed by the distinctive history, values, and voice of the Vineyard within that broader story.</p>	<p>Demonstrates awareness of Church history, global Christianity, and Vineyard distinctives. Can place local Vineyard practices in a wider theological and historical frame.</p>	<p>Limited understanding of Church history or global context; unclear on Vineyard distinctives.</p>	<p>Learning the broader story of the Church; beginning to connect Vineyard practices to global and historical movements.</p>	<p>Articulates the development of the Church and Vineyard well; integrates this understanding into ministry practice.</p>	<p>Draws theological insight from Church history and Vineyard heritage in preaching, planning, and leadership.</p>	<p>Guides others in understanding and applying the story and theology of both the global Church and the Vineyard movement.</p>

## Do (Practices of Ministry)

Competency	Indicators	Emerging	Developing	Practicing	Embodying	Mentoring
<b>Proclaims and Demonstrates the Kingdom of God</b>  Faithfully teaches, preaches, and lives the message of the Kingdom—proclaiming it in word and demonstrating it in Spirit-empowered works of evangelism, discipleship, fellowship, and mercy.	Proclaims and demonstrates the gospel of the Kingdom clearly and consistently. Lives and leads in ways that reveal the Kingdom through both word and Spirit-empowered action.	Struggles to communicate the gospel or connect it to Spirit-empowered ministry.	Growing clarity in Kingdom-centered teaching; beginning to integrate Spirit-led practices.	Teaches and demonstrates the Kingdom with consistency and confidence; ministry reflects both word and Spirit.	Ministry is marked by alignment with the values of the Kingdom; leads others in Kingdom-centered leadership.	Shapes others to teach and demonstrate the Kingdom; fosters a culture of Spirit-empowered mission.
<b>Equips the Church for Works of Service</b>  Trains and deploys diverse bodies of believers to full participation in the life and mission of the church.	Invites broad participation in ministry and cultivates a culture where a diverse body of believers is deployed and trusted to serve and lead. Identifies and develops leaders.	Tends to do most ministry alone or with a familiar group; unsure how to identify or empower others.	Learning to equip in ministry. Beginning to recognize and call out gifts in people with different strengths, stories, and perspectives.	Regularly equips and releases others, intentionally drawing in those who might otherwise be overlooked. Builds teams with varied gifts and voices.	Fosters a rich and diverse culture of shared ministry and mutual trust.	Models and multiplies a culture where ministry is shared and leadership is grown broadly.
<b>Shepherds a Community with Pastoral Care and Vision</b>  Provides spiritual care, teaches and preaches with clarity, and otherwise helps a community to follow Jesus together – loving as they have been loved by Him.	Offers thoughtful pastoral care and teaches with clarity. Guides the community in discerning God’s presence, growing in faith, and pursuing a shared vision of life in the Kingdom.	Offers care inconsistently; unclear or reactive in leadership direction.	Growing ability to care for individuals and articulate vision; starting to lead with more clarity.	Provides consistent care and leads with clarity and discernment; aligns community with the Kingdom.	Known for wise, compassionate leadership; helps the church flourish as a Jesus-centered community.	Shapes a vision-driven, pastorally healthy church; mentors others in pastoral leadership.
<b>Loves the Poor and Disenfranchised with the Love of Jesus</b>  Personally engages and leads others in biblical practices of evangelism, reconciliation, compassion, and justice, always exhibiting God’s compassionate heart for the marginalized and vulnerable.	Leads the church in evangelism, outreach, and justice, prioritizing the marginalized and vulnerable. Cultivates a community that actively reflects God’s love and compassion, demonstrating it through both actions and posture, as well as through intentional care for those who are overlooked or disenfranchised.	Shows limited engagement with people who are poor or marginalized. Has not yet considered how this aspect of Jesus’ ministry should shape the church’s life or priorities.	Demonstrates a growing awareness of the biblical call to love and prioritize the poor and marginalized. Participates in acts of service or outreach but does not yet lead others consistently in this area.	Actively moves toward those on the margins and encourages others to do the same. Helps shape church environments where the poor and disenfranchised are welcomed and seen. Leads with humility and presence in outreach and ministry.	Leads the church in keeping the poor close to the heart of its life and mission. Regularly creates space—relationally and practically—for those who are often left out. Models pastoral care that reflects Jesus’ love for the least, the last, and the lost.	Invests in others who are growing in this area. Helps multiply leaders and ministries that extend the love of Jesus to the poor and overlooked in practical, sustainable ways. Builds lasting rhythms of hospitality, service, and mutual care into the church’s life.