



ONMB Credentialing Category Rubric (Created January 6, 2015)

	Open Credentialing	Specialized Credentialing	Unable to Credential
Personal Qualities			
Spiritual Vitality and Life of Discipleship	Ability to articulate clearly the impact of personal conversion experience; an understanding of the significance of the emphasis on conversion within the MB tradition; long history of cultivating awareness of God in solitude and in community; awareness of and engagement with a broad range of spiritual practices.	Ability to describe the impact of personal conversion experience; actively cultivates an awareness of God in solitude and in community; regularly uses a range of spiritual practices.	Uncertain about a personal conversion experience; little evidence of intentional and regular cultivation of an awareness of God, or the use of spiritual practices.
Understanding of the Bible and Mennonite Brethren Theological Identity and Mission	Thoroughly understands and affirms the MB Confession of Faith; extensive knowledge of the Bible along with an understanding of hermeneutics and application of the Bible to contemporary culture; when possible, participates in and contributes to Conference events and ministries.	An adequate understanding and affirmation of the MB Confession of Faith; an adequate knowledge of the Bible and how to apply the Bible to contemporary culture; when possible, participates in and contributes to Conference events and ministries.	Unable to affirm, or unwilling to teach publicly, all aspects of the MB Confession of Faith; unwilling to acknowledge the authority of the MB Conference.
Life Choices	Embodies a Christ---like way of life characterized by love for and service to others; clear practice of lifestyle transparency and accountability; exemplary ethical and financial choices; courageously and appropriately shares the gospel in word and deed.	Embodies a Christ---like way of life characterized by love for and service to others; clear practice of lifestyle transparency and accountability; appropriate ethical and financial choices; shares the gospel in word and deed.	Attitudes and behavior that are inconsistent with MB Confession of Faith; denies or minimizes behaviour with negative consequences.
Relational Health	Exemplary relationships with spouse, family, colleagues, employees, neighbours, those in authority; any historical conflicts appropriately resolved; skilled in navigating differences in interpersonal relationships and in larger groups.	Healthy relationships with spouse, family, colleagues, employees, neighbours, those in authority; any historical conflicts appropriately resolved; learning how to navigate differences in interpersonal relationships and in larger groups.	Evidence of significant unresolved conflicts.
Self-Awareness Depth	Clear sense of gifts, abilities and personality; calling confirmed by others; cognizant and candid about limitations and weaknesses; manages boundaries and stress; exemplary and well---disciplined lifestyle choices; accountable to peers and leaders; regularly engages in evaluative exercises.	Growing awareness of gifts, abilities and personality; growing recognition of limitations, weaknesses and the need to manage boundaries and stress; evidence of self--- discipline in lifestyle choices; accountable to peers and leaders; open to feedback and learning how to use evaluative exercises.	Serious lack of self- awareness; unwillingness to accept evaluative feedback.
Personal Capacities			
Theological Education & Training	A graduate degree in theological studies is preferred; a lifelong learner with an intentional ongoing program of professional development; demonstrated	Some formal theological education; regularly participates in professional development events or enrolled in a program of theological studies; routinely	

	ability to effectively bring insights from scholars and experienced practitioners to bear on various ministry roles.	incorporates new insights in ministry role.	
Ministry Skills & Experience	Experience in a range of ministry or leadership roles; demonstrated capacity for discipling and/or supervising a broad range of people; aware of current theological and cultural issues and able to give wise direction; attentive to needs of people and sensitive in pastoral care; fully formed and embodied philosophy of ministry.	Limited experience in multiple ministry roles; disciples and/or supervises people in a particular ministry area; a growing awareness of current theological and cultural issues; attentive to needs of people within the scope of their ministry area, and growing in their sensitivity in pastoral care; forming a philosophy of ministry.	
Contextual Factors			
Public Visibility of Ministry Role	Responsible for spiritual/theological oversight of other leaders; regularly preaches/teaches; serves as spokesperson for congregation, organization or ONMB.	Only preaches/teaches periodically; teaching role focused primarily in one ministry area.	
Scope of Leadership Authority	Senior leadership role in a congregation or ministry organization; involved in high-level decision-making; responsible for overseeing the well-being and effectiveness of all (or significant portion) of a congregation or ministry organization.	Exercises leadership primarily in one ministry area; accountable to a senior leader within the congregation or organization	
Leadership Ability	Effectively leads in a public ministry; demonstrated capacity for vision-casting; demonstrated capacity to influence others and lead change; communicates with clarity and leads with purpose; cultivates environment of trust and collaboration; effectively supervises and mentors other leaders; fully formed philosophy of leadership.	Limited leadership experience; growing leadership abilities.	
Eligible for Ordination	YES	NO	
Provincial Conference Transfer	YES	NO	