

KSAPs Defined

Modified from DeShon Study

Knowledge — An organized set of principles and facts applying in general domains

Methodist Wesleyan Ethos – Demonstration of participation in the Christian movement as United Methodists. Theology and praxis is rooted in and consistent with the tenets of the Wesleyan understanding.

Systems Thinking – Navigating and positively impacting systems that define and propagate the way the congregation exists and handles anxieties and opportunities.

Intentional Discipleship System – Helping a congregation to have a clear path to help a person deepen their faith in God through Jesus Christ. Such a system includes a plan to identify, develop, and deploy new leaders while continuing to develop the leaders already in place.

Management and Administration Principles – Knowledge of the principles involved in the organization and coordination of people and resources. Knowledge of the principles involved in motivating, developing, and directing people as they work.

Ministry Setting (history, demographics) – Knowledge of the history and development of the United Methodist Church. Knowledge of the demographics of the community in which the local church exists and the issues important to the people of those demographics.

Counseling Principles – Knowledge of principles, methods, and procedures for diagnosis, treatment, and rehabilitation of physical and mental dysfunctions, and for career counseling and guidance.

Theological Reflection – Ability to reflect theologically on issues of life and faith.

Theology and Scripture – Ability to reflect theologically on topics including but not limited to Soteriology (knowledge of salvation) and Christology (knowledge of the identity, life, death and resurrection of Jesus Christ), from a Wesleyan perspective. Knowledge of the means of grace from a Wesleyan theological perspective. Scripturally articulate, demonstrating knowledge of the Old and New Testaments of the Bible.

Sacramental Theology – Knowledge and understanding of the Sacrament of Baptism from a Wesleyan theological perspective. Knowledge and understanding of the Sacrament of Holy Communion from a Wesleyan theological perspective.

Training Principles and Learning Styles – Knowledge of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects.

United Methodist Church Doctrine – Knowledge of the doctrine and polity of the United Methodist Church including the expectancy of itinerancy for ordained Elders.

Skills — developed capacities that facilitate learning or the more rapid acquisition of knowledge

Ministry Planning – Guiding and directing the process of creating, implementing, and evaluating a clearly defined ministry plan, which includes stewardship and financial needs of the congregation, reaching the neighbors of the congregation, developing other leaders, and the growth of individuals and ministries.

Leading Change – Understanding what it takes to walk with a congregation through change and the emotional content of change, including the leader’s emotions as well as the emotions of those they are leading.

Vision and Alignment – Discerning God’s vision with a congregation and aligning the resources around that vision. Articulating the vision clearly and consistently.

Passionate, Relevant Worship – Leading the congregation in providing worship experiences that connect with those already participating as well as drawing new people into participation.

Strategic Thinking/Systems Thinking – Keeping a congregation focused on the vision and goals, and helping the congregation to be intentional, or strategic, about how it functions. Navigating and positively impacting systems that define and propagate the way the congregation exists and handles anxieties and opportunities.

Active Learning and Listening – Seeking and rapidly integrating new information to improve current and future problem-solving and decision-making. Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.

Conflict Management – Handling complaints, settling disputes, and resolving conflicts.

Decision Making – Considering the relative costs and benefits of potential actions to choose the most appropriate one.

Discernment – The capacity to know God's will through the haze of one's motives, the motives of others, and events that may appear to be important but are actually trivial or irrelevant.

Exegetical Skill – Communicating the meaning of Scripture and other religious documents in a manner that is comprehensible to others.

Motivating Others – Relating to others in a way that inspires them to want to do their best to complete a desired course of action.

Negotiation Skills – Working with others to arrive at a mutually agreeable resolution to a problem.

Oral Communication and Public Speaking – Composing and delivering information through verbal interactions in a manner that others understand. Effective communication of a message to a group of individuals using the spoken word.

Spiritual Disciplines – Use of the spiritual disciplines to facilitate spiritual growth. Teaching instruction to improve their knowledge or skills.

Teaching – Identifying the educational needs of others and providing effective instruction to improve their knowledge or skills. (Bible Study – teaching and learning styles)

Time Management – Managing one's own time and the time of others to efficiently accomplish goals.

Written Communication – Communicating effectively in writing as appropriate for the needs of the reader.

Abilities – enduring attributes of the individual that influence performance

Faith Sharing/Evangelism – The ability to set the example and equip others in the practice of sharing the story of Christ with the world.

Intentional Discipleship System – Helping a congregation to have a clear path to help a person deepen their faith in God through Jesus Christ. Such a system includes a plan to identify, develop, and deploy new leaders while continuing to develop the leaders already in place.

From Inward to Outward – The ability to lead a congregation from being inwardly focused to fully engaging the community around the congregation.

Comfort With Ambiguity – The ability to lead even when all the steps and outcomes are not clear.

Complex Problem-Solving – The ability to navigate challenges and problems while engaging all the inputs, factors, and resources present and available.

Collaboration – The ability to function in a way that fosters a culture and practice of collaboration that leads to effective teams and networks.

Learning Agility – The ability and willingness to adapt and learn so that they are able to provide the best leadership. Learning is done with self-ownership, without mandates.

Adaptability – The capability to adjust actions in relation to new situations, others' actions, or changes in the environment.

Calling to Ministry – The ability to experience, identify, and understand the inner urge to pursue the pastorate as a vocation.

Creativity – The ability to generate unusual or clever ideas about a given topic, situation, or problem.

Inductive Reasoning – The ability to combine pieces of information to detect patterns or form general rules.

Memorization and Comprehension (Oral and Reading) – The ability to store and recall information and experiences. The ability to listen to and understand information and ideas presented through spoken words and sentences. The ability to read and understand information and ideas presented through written words, sentences, and paragraphs in documents.

Trust in God – The ability to place oneself in the care of God.

Personal Characteristics — personality variables, interests, and experiences

Spiritual Life – Tending to one's own soul and life. This includes a vibrant and vital devotional life encompassing multiple spiritual disciplines. Also includes a balance of attentiveness to physical, emotional, and mental health.

Leading Change – Understanding what it takes to walk with a congregation through change and the emotional content of change, including the leader's emotions as well as the emotions of those they are leading.

Self-Awareness and Self-Control – Knowledge and understanding of one's motivations, strengths, weaknesses. Maintaining composure, keeping emotions in check, controlling anger, and avoiding aggressive behavior in difficult situations.

Achievement Orientation/Initiative – Tendency to establish and maintain personally challenging goals and exert effort toward achieving them.

Attention to Detail – Tendency to be careful about detail and thorough in completing work tasks.

Authenticity/Openness – Tendency to consistently behave in a fashion that is consistent with one's values, principles, and beliefs, to experience a sense of meaning or purpose underlying behavior, and to show vulnerability when appropriate.

Balance and Self-Care – Tendency to maintain a balance of important life activities related to profession, self, family, and friends (self-care, Sabbath-keeping)

Calling to Ministry – The ability to experience, identify, and understand the inner urge to pursue the pastorate as a vocation.

Dependability – Tendency to be reliable, responsible, dependable, and fulfilling obligations.

Empathy – Tendency to be aware of, understanding of, and sensitive to other people's experiences and emotions.

Integrity – Tendency to adhere to a strict moral or ethical code with a special emphasis on being honest to oneself and others.

Passion – Tendency to experience and express enthusiasm in daily activities and interactions with others.

Patience – Tendency to cope with pain, troubles, difficulties, or hardship, without complaint or ill temper.

Persistence – Tendency to continue investing efforts to obtain goals in the face of obstacles.

Risk-Taking – Tendency to undertake important tasks despite a lack of certainty or a fear of failure.

Stress Tolerance – Tendency to accept criticism well and deal calmly and effectively with high stress situations.

Willingness to seek help – Tendency to ask for help with overwhelming tasks or to see

Integrated KSAP's (from DeShon Study) and Leadership Competencies (UNY Conference)

Knowledge	Skills	Abilities	Personal Characteristics
<u>Leadership Competencies</u>			
Methodist Wesleyan Ethos	Ministry Planning	Faith-Sharing/ Evangelism	Spiritual Life
Systems Thinking	Leading Change	Intentional Discipleship System	Leading Change
Intentional Discipleship System	Vision & Alignment	From Inward to Outward	Self-Awareness & Self-Control
	Passionate, Relevant Worship	Comfort with Ambiguity	
	Strategic Thinking/Systems Thinking	Complex Problem-Solving	
		Collaboration	
		Learning Ability	
<u>KSAP's</u>			
Management & Administration Principles	Active Learning & Listening	Adaptability	Achievement Orientation/ Initiative
Counseling Principles	Conflict Management	Calling to Ministry	Attention to Detail
Ministry Setting (demographics, history)	Decision-Making	Inductive Reasoning	Authenticity/ Openness
Theology & Scripture (includes Soteriology and Christology)	Discernment	Memorization & Comprehension (Oral & Reading)	Balance & Self-Care
Sacramental Theology	Exegetical Skills	Trust in God	Calling to Ministry
Theological Reflection	Motivating Others	Theological Reflection	Dependability
UM Doctrine	Negotiation Skills		Empathy
Training Principles, Learning Styles	Written Communications		Integrity
	Oral Communications/ Public Speaking		Willingness to Seek Help
	Time Management		Passion
	Spiritual Disciplines		Patience
	Teaching		Persistence
			Risk-Taking
			Stress Tolerance

REMOVED:

Calling to Ministry
Clerical
Psychology
Sociology

REMOVED:

Calling to Ministry
Goal-Setting & Feedback
Social Perceptiveness
Teamwork
Multi-tasking
Problem-Solving

REMOVED:

Attentional Focus
Idea Fluency
Intelligence

REMOVED:

Autonomy
Cooperation
Initiative
Leadership
Openness
Self-Awareness
Self-Control
Learning Orientation
Social Intelligence