

MDP Preparation Resources

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Helpful Link:

1. [A Complete Guide for Creating and Matching an MDP](#) - This provides all the ins and outs to get your MDP released and start matching with screenshots.

Additional forms, guides and webinar videos can be found by visiting pcusa.org/clc

MDP Competency Information

Introduction: One of the critical components of the Church Leadership Connection is the matching feature. The matching system takes the criteria for a given job posting and compares it against the same criteria supplied by candidates. What may be confusing is the first line on Pg. 7 of the blank MDP form that says, "Please note, this section is not part of the MDP." What this means is that the public form - the form candidates can see - will not contain this information. It will only be used to match with potential candidates.

Recommendations: There isn't a "right" way to develop the match criteria, but you should avoid a few things.

1. You should not make each of these 100% important. While all of these competencies need to be present at some level for any pastoral candidate, no one will be able to evaluate themselves at 100% in every category. **In fact, putting everything at 100% will decrease the quality of your matches.**
2. You should think of this as a 50 = average scale rather than a grading scale (where a 70 = average)
3. Words may be easier to use than numbers. Here's a sample scale for you to consider using:
 - 90 - Essential, 70 - Important, 50 - Necessary, 30 - Potentially helpful, but not necessary, 10 - Unnecessary

Do feel free to use the mid-point steps. So if your committee feels like a particular competency is more than important, but maybe not quite essential, you can put in 80.

4. For every competency you move up a step, you should also consider moving another one down a step to keep your competencies balanced. Put another way, the average of all your entries should be at 50% (necessary level) when you've finished filling these out.