

*Competencies Required for an Affiliate Minister's Credential***Introduction**

It is assumed that someone transferring to the CRC will have basic competencies in most ministry areas.

Some movements may not supply a celebrant license so there is a competency for that area included.

Otherwise the competencies lead the applicant through familiarization with basic CRC documents & vision, processes & policies affecting ministers, churches, and states, and coaching and credentialing.

The competencies are intended to be done electronically. That is the coach and you will make comment on and in the competencies relevant to the accomplishment of the competencies. If there is evidence then convert it to electronic form and embed it in the appropriate place. It does not matter if the competency then stretches to several pages.

These competencies are selected, and adjusted slightly to suit, from Trainee and Minister Competencies to ensure adequate functioning as a CRC minister.

An Affiliate minister credential held by a transferring minister will ordinarily be expected to become a Minister or a National Minister Credential in about 2 years.

If the holder is leading a church, particularly a larger viable church with other pastors, or conducting a commensurately large ministry, and exercising a ministry beyond the local church in home or overseas mission, then a National Credential may be indicative. In this case, the National Minister Competencies will ordinarily be required to be checked or completed.

Sources are listed for most of the competencies requiring it. In cases where it is mentioned that documents are available from the CRC Website, it refers to [crcchurches.org](http://crcchurches.org) and some of these documents will be available to you, and others will need to be downloaded by your coach if they are password protected by being available only to existing members.

Completed competencies should be emailed to the Credential Secretary

SA/NT/WA [dwashing@bigpond.net.au](mailto:dwashing@bigpond.net.au)

VIC [training@secc.org.au](mailto:training@secc.org.au)

NSW/ACT/QLD <mailto:jan@lifeforcechurch.org.au> TAS [vicki.frearson@education.tas.gov.au](mailto:vicki.frearson@education.tas.gov.au)

If a competency is too large to email directly then you can try saving it as PDF and even reducing that size if you have software that can do that; and, or, you may use dropbox or other third party file transfer system and email the Secretary a download link.

*Competencies Required for an Affiliate Minister's Credential***Competency: MC1***Understand CRC ideology, documents, history and organisation.***Elements:**

MC1.1 Recall important facts of CRC history. (Sources Relevant Cert IV video, Flames of Revival by Dudley Cooper, Jubilee Commemorative Video <https://www.dropbox.com/s/cpdy0364ex7bwnj/CRC%20History%20Jubilee.wmv>, Wikipedia, CRC Website, Rob Bailey slide show)

**Performance Criteria:**

Present an oral outline of CRC history to the candidate's coach.

MC1.2 Espouse CRC ideology. (Sources CRC Website downloads of Charter, Constitution and Strategic documents)

**Performance Criteria:**

Explain the CRC's core values and why they are important.

MC1.3 Demonstrate familiarity with key CRC documents.

**Performance Criteria:**

Discuss with the candidate's coach, the CRC Charter, national, state and local constitutions, the current Strategic Directions document and other official CRC publications.

MC1.4 Understand CRC organisational structures on a national, state and local basis.

**Performance Criteria:** (Sources CRC website download of Charter and constitutions)

Outline the key CRC concepts of autonomous interdependent local churches, and the legal and relational aspects of the way these are represented in state and national councils.

MC1.5 Understand and implement the CRC's "Ministerial Code of Ethics". (Source CRC Website download of the code)

**Performance Criteria:**

Discuss the CRC's "Ministerial Code of Ethics" and answer the coach's questions about its implementation.

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Candidate, \_\_\_\_\_, has demonstrated competency in this area.

Signed \_\_\_\_\_ Date \_\_\_\_\_

Competencies Required for an Affiliate Minister's Credential

**Competency: TC3**

*Understand the vision and values of the CRC.*

**Elements:**

TC3.1 Articulate the vision of the CRC. (Sources Constitution and Australia and International Strategic directions documents downloadable from Website)

**Performance Criteria:**

Answer questions about the vision of the CRC, based upon the relevant documents.

TC3.2 Promote the values of the CRC.

**Performance Criteria:**

Having explained the importance of the values of the CRC (MC1.2) now describe steps taken or will be taken by the candidate to promote them in their church.

TC3.3 Explain the Biblical basis of, and the CRC's commitment to, world missions.

**Performance Criteria:**

TC3.3.1 Outline the Biblical basis of world missions, commenting on at least 3 relevant passages of Scripture.

TC3.3.2 Explain how the CRC has responded to the Biblical mandate regarding world missions. (Source: International Strategic directions document downloadable)

Candidate, \_\_\_\_\_, has demonstrated competency in this area.

Signed \_\_\_\_\_ Date \_\_\_\_\_

*Competencies Required for an Affiliate Minister's Credential*

**Competency: MC3**

*Connect as a minister within the CRC.*

**Elements:**

MC3.1 Recognise the need for meaningful relationships and interaction with other CRC ministers.

**Performance Criteria:**

Discuss the benefits that are currently derived (or will be) from the candidate's relationships with CRC ministers.

MC3.2 Attend appropriate state and national CRC functions.

**Performance Criteria:**

Demonstrate an ongoing commitment to attending state and national CRC conferences.

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Candidate, \_\_\_\_\_, has demonstrated competency in this area.

Signed \_\_\_\_\_ Date \_\_\_\_\_

*Competencies Required for an Affiliate Minister's Credential*

**Competency: TC4**

*Implement established CRC and local church policy.*

**Elements:**

TC4.1 Articulate and understand local church policy.

**Performance Criteria:** (Sources downloadable CRC documents such as Privacy, Sexual Harassment, Divorce and Remarriage, DOC, OHS, Ethics, Eldership (Leadership) Guidelines, Recommended Local Church Constitution, Governance Checklist)

Answer questions about local church policy in several key areas.

TC4.2 Implement key policies within the local church.

**Performance Criteria:**

Show how a key church policy has been (or will be) implemented by the candidate in at least one real-life situation.

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Candidate, \_\_\_\_\_, has demonstrated competency in this area.

Signed \_\_\_\_\_ Date \_\_\_\_\_

*Competencies Required for an Affiliate Minister's Credential*

**Competency: MC5**

*Become a CRC competency coach.*

**Elements:**

MC5.1 Demonstrate readiness to be a CRC competency coach.

**Performance Criteria**

MC5.1.1 Demonstrate familiarity with, and effective use of, the CRC coaching manual. (Downloadable from the CRC website)

MC5.1.2 Effectively keep relevant records as outlined in the coaching manual; ie set up a file (electronic) to keep competency copies and report records using the manual templates – see also MC5.2.

MC5.2 Demonstrate successful CRC Competency Coaching.

**Performance Criteria**

MC5.2.1 Produce evidence of having coached a person through appropriate CRC Trainee Minister's competencies under the supervision of the coach or in the case of an Affiliate Application the construction of a notional coaching exercise using some competency forms and a dummy report written up and duly filed and examined by the coach.

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Candidate, \_\_\_\_\_, has demonstrated competency in this area.

Signed \_\_\_\_\_ Date \_\_\_\_\_

*Competencies Required for an Affiliate Minister's Credential***Competency: MC6**

*Complete compliance requirements for CRC Duty of Care and demonstrate appropriate Supervision*

**Elements:**

MC6.1 Certification to at least Coordinator level of Duty of Care

**Performance Criteria:**

The National Office has confirmed the adequacy and currency of submitted evidence of certified training to at least Coordinator Duty of Care training. Training must include;

- Child-safe environments;
- Recognising and responding to abuse and neglect; and
- Mandatory notification.

MC6.2 Appropriate check or card for the State or Territory of residence with respect to working with children. (Note that this should be at the level required to be at minimum a child care worker in the State or Territory of residence. Refer to documentation on the CRC website or contact the National Office for correct documents required)

**Performance Criteria:**

The National Office has confirmed the adequacy and currency of either:

- a submitted Working with Children's Card or other similar check appropriate for the State or Territory with respect to working with children; or
- a license or certification as an appropriate professional (i.e. Teachers Registration)

MC6.3 Outwork Duty of Care Supervision

**Performance Criteria:**

Show your coach redacted examples of documentation showing the exercise of your Duty of Care over leaders supervised by you:

MC6.3.1 The functioning of a team member registration process for a leader under you; and

MC6.3.2 The functioning of a program with safety plans and permission to proceed for a leader under you.

Candidate, \_\_\_\_\_, has demonstrated competency in this area.

Signed \_\_\_\_\_ Date \_\_\_\_\_

*Competencies Required for an Affiliate Minister's Credential***Competency: MM14***Demonstrate knowledge of special services/celebrants requirements.***Elements:**

MM14.1 Demonstrate familiarity with the relevant documents and legal requirements associated with special services. Source Marriage Act, CRC Rights of Marriage kit downloadable

**Performance Criteria:**

Outline the requirements in the candidate's state for marriage and funeral celebrants or, for example, in the case of Affiliates, show prior experience in this area.

MM14.2 Design appropriate services for Christian and non-Christian persons.

**Performance Criteria:**

Submit orders of service for a wedding and a funeral, and explain how these could be varied for non-Christian persons or, for example, in the case of Affiliates, show prior experience in this area.

MM14.3 Understand the dynamics of consultation with service participants.

**Performance Criteria:**

MM14.3.1 Discuss the variability, and the limits of variability, in wedding, funeral, baptism and dedication services or explain experience in each.

MM14.3.2 Discuss strategies for counselling surrounding special services or explain experience in each..

Candidate, \_\_\_\_\_, has demonstrated competency in this area.

Signed \_\_\_\_\_ Date \_\_\_\_\_