

Competencies Required for a Specialist Minister's Credential

Competency: SC1

Demonstrate understanding of, and commitment to, ministerial ethics.

Elements:

SC1.1 Commit to open and fair dealings within and between ministries.

Performance Criteria:

Discuss the ministerial ethics associated with the following situations:

- *recruitment of team members;*
- *handling criticism or negativity;*
- *managing inter-personal issues and competing tensions; and*
- *financial management.*

SC1.2 To protect vulnerable people from exploitation.

Performance Criteria:

SC1.2.1 Describe appropriate courses of action in a range of situations.

SC1.2.2 Answer questions about the best course of action in several of these.

SC1.3 Identify the ethical issues associated with relevant policies

Performance criteria

Discuss the ethical issues associated with policies related to Finance, Occupational Health and Safety, Duty of Care, and Information Management, as required by the relevant ministry context.

Candidate, _____, has demonstrated competency in this area.

Signed _____ Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a Specialist Minister's Credential

Competency: SC2

Understand the vision and values of the CRC.

Elements:

SC3.1 Articulate the vision of the CRC.

Performance Criteria:

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

SC3.2 Promote the values of the CRC.

Performance Criteria:

Explain the importance of the values of the CRC and describe steps taken by the candidate to promote them.

SC3.3 Explain the Biblical basis of, and the CRC's commitment to, world missions.

Performance Criteria:

SC3.3.1 Outline the Biblical basis of world missions, commenting on at least 3 relevant passages of Scripture.

SC3.3.2 Explain how the CRC has responded to the Biblical mandate regarding world missions.

Candidate, _____, has demonstrated competency in this area.

Signed _____ Date _____

Competencies Required for a Specialist Minister's Credential

Competency: SC3

Complete compliance requirements for CRC Duty of Care and demonstrate outworking

Elements:

SC3.1 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.

SC3.2 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)

SC3.3 Outwork Duty of Care Preparedness

Performance Criteria:

Show your coach redacted examples of documentation showing the exercise of your Duty of Care:

SC3.3.1 The functioning of your team member registration process for a team; and

SC3.3.2 The functioning of a program with safety plans and permission to proceed.

Candidate, _____, has demonstrated competency in this area.

Signed _____ Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a Specialist Minister's Credential

Competency: SM1

Demonstrate good relational skills.

Elements:

SM1.1 Demonstrate an ability to establish healthy friendships in a range of relational contexts.

Performance Criteria:

Provide a self-analysis of recent effectiveness in establishing healthy friendships in a range of relational contexts.

SM1.2 Relate well to superiors and subordinates.

Performance Criteria:

Provide evidence from both a superior and a subordinate commenting favourably on their relationship with the candidate.

SM1.3 Effectively manage conflict.

Performance Criteria:

Outline a brief plan for managing conflict in a ministry setting.

Candidate, _____, has demonstrated competency in this area.

Signed _____ Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a Specialist Minister's Credential

Competency: SM2

Demonstrate effective personal time management.

Elements:

SM2.1 List priorities for use in establishing effective time management.

Performance Criteria:

Submit a list of priorities for effective personal time management.

SM2.2 Prioritise tasks and appointments.

Performance Criteria:

Provide evidence of prioritising tasks and appointments.

Candidate, _____, has demonstrated competency in this area.

Signed _____ Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a Specialist Minister's Credential

Competency: SM3

Exhibit good decision-making skills.

Elements:

SM3.1 Make informed decisions.

Performance Criteria:

Provide background research relevant to making informed decisions in a range of situations.

SM3.2 Make decisions which are free from self interest.

Performance Criteria:

Outline a process for ensuring that decisions are made without self interest and demonstrate its application in a range of ministry situations.

Candidate, _____, has demonstrated competency in this area.

Signed _____ Date _____

Competencies Required for a Specialist Minister's Credential

Competency: SM4

Lead a person to Christ and follow them up.

Elements:

SM4.1 Understand the need for evangelism.

Performance Criteria:

Explain the biblical mandate for evangelism, especially as it relates to the local church.

SM4.2 Understand the salvation process.

Performance Criteria:

SM4.2.1 Outline a brief Gospel presentation to use with individuals.

SM4.2.2 Explain the importance of baptism in water and its relationship to salvation.

SM4.2.3 Explain the importance of baptism in the Holy Spirit and its relationship to salvation.

SM4.3 Lead people to Christ.

Performance Criteria:

Provide evidence of personally leading someone to Christ who has then been baptised in water and in the Holy Spirit.

SM4.4 Effectively follow up a new Christian.

Performance Criteria:

Describe the action taken in successfully following up a new believer and integrating them into the local church.

Candidate, _____, has demonstrated competency in this area.

Signed _____ Date _____

Competencies Required for a Specialist Minister's Credential

Competency: SM5

Understand ministry dynamics.

Elements:

SM5.1 Show support for other members of a team within the local church.

Performance Criteria:

SM5.1.1 Describe the candidate's personal supportive involvement in teams that have facilitated the growth of the local church.

SM5.1.2 Describe a significant incident in which the candidate's own view was overruled, reflecting on how the situation was personally handled.

SM5.2 Demonstrate an understanding of the elements of a worship service.

Performance Criteria:

SM5.2.1 Present an analysis of the effective elements of a typical worship service within which the candidate has been actively involved in planning or leading.

SM5.2.2 Present an outline of the effective components of public speaking required in a worship service including reference to personal examples from the candidate's own role in this area of ministry.

SM5.3 Lead an effective Bible study.

Performance Criteria:

SM5.3.1 Provide evidence of the candidate having prepared an effective Bible study in a relevant ministry setting.

SM5.3.2 Present an analysis of an effective Bible study led by the candidate.

Candidate, _____, has demonstrated competency in this area.

Signed _____ Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a Specialist Minister's Credential

Competency: SM6

Demonstrate effective communication skills.

Elements:

SM6.1 Demonstrate effective pastoral communication.

Performance Criteria:

SM6.1.1 Submit a critical incident report of a particularly difficult or effective ministry discussion.

SM6.1.2 Describe the suitability of various technologies for church related communication tasks.

SM6.2 Write effective correspondence.

Performance Criteria:

Submit correspondence (without specific identification that could breach privacy) which has been personally written either to address a ministry issue.

SM6.3 Prepare effective promotional material.

Performance Criteria:

Submit promotional and invitational materials that have been prepared by the candidate for use in a relevant ministry setting.

Candidate, _____, has demonstrated competency in this area.

Signed _____ Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a Specialist Minister's Credential

Competency: SM7

Being led and enabled by the Holy Spirit.

Elements:

SM7.1 Demonstrate a Biblical understanding of being led and enabled by the Holy Spirit.

Performance Criteria:

Outline the key ways in which the Holy Spirit's leading and enabling may be enacted showing appropriate Scriptural support.

SM7.2 Experience the Spirit's leading and enabling.

Performance Criteria:

Describe and reflect on instances of the candidate's recognition and effective response to the Spirit's leading and enabling in their personal, ministry and mission life.

Candidate, _____, has demonstrated competency in this area.

Signed _____ Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a Specialist Minister's Credential

Competency: SP1

Exhibit a definite sense of the personal call of God.

Elements:

SP1.1 Substantiate the personal call of God and discuss its implications.

Performance Criteria:

Articulate the process which led to the candidate's conviction of being called and the ways in which the implications of this call have been considered, being ready to answer questions in this regard.

SP1.2 Demonstrate a willingness to sacrificially respond to the call.

Performance Criteria:

Report on how the cost of ministry has been counted, how this has been worked through with family and other stakeholders, and any examples of sacrifices that have already been made.

Candidate, _____, has demonstrated competency in this area.

Signed _____ Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a Specialist Minister's Credential

Competency: SP2

Establish goals for personal/marriage/family development.

Elements:

SP2.1 Outline goals and a suitable plan for personal development.

Performance Criteria:

Outline a personal development plan accompanied by clear goals.

SP2.2 Demonstrate an understanding of the value of the mutual involvement of a husband and wife in determining goals for their marriage.

Performance Criteria:

Discuss [and demonstrate if married] the ways in which a husband and wife should work together to determine goals for their marriage and for ministry.

SP2.3 Outline the impact of ministry on family and friends.

Performance Criteria:

SP2.3.1 Describe the way in which particular ministry roles can positively and negatively impact family members and friends.

SP2.3.2 Present strategies that the candidate has used to facilitate the healthy development of such relationships whilst actively involved in ministry.

Candidate, _____, has demonstrated competency in this area.

Signed _____ Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a Specialist Minister's Credential

Competency: SP3

Establish deeper personal devotional and study habits.

Elements:

SP3.1 Demonstrate a regular and effective personal prayer, Word and worship life.

Performance Criteria:

SP3.1.1 Describe examples of the candidate's application and benefits of praise and worship and how this practice has been deepened over time.

SP3.1.2 Provide evidence of consistently hearing and obeying God through His Word over an extended period.

SP3.1.3 Provide an analysis of multiple answers to prayer over a defined period of time.

SP3.2 Establish deepening Bible study habits.

Performance Criteria:

SP3.2.1 Provide evidence of the personal benefit gained from studying the Bible.

SP3.2.2 Provide examples of diverse resources that have deepened the candidate's Bible study habits.

Candidate, _____, has demonstrated competency in this area.

Signed _____ Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a Specialist Minister's Credential

Competency: SP4

Demonstrate personal integrity and stability.

Elements:

SP4.1 Honour promises under pressure.

Performance Criteria:

Provide evidence of having resisted pressure in order to honour a promise.

SP4.2 Refrain from exaggerations, generalisations and highly speculative statements.

Performance Criteria:

Demonstrate a consistent tendency to refrain from exaggeration, generalisation and highly speculative statements in order to avoid misrepresentations of truth.

SP4.3 Avoid rash and presumptive courses of action.

Performance Criteria:

Provide examples of how the candidate has avoided rash and presumptive courses of action by learning from personal circumstances and from other people.

Candidate, _____, has demonstrated competency in this area.

Signed _____ Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a Specialist Minister's Credential

Competency: SP5

Model attributes of servanthood.

Elements:

SP5.1 Understand Jesus' teaching on, and example of, servanthood.

Performance Criteria:

Provide examples of Scriptures in which Jesus teaches on and models servanthood and briefly reflect on insights gained.

SP5.2 Show a willingness to serve others.

Performance Criteria:

Discuss the extent to which the candidate has served, and is willing to serve, others in various settings.

SP5.3 Create opportunities to serve without being asked.

Performance Criteria:

Report on service initiatives undertaken.

Candidate, _____, has demonstrated competency in this area.

Signed _____ Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a Specialist Minister's Credential

Competency: SP6

Powerfully apply God's Word in everyday life.

Elements:

SP6.1 Use Scripture to overcome temptation.

Performance Criteria:

Discuss strategies for overcoming temptation that utilise the Scriptures.

SP6.2 Allow Scripture to inform and direct decision making.

Performance Criteria:

Describe examples on how Scripture has informed and directed decision making in everyday life.

Candidate, _____, has demonstrated competency in this area.

Signed _____ Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a Specialist Minister's Credential

Competency: SP7

Establish convictions regarding personal financial stewardship.

Elements:

SP7.1 Outline personal convictions about tithing and giving.

Performance Criteria:

Briefly describe personal convictions about the necessity of giving at least a tenth of one's income to the local church providing relevant Scriptural support.

SP7.2 Demonstrate consistent application of convictions regarding personal finance.

Performance Criteria:

Provide evidence of the candidate's generosity, tithing, giving and management of their finances over a three month period to demonstrate the Lordship of Christ in this area.

Candidate, _____, has demonstrated competency in this area.

Signed _____ Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a Specialist Minister's Credential

Competency: ST1

Articulate a personally applied knowledge of Biblical teaching on gifts.

Elements:

ST1.1 Outline Biblical teaching concerning the spiritual, ministry and motivational gifts

Performance Criteria:

Describe the Bible's teaching on the role of each spiritual, ministry and motivational gifts.

ST1.2 Analyse the personal gift mix.

Performance Criteria:

Analyse the correlation between the candidate's personal ministry and the spiritual, ministry and motivational gifts listed in Scripture.

Candidate, _____, has demonstrated competency in this area.

Signed _____ Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a Specialist Minister's Credential

Competency: ST2

Demonstrate basic hermeneutical skills.

Elements:

ST2.1 Exhibit familiarity with the principles of exegesis.

Performance Criteria:

Discuss reasons for various exegetical rules, providing relevant Scriptural examples.

ST2.2 Apply hermeneutic principles to passages from various biblical genres.

Performance Criteria:

Provide examples showing the interpretation of Scripture passages from different genres.

Candidate, _____, has demonstrated competency in this area.

Signed _____ Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a Specialist Minister's Credential

Competency: ST3

Exhibit basic biblical and doctrinal knowledge and an overview of Church History.

Elements:

ST3.1 Familiarity with basic Christian doctrine and Church History.

Performance Criteria:

Submit certificate(s) showing successful completion of a Certificate IV in Christian Ministry and Theology, or equivalent.

ST3.2 Defend key doctrines against attack.

Performance Criteria:

Verbally, or in writing, defend one key Christian doctrine against a familiar opposing view.

Candidate, _____, has demonstrated competency in this area.

Signed _____ Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a Specialist Minister's Credential

Competency: ST4

Show evidence of basic Biblical knowledge.

Elements:

ST4.1 Familiarity with the content and background of the Scriptures.

Performance Criteria:

Submit certificate(s) showing successful completion of a Certificate IV in Christian Ministry and Theology, or equivalent.

ST4.2 Familiarity with basic Old Testament and New Testament content.

Performance Criteria:

Present a brief overview of the Gospel story as it is developed in the Old and New Testaments and answer basic questions regarding the content of various parts of the Bible.

Candidate, _____, has demonstrated competency in this area.

Signed _____ Date _____