

## COMPETENCY REVIEW SHEETS

### Competencies Required for a National Minister's Credential

**Competency: NC1**

*Teach and encourage leaders to employ and propagate CRC values.*

**Elements:**

- NC1.1 Develop and implement a CRC values-based small-group study for leaders in the local church.

**Performance Criteria**

Present a reflective self-evaluation of the implementation of a CRC values-based small-group study based on feedback from the leaders involved.

- NC1.2 Appropriately refer to CRC values in various ministry contexts.

**Performance Criteria**

Describe a variety of ways that CRC values have been referred to in the candidate's ministry, and the settings in which this was done, and show how leaders have been encouraged to do the same.

- NC1.3 Ensure that all new people to a local church are exposed to CRC values through membership or newcomers' classes conducted by the candidate in conjunction with other leaders.

**Performance Criteria**

Submit an outline of course material the candidate has used in membership classes (or similar), showing how this exposes participants to CRC values (e.g. use of the CRC Charter and Strategic Directions documents).

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

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

## COMPETENCY REVIEW SHEETS

### Competencies Required for a National Minister's Credential

**Competency: NC2**

*Identify, write and utilise directional and value statements that are CRC compliant.*

**Elements:**

NC2.1 Write directional and value statements that are CRC compliant.

**Performance Criteria**

Submit directional and value statements that are CRC compliant, listing resources and key authors used.

NC2.2 Ensure that directional and value statements are promoted to the congregation and to key leaders on a regular basis.

**Performance Criteria**

Provide written evidence of having promoted directional and value statements to the congregation and to key leaders on a regular basis.

NC2.3 Conduct leadership gatherings where directional and value statements will be promoted and/or reviewed.

**Performance Criteria**

Provide agendas and/or minutes from these leadership gatherings or an outline of the procedures that will be used to promote and/or review these statements.

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

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

## COMPETENCY REVIEW SHEETS

### Competencies Required for a National Minister's Credential

**Competency: NC3**

*Train leaders in the promotion and implementation of children's and youth ministry policies and activities in the local church, including appropriate CRC state and national programs.*

**Elements:**

NC3.1 Develop and/or review the local church's children's and youth ministry policies with leaders.

**Performance Criteria**

Present the local church's children's and youth ministry policy documents, and show how a review has been implemented with leaders.

NC3.2 Train leaders to promote children's and youth ministries in the local church.

**Performance Criteria**

NC3.2.1 Provide evidence of the training and appointment of children's and youth leaders.

NC3.2.2 Provide evidence of the training of leaders to promote children's and youth ministries in the local church.

NC3.3 Regularly encourage leaders to utilise appropriate CRC state and national children's and youth programs.

**Performance Criteria**

Provide written evidence of having regularly encouraged leaders to utilise appropriate CRC state and national children's and youth programs.

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

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

## COMPETENCY REVIEW SHEETS

### Competencies Required for a National Minister's Credential

#### Competency NC4

*Demonstrate leadership in the realm of church governance (e.g. eldership/finance/ministry committees).*

#### Elements:

NC4.1 Help align churches with CRC policies and norms in relation to church governance.

##### Performance Criteria

NC4.1.1 Discuss the way church government is approached in the constitution and other CRC documents.

NC4.1.2 Discuss the candidate's experience of helping a church align its church governance with CRC policies and norms, e.g. promoting CRC policies to other pastors.

NC4.2 Demonstrate leadership in a ministry governance context.

##### Performance Criteria

NC4.2.1 Outline the requirements for developing or leading a successful board of a church or other ministry, illustrating each principle discussed with relevant examples gained from observation or experience.

NC4.2.2 Show documentary evidence of having chaired, or been a director in, an organisation or committee directly responsible for significant funds.

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

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

## COMPETENCY REVIEW SHEETS

### Competencies Required for a National Minister's Credential

**Competency NC5**

*Train CRC competency coaches.*

**Elements:**

NC5.1 Train a minister to be a CRC competency coach.

**Performance Criteria**

5.1.1 Train a minister to become familiar with, and effectively use, the CRC Coaching Manual.

5.1.2 Train a minister to effectively keep relevant records as outlined in the CRC Coaching Manual.

NC5.2 Coach a trainee minister through their first competency coaching experience.

**Performance Criteria**

5.2.1 Produce evidence of the candidate having coached a trainee minister through their first competency coaching experience.

5.2.2 Produce evidence of having coached a person through appropriate CRC Minister's Competencies under the supervision of the candidates coach.

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

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

## COMPETENCY REVIEW SHEETS

### Competencies Required for a National Minister's Credential

**Competency: NC6**

*Complete compliance requirements for CRC Duty of Care and demonstrate the ability to oversee Duty of Care Policy*

**Elements:**

NC6.1 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.

NC6.2 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)

NC6.3 Outwork Duty of Care Oversight

**Performance Criteria:**

Show your coach redacted examples of documentation showing the exercise of your Duty of Care for your ministry or organisation supervised by you:

NC6.3.1 A summary of the functioning and registration process/status of all the team members for all of your ministry or organisation; and

NC6.3.2 The functioning and status of all the programs with safety plans and permission to proceed for your ministry or organisation.

NC6.3.3 The presentation of your current disaster plan for your main ministry location.

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

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

## COMPETENCY REVIEW SHEETS

### Competencies Required for a National Minister's Credential

**Competency: NM1**

*Train others to nurture and disciple believers.*

**Elements:**

NM1.1 Articulate the candidate's philosophy of disciple making.

**Performance Criteria**

Outline the biblical teaching on disciple making, and discuss ways this has been adapted in the candidate's current ministry situation.

NM1.2 Demonstrate knowledge of at least two particular training strategies which are used to develop disciple-makers.

**Performance Criteria**

NM1.2.1 Describe and evaluate two strategies that have been used by the candidate to empower others to make disciples (e.g. mentoring, classroom instruction, etc.).

NM1.2.2 Produce documentary evidence of successfully training and operating as a CRC coach including at least 12 months of coaching of a prospective minister.

NM1.3 Identify opportunities created by the candidate in which others have been trained to nurture and disciple believers.

**Performance Criteria**

Provide two case studies, describing the creation of opportunities to train others to nurture and disciple believers, and the outcomes of these.

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

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

## COMPETENCY REVIEW SHEETS

### Competencies Required for a National Minister's Credential

**Competency: NM2**

*Teach others to build and lead teams.*

**Elements:**

NM2.1 Establish a philosophy of teamwork and team leadership.

**Performance Criteria**

Present an outline and explanation of a philosophy of teamwork and team leadership developed by the candidate.

NM2.2 Encourage reflection on team experience.

**Performance Criteria**

Submit and discuss tools used by the candidate to help leaders reflect on teamwork and ministry experiences (e.g. critical incident reports, debriefing interview plan).

NM2.3 Train on the development of key team elements.

**Performance Criteria**

Present feedback from team leaders trained by the candidate in appropriate techniques for the blending of team members.

NM2.4 Supervise new team/department leaders.

**Performance Criteria**

Describe the candidate's personal experience of recruiting, training and supervising at least two new team/department leaders.

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

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

## COMPETENCY REVIEW SHEETS

### Competencies Required for a National Minister's Credential

**Competency: NM3**

*Implement/delegate policy outworking (such as finance/tax/employment/OHS/duty of care/ministerial code of ethics).*

**Elements:**

NM3.1 Train others to oversee a local church's compliance with government legislation and CRC policy guidelines.

**Performance Criteria**

Articulate training processes implemented by the candidate regarding compliance with government legislation and CRC policies and guidelines.

NM3.2 Implement these policies and guidelines in a church or ministry setting.

**Performance Criteria**

Present a report, with documentary evidence, detailing the way compliance has been implemented and monitored in the local church.

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

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

## COMPETENCY REVIEW SHEETS

### Competencies Required for a National Minister's Credential

#### Competency NM4

*Establish a legal entity.*

#### Elements:

NM4.1 Identify the process required to establish a legal entity.

##### Performance Criteria

NM4.1.1 Explain the requirements for becoming a legal entity in a particular state.

NM4.1.2 Outline the reasons that have been, or would be, presented to the local church for becoming a legal entity.

NM4.2 Lead a church through the process of becoming a legal entity.

##### Performance Criteria

NM4.2.1 Explain how various people would be, or have been, involved in establishing a legal entity.

NM 4.2.2 Submit a set of completed documents necessary to establish a legal entity in the candidate's state.

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

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

## COMPETENCY REVIEW SHEETS

### Competencies Required for a National Minister's Credential

#### Competency NM5

*Minister significantly outside the local church.*

#### Elements:

NM5.1 Preach or lead worship in another church community.

##### Performance Criteria

Provide evidence of having preached or led worship on multiple occasions in other church communities (not other congregations within the same organisation).

NM5.2 Minister in settings other than a church.

##### Performance Criteria

Provide evidence of having provided ministry leadership on multiple occasions in a setting other than a church (e.g. serving on the board of a Christian organisation; providing apostolic leadership to multiple churches within Australia or overseas; serving in an administrative area within the CRC at state or national level; serving on the executive of a ministers' network engaged in local community service/evangelism; etc.).

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

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

## **COMPETENCY REVIEW SHEETS**

### *Competencies Required for a National Minister's Credential*

#### **Competencies NM6**

*Train mentors.*

#### **Elements:**

NM6.1 Develop (or utilise existing) course outline and material for training mentors.

#### **Performance Criteria**

Submit an outline and examples of course materials the candidate has developed or selected for the purpose of training mentors.

NM6.2 Run a mentoring course and evaluate its effectiveness.

#### **Performance Criteria**

Provide evidence of having conducted a course for training mentors, including details of the time, place, duration and categories of participants, and a brief written evaluation of the course.

NM6.3 Devise and implement supervision.

#### **Performance Criteria**

Discuss strategies used by the candidate for supervising mentors, and evaluate their effectiveness over a period of six months.

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

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

## COMPETENCY REVIEW SHEETS

### Competencies Required for a National Minister's Credential

#### Competency NM7

*Lead leaders.*

#### Elements:

NM7.1 Understand leadership by example.

##### Performance Criteria

Discuss the role of example in a biblical model of leadership, and outline ways in which this example has been personally implemented.

NM7.2 Rejoice in other leaders' successes.

##### Performance Criteria

Specify ways in which the candidate has celebrated the success of other leaders.

NM7.3 Encourage other leaders through interest, prayer, resourcing and support.

##### Performance Criteria

Enumerate strategies that have been employed to resource, pray for, and show interest in, leaders personally known to the candidate.

NM7.4 Support a leadership team, helping them to see the big picture.

##### Performance Criteria

NM7.4.1 Describe a leadership team into which significant input has been invested by the candidate.

NM7.4.2 Discuss ways in which the candidate has provided support to a leadership team and helped this team to focus on their vision.

NM7.5 Understand stress issues, and their importance to the care of a leader.

##### Performance Criteria

NM7.5.1 Discuss the candidate's personal experiences of stress management, and the work of at least one significant author in this field.

NM7.5.2 Outline strategies for caring for leaders for whom the candidate has personal responsibility.

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

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

## ***COMPETENCY REVIEW SHEETS***

### *Competencies Required for a National Minister's Credential*

**Competency NM8**

*Supervise and resource group/department leaders.*

**Elements:**

NM8.1 Establish systems for the supervision of leaders.

**Performance Criteria**

Submit an outline of a supervision system established by the candidate, including the type and frequency of meetings with various leaders.

NM8.2 Research resources available for various departments.

**Performance Criteria**

Discuss resources that have been utilised by the candidate in resourcing leaders.

NM8.3 Encourage leaders to analyse their resource needs and to meet them effectively.

**Performance Criteria**

Discuss methods of needs analysis and the means the candidate has used to communicate and meet these within their church (e.g. requisition forms, statements of rationale for expenditure).

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

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

## COMPETENCY REVIEW SHEETS

### Competencies Required for a National Minister's Credential

#### Competency NM9

*Develop new evangelism and ministry strategies for changing community culture.*

#### Elements:

NM9.1 Be aware of different models of church life.

#### Performance Criteria

Discuss the candidate's reading of significant texts on contemporary models of church life (by agreement with the candidate's coach).

NM9.2 Develop a clear sociological picture/view of the local community and show how this is communicated to leaders.

#### Performance Criteria

Present a brief written description of the local community, including analysis of ethnicity, educational background, economic levels and religious groupings, and then show how this is communicated to leaders.

NM9.3 Teach leaders how to maintain the mission and message of the Gospel despite needing to change methodology to engage culture.

#### Performance Criteria

Discuss what the candidate has already done in regard to working with leaders in adapting methodology to culture, listing elements that should and should not be subject to change.

NM9.4 Teach the issues of image/advertising/relevancy in the approach to the public face of the church.

#### Performance Criteria

Discuss ways in which the candidate has worked with leaders to project an attractive image for the local church, and reflect on these strategies in terms of relevancy and ethics.

NM9.5 Develop the ability to continually self-audit in order to update existing methodologies.

#### Performance Criteria

Outline the candidate's approach for reviewing and restructuring the local church's evangelism and ministry strategies.

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

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

## COMPETENCY REVIEW SHEETS

### Competencies Required for a National Minister's Credential

#### Competency NM10

*Lead effectively in a cross cultural/missions context.*

#### Elements:

NM10.1 Be familiar with CRC policy and practices on short-term mission trips.

##### Performance Criteria

Discuss CRC policies on short-term mission trips, and the outworking of these policies in practice.

NM10.2 Train and prepare people for cross-cultural ministry.

##### Performance Criteria

Provide an outline of a course the candidate has used to train people for cross-cultural ministry.

NM 10.3 Develop a program for a ministry trip.

##### Performance Criteria

Submit a program for a ministry trip that the candidate has led or proposes leading.

NM 10.4 Lead a cross-cultural ministry team, in an unfamiliar geographical context whether within Australia or overseas.

##### Performance Criteria

Present a written report of a cross-cultural ministry team the candidate has led, commenting on any challenges faced and on the overall effectiveness of the team and of their leadership.

NM10.5 Assist cross-cultural ministry team members through the "re-entry" process.

##### Performance Criteria

Describe strategies that have been employed by the candidate to debrief cross-cultural ministry team members and to help them adjust in returning to their own culture.

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

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

## COMPETENCY REVIEW SHEETS

### Competencies Required for a National Minister's Credential

**Competency NM11**

*Resolve conflict between senior leaders in the local church.*

**Elements:**

NM11.1 Articulate the relationship between the roles and responsibilities of the senior minister and the eldership/board of the local church.

**Performance Criteria**

Show clear evidence of the understanding and implementation of the CRC document, "Senior Pastors and Eldership Boards: Operational Guidelines".

NM11.2 Successfully resolve conflict between senior leaders in the local church.

**Performance Criteria**

Describe examples of success in resolving conflict between senior church leaders, e.g. pastors, elders, board members, finance team members and other senior leaders.

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

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

## COMPETENCY REVIEW SHEETS

### Competencies Required for a National Minister's Credential

#### Competency NM12

*Guide leaders and churches in developing and implementing policy directions for church services.*

#### Elements:

NM12.1 Guide other leaders and churches in developing policy documents for different types of regular service.

##### Performance Criteria

Show documentary evidence of having guided others in being able to develop and implement policies/codes for each service (e.g. operation of gifts of the Holy Spirit, dress, music style & volume, use of various media).

NM12.2 Coach others to apply church policy to ministry initiatives.

##### Performance Criteria

NM12.2.1 Describe the ways in which those the candidate has coached have adopted and implemented ministry policies.

NM12.2.2 Describe the ways in which the local church's ministry policies should be developed, adapted and adopted by a leader being sent out to plant a new church.

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

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

## COMPETENCY REVIEW SHEETS

### Competencies Required for a National Minister's Credential

#### Competency NM13

*Develop strategic planning (i.e. stewardship/land purchases/building).*

#### Elements:

NM13.1 Extrapolate the resources needed for the future implementation of the vision of the local church.

#### Performance Criteria

Present and discuss a list of the resources needed to complete a major project (e.g. those related to a land purchase or to a building program).

NM13.2 Understand the principles of giving, and how to stimulate the church to extraordinary giving.

#### Performance Criteria

NM13.2.1 Discuss the biblical principles of giving, and ways to effectively and ethically stimulate the church to extraordinary giving.

NM13.2.2 Describe an example of the candidate having provided leadership in raising significant funds for a cause or project.

NM13.3 Research the assistance available from other institutions.

#### Performance Criteria

Outline and discuss the story of another church's strategic planning in regard to a land purchase or a building program (or similar).

NM13.4 Understand the value of a master plan for land and buildings.

#### Performance Criteria

Discuss the value of a master plan for land and buildings, and show how the candidate has developed such a plan for the local church.

NM13.5 Obtain necessary information and permissions from government bodies.

#### Performance Criteria

Outline the procedure in the candidate's current locality for obtaining information and permission from various government bodies.

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

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

## COMPETENCY REVIEW SHEETS

### Competencies Required for a National Minister's Credential

#### Competency NM14

*Develop a staff team.*

##### Elements:

NM14.1 Examine model growing churches which have successfully developed staff teams, as well as those that have struggled.

##### Performance Criteria

List the churches that have been examined and the methods used to grow their staff teams. Discuss the strengths and weaknesses observed and compare with the candidate's own church context.

NM14.2 Is familiar with sources of relevant information on developing a staff team and is capable of applying this in their own context.

##### Performance Criteria

Discuss at least two relevant sources (e.g. books, manuals, articles, seminars, etc.) with which the candidate has familiarised themselves, and how these compare to their own experience of staffing a local church.

NM14.3 Enumerate the keys to growing/producing home-grown staff.

##### Performance Criteria

List several keys to producing and growing staff from within the local church.

NM14.4 Understand the benefits/deficits of importing key staff experts.

##### Performance Criteria

Discuss the benefits and problems of employing key staff experts from outside the local church.

NM14.5 Recruit, induct and supervise staff.

##### Performance Criteria

Discuss strategies for and experience of recruiting, inducting and supervising staff.

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

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

## COMPETENCY REVIEW SHEETS

### Competencies Required for a National Minister's Credential

#### Competency NM15

*Train and involve others in developing a church preaching program.*

#### Elements:

NM15.1 Train others to incorporate major topics which need to be covered cyclically in the church's preaching program.

#### Performance Criteria

Discuss ways in which the candidate has trained others to discern which topics need to be covered regularly in a church's preaching program, and an appropriate frequency for each.

NM15.2 Train others to cover Scripture in a balanced way and to utilise a variety of preaching styles.

#### Performance Criteria

NM15.2.1 Discuss ways in which the candidate has trained others in the value of systematic and balanced coverage of Scripture and ways in which this can be facilitated within a preaching program.

NM15.2.2 Discuss the effectiveness of various preaching styles (e.g. topical, textual, expository, narrative) and ways in which these can be utilised within a preaching program.

NM15.3 Identify strategic dates in the secular and church calendars which need to be considered and mobilise leaders to take advantage of these.

#### Performance Criteria

List several culturally and historically significant dates, events and seasons and discuss how the candidate has mobilised leaders to take advantage of these in the local church.

NM15.4 Be aware of models of teaching/preaching in other churches and identify how these might impact upon those the candidate is training.

#### Performance Criteria

Present the results of research into the teaching/preaching programs of at least three churches, making note of factors that could impact upon those the candidate is training.

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

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

## COMPETENCY REVIEW SHEETS

### Competencies Required for a National Minister's Credential

**Competency NM16**

*Train others to inspire, develop and care for volunteers.*

**Elements:**

NM16.1 Train others to identify major factors in the motivation of volunteers for service in the church.

**Performance Criteria**

Discuss ways in which the candidate has trained others to identify spiritual and other factors to be considered in the motivation of volunteers in the church and illustrate with personal examples.

NM16.2 Train others to evaluate methods of inspiring volunteers.

**Performance Criteria**

Present an evaluation of several methods used to inspire volunteers (from books, journals or observation of successful churches), and show how the candidate has helped others to carry out such an evaluation.

NM16.3 Develop a strategy for helping leaders to inspire, develop and care for volunteers.

**Performance Criteria**

Outline a strategy that improves the capacity of leaders to inspire, develop and care for volunteers.

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

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

## COMPETENCY REVIEW SHEETS

### Competencies Required for a National Minister's Credential

#### Competency NM17

*Manage the appropriate use of information technology in a local church.*

#### Elements:

NM17.1 Manage the ethical and leadership issues surrounding the storage and use of information.

#### Performance Criteria

Explain strategies the candidate has employed with staff and church leaders to responsibly manage the use of information technology in the local church.

NM17.2 Develop a church website with staff and leaders.

#### Performance Criteria

NM17.2.1 Discuss the leadership issues associated with a church website, particularly in regard to fostering a sense of community among members and providing a point of contact with others.

NM17.2.2 Explain the key features of the local church's website and how staff and leaders are involved in its use and in the development of key pages and/or sections.

NM17.3 Manage leaders' use of modern communication systems in communicating with individuals and groups.

#### Performance Criteria

Show how multi-messaging has been managed with leaders to ensure protocols for the responsible sharing of information with several people.

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

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

## COMPETENCY REVIEW SHEETS

### Competencies Required for a National Minister's Credential

#### Competency NM18

*Effectively manage public relations and advertising in the local church.*

#### Elements:

NM18.1 Manage processes of public relations.

##### Performance Criteria

Discuss methods used to manage public relations with leaders and outline relevant public relations processes for the church.

NM18.2 Devise a strategy for managing responses to negative criticism of the church.

##### Performance Criteria

Provide a written strategy to be followed by leaders in the event of negative criticism being levelled at the church, or a written summary and evaluation of how such criticism has been responded to.

NM18.3 Train leaders to design and place effective advertisements in various media.

##### Performance Criteria

Provide a portfolio of advertisements which leaders that the candidate has trained have placed in various media, and discuss their effectiveness (including an assessment of their cost-effectiveness).

NM18.4 Manage advertising processes.

##### Performance Criteria

Explain how staff and leaders utilise advertising and protocols that they are expected to follow regarding design, approval, costing and distribution.

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

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

## **COMPETENCY REVIEW SHEETS**

### *Competencies Required for a National Minister's Credential*

**Competency NM19**

*Teach leaders to utilise the supernatural working of the Holy Spirit in building the church.*

**Elements:**

NM19.1 Teach leaders to use spiritual gifts to help build the church.

**Performance Criteria**

Outline and discuss the procedure for developing the public use of spiritual gifts listed in 1 Corinthians 12, so as to build the church and strengthen believers.

NM19.2 Train leaders to be effectively led by the Holy Spirit.

**Performance Criteria**

Outline strategies for training leaders in proficiently being led by the Holy Spirit in their public ministry.

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

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

## COMPETENCY REVIEW SHEETS

### Competencies Required for a National Minister's Credential

#### Competency NM20

*Plant churches.*

##### Elements:

NM20.1 Have a commitment to the priority of church planting.

##### **Performance Criteria**

Show that church planting is a part of the local church mission/vision/objectives, and discuss the reasons why.

NM20.2 Be aware of various church planting models and strategies.

##### **Performance Criteria**

Discuss various church planting models and strategies that could be and/or have been utilised.

NM20.3 Identify potential church planting opportunities.

##### **Performance Criteria**

Discuss church planting opportunities the candidate has identified and outline approaches that could be taken to bring them into being.

NM20.4 Identify, train and facilitate the release of church planters.

##### **Performance Criteria**

NM20.4.1 Outline the key attributes of effective church planters.

NM20.4.2 Outline strategies for training and facilitating the release of church planters.

NM20.4.3 Discuss the candidate's experience in implementing these strategies.

NM20.5 Appreciate and support CRC training programs for church planting.

##### **Performance Criteria**

Present an informed evaluation of current CRC training programs for church planting, and demonstrate how these have been supported.

NM20.6 Resource and finance church planting as a priority.

##### **Performance Criteria**

Present the candidate's church budget and finance strategies showing provisions made for church planting.

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

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

## COMPETENCY REVIEW SHEETS

### Competencies Required for a National Minister's Credential

#### Competency NM21

*Train leaders to identify, develop and release ministry gifts.*

#### Elements:

NM21.1 Improve the capacity of leaders to identify, develop and release the gifts and talents of people in the local church.

#### Performance Criteria

Outline strategies for improving the capacity of leaders to identify, develop and release ministry gifts within the local church.

NM21.2 Mentor and train people who show signs of an Ephesians 4:11 ministry gift at work in the local church.

#### Performance Criteria

Discuss the candidate's experience of identifying people who display an Ephesians 4:11 ministry gift and show how these have been mentored and trained, including how they have been directed along the CRC credential pathway.

NM21.3 Provide opportunities for people to minister.

#### Performance Criteria

Discuss strategies for providing ministry opportunities for people identified as displaying an Ephesians 4:11 ministry gift.

NM21.4 Use performance evaluation as further training.

#### Performance Criteria

Outline strategies for evaluating ministry competence with those identified as displaying an Ephesians 4:11 ministry gift.

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

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

## COMPETENCY REVIEW SHEETS

### Competencies Required for a National Minister's Credential

**Competency NP1**

*Develop calling and gifting.*

**Elements:**

NP1.1 Evaluate progress made to this point in the candidate's ministry.

**Performance Criteria**

Describe where the candidate has come from and how their gifts have grown and developed.

NP1.2 Establish goals for further professional development.

**Performance Criteria**

Outline and justify the candidate's professional development goals in at least three significant areas.

NP1.3 Outline strategies to achieve professional development goals.

**Performance Criteria**

Discuss the progress made in fulfilling the candidate's professional development goals and outline the strategies being adopted to ensure completion.

NP1.4 Evaluate feedback from a coach and other ministers regarding the candidate's future development.

**Performance Criteria**

Report, verbally and with written support, where appropriate, on feedback received from a coach and other ministers, and how reflections on this feedback have been used as a means for personal and ministerial growth.

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

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

## COMPETENCY REVIEW SHEETS

### Competencies Required for a National Minister's Credential

#### Competency NP2

*Implement development strategies for the personal, marriage and family growth of leaders.*

#### Elements:

NP2.1 Implement development strategies for the personal, marriage and family growth of leaders.

#### Performance Criteria

Outline strategies that have been implemented to promote leaders' personal, marriage and family growth, providing examples.

NP2.2 Coordinate marriage development programs led by others.

#### Performance Criteria

NP2.2.1 Outline at least one program that has been developed or used to enhance the marriages of people in the local church.

NP2.2.2 Show how other leaders have been developed to facilitate a marriage development program and to provide necessary follow up for married couples.

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

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

## COMPETENCY REVIEW SHEETS

### Competencies Required for a National Minister's Credential

#### Competency NP3

*Maintain an atmosphere of personal growth and development.*

#### Elements:

- NP3.1 Develop long-term goals in education and personal growth for leaders in the local church.

#### Performance Criteria

Outline approaches taken with local church leaders to generate long-term educational and personal growth goals, and discuss ways in which progress is being made.

- NP3.2 Influence the habits of reading, viewing, and listening to material related to ministry and theology which are adopted by leaders in the local church.

#### Performance Criteria

Discuss ways in which reading, viewing and listening to material related to ministry and theology by leaders has been influenced by the candidate.

- NP3.3 Ensure that leaders maintain a network of growth-inducing relationships.

#### Performance Criteria

Describe the candidate's positive influence on leaders in regard to the development of a network of growth-inducing relationships.

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

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

## COMPETENCY REVIEW SHEETS

### Competencies Required for a National Minister's Credential

#### Competency NP4

*Practise and promote sacrificial servanthood.*

#### Elements:

- NP4.1 Demonstrate how an understanding of sacrificial servanthood and its role in ministry has been developed in leaders.

#### Performance Criteria

Discuss ways in which the servanthood implications of relevant scriptures, such as 1 John 3:16 and Mark 10:35-45, have been expressed practically in ministry and then developed in others.

- NP4.2 Practically demonstrate sacrificial servanthood in ministry related situations among leaders.

#### Performance Criteria

Submit critical incident reports of at least two occasions on which personal sacrifices have been required of leaders in order to serve others in ministry, and include relevant self-reflection on the candidate's role in modelling and encouraging this.

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

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

## COMPETENCY REVIEW SHEETS

### Competencies Required for a National Minister's Credential

#### Competency NT1

*Demonstrate advanced knowledge of Christian Doctrine, Church History and Scripture.*

#### Elements:

NT1.1 Demonstrate advanced knowledge of Christian Doctrine.

#### Performance Criteria

Submit written evidence of a satisfactory pass in relevant theological or doctrinal subjects at Advanced Diploma or Degree level.

OR

Provide a detailed 2-3 page outline for each of three areas in the candidate's personal ministry in which correction has been brought to errors of doctrine or practice, showing relevant Scriptures and other principles utilised. Also provide a 2-3 page summary of biblical teaching on each of the following four doctrinal areas: The Trinity; the Divine and Human Natures in Christ; the Person and Work of the Holy Spirit; and the Doctrine of Salvation.

NT1.2 Demonstrate advanced knowledge of Church History.

#### Performance Criteria

NT1.2.1 Submit written evidence of a pass in a relevant Church History subject at Advanced Diploma or Degree level.

OR

Demonstrate the application of a significant lesson from Church History to current ministry practice, showing historical examples and relevant Scripture passages.

NT1.2.2 Discuss, in depth, the early church councils including Nicaea and Chalcedon, major events and issues surrounding the Reformation, and the beginnings of the Pentecostal Movement.

NT1.3 Demonstrate advanced knowledge of Scripture.

#### Performance Criteria

NT1.3.1 Submit written evidence of a pass in relevant exegetical subjects or biblical languages at Advanced Diploma or Degree level.

OR

Submit, to the candidate's coach's satisfaction, two exegetical papers of 4-5 pages each, one dealing with a significant Old Testament passage and the other with a New Testament passage.

NT1.3.2 Discuss, in depth, the nature of the inspiration of Scripture, and the role of Scripture in Christian life and ministry.

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

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