

COMPETENCY REVIEW SHEETS

Competencies Required for a State Minister's Credential

Competency: MC1

Understand CRC ideology, documents, history and organisation

Elements:

MC1.1 Recall important facts of CRC history.

Performance Criteria:

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

MC1.2 Espouse CRC ideology.

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:

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 Ministerial Code of Ethics

Performance Criteria:

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

The Candidate has demonstrated competency in this area.

Signed _____

Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a State Minister's Credential

Competency: MC2

Demonstrate understanding of church governance

Elements:

MC2.1 Discuss the authority and governance roles of Elders, Deacons and Pastors.

Performance Criteria:

MC2.1.1 Discuss from biblical, historical and contemporary perspectives, the three main church governance models: Episcopal, Presbyterian and Congregational.

MC 2.1.2 Outline the biblical teaching on the governance roles of elders, deacons and pastors and discuss the way the local church has applied these principles.

MC2.2 Explain the function of various officers in governance roles in the local church (e.g. board members, department leaders).

Performance Criteria:

MC 2.2.1 Explain the function of board members, department leaders, treasurers and other officers in the local church and compare with another CRC Church of a substantially different size.

MC 2.2.2 Discuss the methods utilised in training and developing people for local church office, including a summary of the training options available through the CRC.

MC 2.2.3 Propose a training plan for the local church to develop new and existing officers and leaders, showing how training opportunities would be utilised within and outside the CRC.

MC2.3 Demonstrate an ability to chair governance and other leadership meetings in the local church.

Performance Criteria:

MC 2.3.1 Present documentary evidence of the candidate's involvement in church governance meetings.

MC 2.3.2 Respond to a series of case scenarios, showing how the candidate, as chair of the meeting, would resolve particular issues.

COMPETENCY REVIEW SHEETS

Competencies Required for a State Minister's Credential

MC2.4 Demonstrate sound knowledge of legal requirements of church governance, and the importance of compliance.

Performance Criteria:

MC2.4.1 Outline the incorporation requirements and the associated responsibilities of governance for churches within the candidate's state.

MC2.4.2 Present a review of the candidate's local church's insurance cover and risk management strategy.

The Candidate has demonstrated competency in this area.

Signed _____

Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a State Minister's Credential

Competency: MC3

<i>Connect as a Minister within the CRC</i>

Elements:

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

Performance Criteria:

Discuss the benefits that are currently derived 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 conferences.

The Candidate has demonstrated competency in this area.

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COMPETENCY REVIEW SHEETS

Competencies Required for a State Minister's Credential

Competency: MC4

Actively promote children's and youth ministries in the local church

Elements:

MC4.1 Demonstrate an awareness of the diversity of approaches to children's and youth ministries.

Performance Criteria

Discuss different approaches that have been researched, noting their various strengths and weaknesses.

MC4.2 Identify and clarify leadership development models and training for youth and children's ministry.

Performance Criteria

Present the local church's current practice in developing youth and children's leaders, and discuss reasons for choosing that model.

MC4.3 Prioritise these areas of ministry in church planning and managing church resources.

Performance Criteria

MC4.3.1 Submit church calendar, showing where children's and youth events fit in the church's program.

MC4.3.2 Submit church budgets showing how resources are allocated to youth and children's ministry.

The Candidate has demonstrated competency in this area.

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COMPETENCY REVIEW SHEETS

Competencies Required for a State Minister's Credential

Competency: MC5

<i>Become a CRC Competency Coach</i>

Elements

MC5.1 Demonstrate readiness to be a CRC Competency Coach

Performance Criteria

5.1.1 Demonstrate familiarity with, and effective use of, the CRC coaching manual.

5.1.2 Effectively keep relevant records as outlined in the coaching manual

MC5.2 Demonstrate successful CRC Competency Coaching

Performance Criteria

5.2.1 Produce evidence of having coached a person through appropriate CRC Trainee competencies under the supervision of the coach

The Candidate has demonstrated competency in this area.

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Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a State 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 _____

COMPETENCY REVIEW SHEETS

Competencies Required for a State Minister's Credential

Competency: MM1

Teach and lead the church in stewardship

Elements:

MM1.1 Teach biblical principles of giving.

Performance Criteria:

Present a Bible study outline the candidate has prepared and used on the subject of giving.

MM1.2 Conduct a significant fundraising campaign.

Performance Criteria:

Present a review of a significant fundraising campaign and discuss the lessons learned.

MM1.3 Model effective stewardship of time and talents, and teach others to serve God in this way.

Performance Criteria:

MM 1.3.1 Discuss the candidate's commitment of time to church activities, and their ability to motivate volunteers.

MM1.3.2 Discuss the candidate's time given to recreation and other personal and family pursuits.

The Candidate has demonstrated competency in this area.

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COMPETENCY REVIEW SHEETS

Competencies Required for a State Minister's Credential

Competency: MM2

Preach expository sermons

Elements:

MM2.1 Exegete Bible passages.

Performance Criteria:

Present exegetical outlines of three Bible passages assigned by the coach.

MM2.2 Prepare expository sermons.

Performance Criteria:

Submit the transcripts of two expository sermons the candidate has prepared.

MM2.3 Prepare an expository series.

Performance Criteria:

Submit outlines of four expository sermons from a series the candidate has prepared.

MM2.4 Preach an expository sermon.

Performance Criteria:

Provide a video of an expository sermon the candidate has preached, and discuss this with their coach.

MM2.5 Evaluate preaching effectiveness in relationship to faithfulness to Scripture.

Performance Criteria:

MM2.5.1 Present a self-evaluation of the candidate's preaching, in relation to faithfulness to Scripture.

MM2.5.2 Discuss with the coach the candidate's appreciation of the value of, and effectiveness in, expository preaching.

The Candidate has demonstrated competency in this area.

Signed _____

Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a State Minister's Credential

Competency: MM3

Developing Spiritual disciplines

Elements:

MM3.1 Teach and lead a church to pray effectively.

Performance Criteria:

Present a summary of the prayer activities of the candidate's church over a one-year period, and discuss strategies for increased involvement and effectiveness

MM3.2 Encourage others to develop a deeper relationship with God through reflective reading of Scripture and other devotional literature.

Performance Criteria:

Discuss the ways in which the candidate has helped others to develop a deeper relationship with God through reflective reading of Scripture and other devotional literature.

MM3.3 Model and promote a growing spiritual lifestyle as taught by Jesus and outworked by the New Testament church.

Performance Criteria:

Present and discuss with the coach a journal covering a 3 month period showing the candidate's progress in modelling and promoting Christ-likeness in such areas as solitude, fasting, care for the poor/need, commitment to justice and sacrificial giving.

The Candidate has demonstrated competency in this area.

Signed _____

Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a State Minister's Credential

Competency: MM4

Teach Christian discipleship to new believers

Elements:

MM4.1 Teach new Christians the first steps of the Christian faith.

Performance Criteria:

Present and discuss a new-believers' course the candidate has designed or selected.

MM4.2 Train new believers in personal prayer.

Performance Criteria:

Discuss methods the candidate has used to help new believers develop their prayer life.

MM4.3 Assist new believers to develop Bible reading/study habits.

Performance Criteria:

Provide an outline of a program or tools the candidate has used to help new believers become regular Bible readers and students.

MM4.4 Encourage new believers to develop healthy relationships for fellowship and service.

Performance Criteria:

Discuss methods the candidate has used to help new believers to make Christian friends, find appropriate mentors and link into a small group for fellowship, and engage in an area of service.

MM4.5 Train new believers to evangelise.

Performance Criteria:

Report on the candidate's experience of leading a group of new believers in an evangelistic outreach.

The Candidate has demonstrated competency in this area.

Signed _____

Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a State Minister's Credential

Competency: MM5

Mentor / Equip others

Elements:

MM5.1 Help people to identify their ministry/service gifts.

Performance Criteria:

Outline methods the candidate has used to help people identify their ministry/service gifts, and discuss further strategies that could be employed.

MM5.2 Mobilise people to minister/serve in and through the local church.

Performance Criteria:

Discuss the volunteer recruitment and training strategies in the candidate's church, and compare these with methods used successfully in another church.

MM5.3 Establish and maintain mentoring relationships.

Performance Criteria:

Report on one or more people being mentored by the candidate and discuss their progress.

The Candidate has demonstrated competency in this area.

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COMPETENCY REVIEW SHEETS

Competencies Required for a State Minister's Credential

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Competency: MM6

Build and lead a team

Elements:

MM6.1 Select and recruit suitable team members.

Performance Criteria:

Use appropriate tools such as Myers-Briggs, Strength Finders, Network, SHAPE, DISC, or similar analyses in the selection and recruitment of suitable team members.

MM6.2 Impart vision to team members.

Performance Criteria:

Explain how the candidate has recently imparted vision to a team, and demonstrate how that vision relates to the overall direction of the church.

MM6.3 Equip and release team members to minister/serve.

Performance Criteria:

Demonstrate effective equipping and releasing of team members through the principles of delegation and accountability.

MM6.4 Maintain team morale.

Performance Criteria:

Show evidence of fostering team morale, and identify strategies by which it is maintained.

The Candidate has demonstrated competency in this area.

Signed _____

Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a State Minister's Credential

Competency: MM7

Lead, and train others to effectively participate in, a public ministry response.

Elements:

MM7.1 Impart the principles of an effective public ministry response.

Performance Criteria:

MM7.1.1 Discuss the reasons for, and methods used in, encouraging people to publicly respond to ministry.

MM7.1.2 Describe the strategies the candidate has used to impart these principles to their team.

MM7.2 Issue clear appeals and inspire faith ethically.

Performance Criteria:

Provide video or audio recordings of actual public ministry appeals the candidate has conducted, and discuss these with their coach.

MM7.3 Maintain the safety and dignity of participants.

Performance Criteria:

Explain the application of Duty of Care and CRC Insurance requirements in public ministry responses.

The Candidate has demonstrated competency in this area.

Signed _____

Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a State Minister's Credential

Competency: MM8

Understand and implement policy to operate a legal entity complying with government requirements.

Elements:

- MM8.1 Understand and comply with appropriate State and Federal law eg. Associations Incorporation/Companies Act, etc.

Performance Criteria:

Answer oral question about the law as it applies to the local church and, in particular, the candidate's local church's constitution.

- MM8.2 Understand and implement fiscal policy and responsibilities.

Performance Criteria:

Discuss the fiscal policies and responsibilities which are applicable to the local church, and answer the coach's questions about their implementation.

- MM8.3 Understand and implement employment and human resources policy.

Performance Criteria:

Submit a written employment and human resources policy for the local church.

- MM8.4 Understand and implement Occupational Health & Safety procedures.

Performance Criteria:

Discuss OHS and public safety requirements in the local church, with emphasis on their implementation for Sunday services.

- MM8.5 Understand and implement Duty of Care.

Performance Criteria:

Discuss Duty of Care, and answer the coach's questions about its implementation in the local church.

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Competencies Required for a State Minister's Credential

MM 8.6 Understand and implement information management requirements.

Performance criteria:

MM 8.6.1 Discuss information management policy and requirements in the local church and how these are developed with leaders.

MM 8.6.2 Show how the local church manages the ethics and systems associated with the use of website(s), blogs, multi-messaging, social networking and other modern information and communication technologies.

The Candidate has demonstrated competency in this area.

Signed _____

Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a State Minister's Credential

Competency: MM9

Implement a directional/values statement

Elements:

MM9.1 Interpret cultural changes as they impact the local church and its directional/values statements.

Performance Criteria:

Outline recent and/or possible future cultural changes in the local church's community, and discuss the church's response and, in particular, how this relates to the directional/values statements.

MM9.2 Explain the importance and key elements of directional/values statements.

Performance Criteria:

Discuss the importance and key elements of the directional/value statements of the local church and of the CRC.

MM9.3 Communicate the directions and values in the local church setting.

Performance Criteria:

Outline a strategy for communicating local church and CRC directions/values.

MM9.4 Devise strategies for implementation and review.

Performance Criteria:

Present the candidate's written strategies and review processes for implementation of directions/values in the local church.

The Candidate has demonstrated competency in this area.

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Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a State Minister's Credential

Competency: MM10

Establish and implement an evangelism strategy for the local church

Elements:

MM10.1 Research evangelistic models and resources.

Performance Criteria:

Present a folio of evangelistic models and resources the candidate has discovered.

MM10.2 Identify particular target groups within a community, and develop a strategy to reach them.

Performance Criteria:

Utilise demographic data to develop a locally relevant evangelism strategy.

MM10.3 Plan and implement an evangelistic event, advertising to the local community.

Performance Criteria

Give a report on an evangelistic event that has been planned and implemented, including all advertising material used.

MM10.4 Equip and motivate the church to personal evangelism.

Performance Criteria:

Submit an outline of a personal evangelism training and motivational strategy the candidate has implemented in the local church.

The Candidate has demonstrated competency in this area.

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COMPETENCY REVIEW SHEETS

Competencies Required for a State Minister's Credential

Competency: MM11

Effectively plan and implement public services

Elements:

- MM11.1 Prayerfully identify critical topics and issues prompted by the Spirit that need to be developed cyclically, and assign a frequency to each (e.g. yearly, quarterly).

Performance Criteria:

Develop a year's preaching menu from the Scriptures for the main Sunday service of the candidate's church.

- MM11.2 Identify specific topics and appropriate guest speakers to address current needs within the church.

Performance Criteria:

Develop a survey sheet to assess the congregation's current needs and develop a program in the light of this.

- MM11.3 Access resource material available to help plan preaching menus.

Performance Criteria:

Highlight the positives and negatives of a variety of resources and approaches that can enhance the development of the candidate's preaching menu.

- MM11.4 Have an effective philosophy of ministry for each of the local church's services.

Performance Criteria:

Produce a document that describes clearly to the leadership of the local church, the specific aims, objectives and strategies for each service.

- MM11.5 Incorporate creative ideas/elements to complement preaching themes.

Performance Criteria:

Present three orders of services (running sheets), showing songs, dramatic/visual and other elements matched to the sermon topic.

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Competencies Required for a State Minister's Credential

MM11.6 Establish training and monitoring systems to ensure compliance with policy regarding public services.

Performance Criteria

MM11.6.1 Describe the ways in which policies are communicated to people ministering/serving in each public service.

MM11.6.2 Outline the ways in which public services are monitored and compliance with public services' policy is assessed.

The Candidate has demonstrated competency in this area.

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COMPETENCY REVIEW SHEETS

Competencies Required for a State Minister's Credential

Competency: MM12

Minister effectively in a Global Missions context

Elements:

MM12.1 Demonstrate awareness of culture and different world views in global mission contexts.

Performance Criteria:

Discuss the basis and significance of culture and different world views in global mission contexts.

MM12.2 Understand the tenets of the major non-Christian world religions (Judaism, Islam, Buddhism, Hinduism).

Performance Criteria:

Outline the tenets of the major non-Christian world religions.

MM12.3 Display sensitivity in presenting the gospel cross-culturally.

Performance Criteria:

Present outlines of gospel sermons the candidate has prepared for people from both a polytheistic and a non-Christian monotheistic background.

MM12.4 Participate in a cross-cultural ministry team, whether in Australia or overseas.

Performance criteria:

Present a written report of a personal cross-cultural ministry team the candidate has participated in, commenting on any challenges faced and on the overall effectiveness of the team.

The Candidate has demonstrated competency in this area.

Signed _____

Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a State Minister's Credential

Competency: MM13

Train small-group leaders and supervise a small group network

Elements:

MM13.1 Select and recruit small-group leaders.

Performance Criteria:

Present a list of important qualities to look for in a small-group leader, and questions used in interviewing potential leaders.

MM13.2 Select or produce a suitable training program.

Performance Criteria:

Present, at least in outline, the training program.

MM13.3 Implement and monitor the training program.

Performance Criteria:

Implement the training program, present an evaluation, including a summary of participant feedback.

MM13.4 Supervise performance review and in-service training of small-group leaders.

Performance Criteria:

Outline performance criteria for small-group leaders, methods used to identify their strengths and weaknesses, and further in-service training needed.

The Candidate has demonstrated competency in this area.

Signed _____

Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a State Minister's Credential

Competency: MM14

Demonstrate knowledge of special services/celebrants requirements

Elements:

MM14.1 Demonstrate familiarity with the required documents and legal requirements.

Performance Criteria:

Outline the requirements in the candidate's state for marriage and funeral celebrants.

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

Performance Criteria:

Submit orders of service for a wedding and a funeral, and explain how these could be varied for non Christian participants.

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.

MM14.3.2 Discuss strategies for counselling surrounding special services.

The Candidate has demonstrated competency in this area.

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Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a State Minister's Credential

Competency: MM15

Care and Counsel effectively

Elements:

MM15.1 Develop a rationale for pastoral care in the church which includes the pastoral needs of different ages and sub-groups.

Performance Criteria:

Identify the pastoral care needs evident within the local church.

MM15.2 Design a system to facilitate pastoral care in the local church.

Performance Criteria:

Submit a design for a pastoral care system showing elements such as: identifying and developing pastoral carers; matching needs with carers; and feedback and follow-up procedures.

MM15.3 Demonstrate awareness of various Christian counselling models including referral to professional counsellors.

Performance Criteria:

15.3.1 Provide evidence of successful completion of a CRC-endorsed counselling training course.

15.3.2 Submit a referral list of community counselling services in the candidate's local area and discuss when counselees should be referred to these agencies.

MM 15.4 Understand duty of care issues as they relate to care and counselling in the local church

Performance Criteria:

Explain the counsellor's duty of care to pastoral carers and counselees, from moral, spiritual and legal perspectives ensuring compliance to our CRC minister's duty of care.

MM15.5 Demonstrate familiarity with at least one pre-marriage counselling course/system

Performance Criteria:

Discuss the process of pre-marriage counselling giving reasons for the methods, strategies and tools adopted.

The Candidate has demonstrated competency in this area.

Signed _____

Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a State Minister's Credential

Competency: MM16

Understand leadership development processes

Elements:

MM16.1 Evaluate current leadership models and practices.

Performance Criteria:

Present brief evaluations of leadership models presented in at least three endorsed leadership texts.

MM16.2 Analyse leadership strategies currently operating in the candidate's local church.

Performance Criteria:

Discuss current leadership strategies in the candidate's church, and possibilities for improvement.

MM16.3 Evaluate personal experience in developing as a leader.

Performance Criteria:

Outline the positive and negative experiences in the candidate's development as a leader, and discuss how this would influence his or her development of other leaders.

The Candidate has demonstrated competency in this area.

Signed _____

Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a State Minister's Credential

Competency: MM17

Resolve conflicts between members

Elements:

MM17.1 Explain/teach the biblical basis for reconciliation.

Performance Criteria:

Outline an understanding of the key biblical passages and how they can be applied toward reconciliation in everyday conflict situations.

MM17.2 Help couples resolve areas of conflict.

Performance Criteria

Present two actual or hypothetical case studies describing examples of conflict between couples and how to resolve it.

MM17.3 Coach other leaders on the win-win principle as a pre-emptive measure for handling conflict.

Performance Criteria

Outline the strategies employed to teach, coach and illustrate the win-win principle to leaders, and discuss the effectiveness of these strategies as pre-emptive measures in handling conflict.

MM17.4 Establish a process for dis-fellowshipping/ex-communicating non-reconciling members.

Performance Criteria:

Detail an understanding of the steps required to bring about the dis-fellowshipping/ex-communicating of members in a biblical and ethical manner.

MM17.5 Use mediation effectively.

Performance Criteria:

Respond to a number of case studies of conflict, showing how mediation processes and techniques are applied.

COMPETENCY REVIEW SHEETS

Competencies Required for a State Minister's Credential

MM17.6 Set up a competent mediation team from among the members, excluding the Pastor/Elders.

Performance Criteria:

Outline the key qualities and attributes required in a mediation team and how they would express their accountability and work through due process.

The Candidate has demonstrated competency in this area.

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Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a State Minister's Credential

Competency: MM18

Establish group/department program/budget/structures

Elements:

MM18.1 Explain the church's annual financial reports and management practices.

Performance Criteria:

Explain the key components of their church's financial report.

MM18.2 Explain the principles of good financial management for a local church.

Performance Criteria:

Outline the minimum requirements for proper financial accountability for their church's finance.

MM18.3 Establish and review the financial arrangements (Income and Expenses) for a major church event.

Performance Criteria:

Draw up a budget for a church camp or similar event and compare it to the actual income and expenditure incurred.

MM18.4 Apply the above principles to a church department.

Performance Criteria:

Draw up an annual budget for a major church department and compare it to the actual income and expenditure incurred over a financial year.

The Candidate has demonstrated competency in this area.

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Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a State Minister's Credential

Competency: MM19

Leading in the power of the Spirit

Elements:

MM 19.1 Develop victorious Christian living in the ministry of local church leaders

Performance Criteria:

MM19.1.1 Develop in leaders the practices of faith and authority and the application of Scripture to achieve victorious Christian living, healing and deliverance from demonic oppression.

MM19.1.2 Submit critical incident reports demonstrating effective ministry in the areas of both physical healing and deliverance from demonic oppression.

MM19.2 Develop skills in others regarding the operation of Spiritual gifts.

Performance Criteria:

MM19.2.1

Assess at least two multi-staff churches' use of both Ephesians 4 ministry gifts and 1 Corinthians 12 Spiritual gifts in terms of principles of operation and overall ministry effectiveness.

MM19.2.2 Outline the skills required to develop both spiritual and ministry gifts in local church leaders.

MM19.3 Discern the Spirit's direction in the local church.

Performance Criteria:

MM19.3.1 Outline several supernatural leadings during the last two years of the life of the candidate's local church.

MM19.3.2 Outline the way in which the candidate has developed the gift of prophecy in the ministries of local church leaders and across the life of the church.

COMPETENCY REVIEW SHEETS

Competencies Required for a State Minister's Credential

MM19.4 Understand the significance of leadership styles.

Performance Criteria:

MM19.4.1 Demonstrate an understanding of the relationship between servant leadership and the exercise of spiritual gifts.

MM19.4.2 Outline the way in which the candidate has developed a use of different leadership styles and explain how these relate to being led by the Holy Spirit.

The Candidate has demonstrated competency in this area.

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COMPETENCY REVIEW SHEETS

Competencies Required for a State Minister's Credential

Competency: MP1

Develop knowledge of calling/gifting

Elements:

MP1.1 Research significant biblical and historical examples of ministry calling, including an identification of the relevant person's ministry gift(s).

Performance Criteria:

Describe the calling and gifting of one biblical character, one leader from the Reformation period, and one significant contemporary minister

MP1.2 Apply principles observed in others to the candidate's own development.

Performance Criteria:

Discuss the call to ministry and gift expression the candidate sees in at least one pastor who has impacted them, showing how this has influenced their own development .

MP1.3 Identify barriers to the fulfilment of calling and gifting.

Performance Criteria:

From the candidate's observations above, list barriers these people faced in the fulfilment of their ministry call and gifting, and discuss how these and other barriers could be overcome in the candidate's own life

The Candidate has demonstrated competency in this area.

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Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a State Minister's Credential

Competency: MP2

Establish effective personal/marriage/family development for team members

Elements:

MP2.1 Outline a suitable plan for personal development of team members with accompanying goals for a 3 year period.

Performance Criteria:

Submit an outline of goals and a suitable plan for personal development of the candidate's team over a 3 year period

MP2.2 Show that the candidate has imparted an adequate understanding to team members of the value of mutual involvement of husband and wife in determining goals for their marriage

Performance Criteria:

Discuss the ways the candidate has imparted to their team the value of mutual involvement of husband and wife in determining goals for their marriage

MP2.3 Outline goals and strategies for family development of the candidate's team which take into account the needs of primary school aged and secondary school aged children.

Performance Criteria:

Submit an outline of goals and strategies for family development of the candidate's team, with primary age and secondary age children

The Candidate has demonstrated competency in this area.

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Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a State Minister's Credential

Competency: MP3

Maintain personal ministry/life balance of team members

Elements:

MP3.1 Develop the personal awareness of the ministry/life balance of team members.

Performance Criteria:

Take a team through a personal SWOT analysis

MP3.2 Help team members define key roles / relationships.

Performance Criteria:

Discuss ways in which the candidate has worked with team members on analysing their roles and relationships at home, church, and work, and identifying who has influenced their life in these.

MP3.3 Establish personal development goals of team members.

Performance Criteria:

Discuss ways in which the candidate has worked with team members to achieve personal goals in areas of family, ministry and education.

MP3.4 Help team members to strategise the use of time in a way that reflects their goals

Performance Criteria:

Submit tools used to help team members to strategise the use of time in a way that reflects their goals

MP3.5 Help team members to establish accountability for personal ministry/life balance.

Performance Criteria:

Discuss strategies used to build accountability structures in key areas of team member's lives

The Candidate has demonstrated competency in this area.

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Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a State Minister's Credential

Competency: MP4

Help team members establish relationships with appropriate mentors

Elements:

MP4.1 Research the variety and functions of mentors

Performance Criteria:

Submit a report on the research process and findings

MP4.2 Help team members determine personal need (or mentoring outcomes) of a mentor, and appropriate persons to mentor them

Performance Criteria:

Outline strategies used to help team members to determine their personal mentoring needs (outcomes), and the steps they have taken or will take to select appropriate mentors

MP4.3 Review with team members the outcomes of established mentoring relationships

Performance Criteria:

Present a report on a meeting with team members regarding the fulfilment (or otherwise) of their mentoring relationships

The Candidate has demonstrated competency in this area.

Signed _____ Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a State Minister's Credential

Competency: MP5

Teach team members to lead with a servant's heart

Elements:

MP5.1 Explain key concepts of servant leadership to team members

Performance Criteria:

Report on how the candidate has discussed and analysed, with team members, the key Scriptures where Jesus taught and modelled servant leadership

MP5.2 Share with team members some examples of how servant leadership may not happen

Performance Criteria:

Comment on a time the candidate has discussed with team members a critical failure of servant leadership from personal experience or church history

MP5.3 Evaluate the candidate's and the team's application of servant leadership

Performance Criteria:

Present a brief self-evaluation of the candidate's and the team's servant leadership experience

The Candidate has demonstrated competency in this area.

Signed _____

Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a State Minister's Credential

Competency: MT1

Write a group study on a key biblical and/or theological issue

Elements:

MT1.1 Research the topic/exegete the passage

Performance Criteria:

Submit research notes, along with a list of resources

MT1.2 Compose effective questions for the group

Performance Criteria:

From the above research list questions used and why, and discuss the principles of effective questioning

The Candidate has demonstrated competency in this area.

Signed _____

Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a State Minister's Credential

Competency: MT2

Exhibit a thorough working knowledge of the Scriptures

Elements:

MT2.1 Articulate Christian doctrine.

Performance Criteria:

Outline amajor doctrines such as law and grace as Paul presents in Galatians.

MT2.2 Articulate biblical teaching on present day pastoral ministry concerns.

Performance Criteria:

MT2.2.1

Briefly outline key exegetically sound scriptural teaching related to various ministry concerns, including: pastoral issues (i.e. smoking; drinking; gambling; pornography; suffering; death) moral issues (i.e. pre-marital sex; homosexuality; contraception) and ethical issues (i.e. in vitro fertilisation; euthanasia; embryonic stem cell research; evolution; illicit drugs; war)

MT2.3 Show familiarity with the genres (literary styles) of Bible books

Performance Criteria:

MT 2.3.1

Demonstrate overall familiarity with the genres (literary styles) of the books of the Bible describing the various interpretations of the genres.

MT 2.3.2

Examine one of the following: differences between Genesis 1-11 and 12-50; genre differences within Daniel; or genre differences between Matthew's Sermon on the Mount (Matt. 5-7) and the Olivet discourse (Matt. 24).

The Candidate has demonstrated competency in this area.

Signed _____

Date _____

COMPETENCY REVIEW SHEETS

Competencies Required for a State Minister's Credential

Competency: MT3

<i>Understand Church History</i>

Elements:

MT3.1 Demonstrate knowledge of the major periods of church history.

Performance Criteria:

Articulate the major periods of church history, giving reasons for the divisions selected.

MT3.2 Discuss major movements, events and personalities of Church History.

Performance Criteria:

MT 3.2.1 Discuss the significance of Monasticism, the Reformation and the Azusa Street revival.

MT 3.2.2 Outline the significance of one of the ante-Nicene fathers and one leader of the Reformation.

MT3.3 Discuss the historical development of major Christian doctrines.

Performance Criteria:

Discuss the fourth century Christological debates which led to the formulation of the Nicene Creed.

The Candidate has demonstrated competency in this area.

Signed _____

Date _____