

# Competencies for Healthy Christian Ministry

LEADERSHIP	
Administrative practices	Knowledge of basic administrative processes involved in ministry leadership
Budgeting for ministry	Knowledge of processes for budget planning, approval, and monitoring
Business meeting moderation	Knowledge of business meeting agendas and parliamentary procedure
Communication skills (oral and written)	Ability to communicate clearly and effectively, both orally and in writing
Developing leaders/Mentoring	Ability to identify persons gifted for various leadership roles and to help them cultivate their gifts
Interpreting the ministry context	Understanding of contextual factors that affect the shape of ministry in a given setting
Leading change	Understanding of the principles and dynamics involved in proposing and effecting change in an organizational setting
Leading a Christian education ministry	Knowledge of basic principles and methods for Christian education; ability to organize a ministry that promotes spiritual growth among all God's people
Leading the church in missions	Understanding of the church's role in Christian missions; knowledge of resources for missions education and opportunities for missions support and involvement; ability to organize a ministry that promotes missions
Leading stewardship emphases	Understanding of the role of stewardship in the Christian life; ability to organize and lead a stewardship emphasis
Managing conflict	Understanding of the principles and dynamics involved in conflict; knowledge of resources and methods for helping to resolve conflict; disposition to serve as a peacemaker and mediator in conflict situations
Organizational skills	Ability to organize and prioritize multiple tasks and responsibilities for the effective functioning of the ministry
Planning and goal-setting	Ability to set appropriate goals and make detailed plans for achieving those goals, allotting sufficient time for the work

Recruiting, training, and motivating volunteers	Ability to recruit, train, and motivate volunteers for the effective functioning of the ministry
Relating to the community as a spiritual leader	Understanding of ministry identity and role as a spiritual leader in the community
Supervision of personnel	Knowledge of personnel policies and processes involved in hiring/staffing positions; ability to provide healthy and effective supervision to persons serving in the ministry organization
Understanding of denominational polity and resources	Understanding of denominational polity, structure, resources, and processes, and how these relate to the functioning of the ministry organization
Understanding of financial reports and procedures	Knowledge of basic financial principles and procedures required for the sound fiscal operation of a ministry organization; ability to read a financial report
Vision-casting	Ability to articulate and promote a vision consistent with the mission of the ministry organization
Working with committees and other leadership groups	Knowledge of the leadership structure of the ministry organization and how the various components function together; understanding of the minister's role in relation to these groups

PASTORAL CARE	
Care for the poor	Demonstrate an active concern for meeting the needs of the poor as an expression of Christian witness
Counseling	Understanding of the basic principles of Christian counseling; ability to provide sound biblical counsel to those seeking it
Crisis care	Ability to provide appropriate pastoral care to those experiencing various crises (illness, tragedy, divorce, family problems, loss of employment, etc.)
Encouragement	Demonstrate a hopeful perspective and offer encouragement through tangible acts of ministry
Equipping others for caregiving	Ability to recruit, train, and motivate others to serve as caregivers in the ministry organization and beyond

Hospital visitation	Ability to function appropriately as a pastoral presence to those who are hospitalized, to their families, and to medical staff
Marriage ministry	Knowledge of biblical teachings on marriage and the family, of issues to address in preparing for marriage, of church wedding policies, and of resources for pre-marital counseling, marriage counseling, and marriage enrichment; ability to provide pre-marital counseling, to officiate a wedding ceremony, and to provide counsel to married couples seeking help
Ministry to the bereaved	Understanding of the stages of grief and of the needs of the dying and bereaved; knowledge of funeral practices and policies and of grief support resources available to those who suffer the loss of a loved one; ability to provide pastoral care to the dying and bereaved and to conduct a funeral service
Pastoral visitation/Soul care	Understanding of the role of the minister as a spiritual guide or director; demonstrate capacity to relate to other believers as a spiritual friend

PERSONAL & SPIRITUAL ISSUES	
Appearance	Demonstrate appropriate care for self and respect for others in one's outward appearance
Attitude	Demonstrate humility, high regard for others, slow to speak, not temperamental or rude, peaceable, passionate, and eager to serve
Biblical authority	Demonstrate high view of biblical authority and willingness to submit to that authority in one's life and ministry
Calling and giftedness	Demonstrate increasing clarity about the nature and implications of God's call to vocational Christian ministry and one's particular giftedness for ministry leadership
Dealing with stress	Ability to work under stress and to find appropriate means for managing or relieving stress

Demonstrates love for God and for others	Demonstrate a deep hunger for God and a passion for his glory, as well as an active love and concern for others
Discipline	Demonstrate capacity to exercise discipline in one's personal life and habits, as well as in one's professional life
Growth in faith	Demonstrate willingness and capacity for trusting God in all matters of concern, and push regularly on the boundaries of that trust
High ethical standards	Demonstrate high ethical standards in one's life and work, deriving from an acute sense of God's holiness and grace
Initiative and work ethic	Demonstrate willingness to take initiative with ministry tasks and responsibilities without requiring constant supervision; proper balance of work and leisure
Integration of theory and ministry practice	Ability to relate the wisdom of biblical and theological studies to the practice of ministry
Money management	Demonstrate prudence and maturity in the management of personal finances – faithful stewardship, responsible in use of credit, prompt to settle debts, etc.
Practicing spiritual disciplines	Demonstrate faithful practice of spiritual disciplines, including but not limited to prayer, scripture reading, meditation, silence and solitude, and fasting
Responsible and trustworthy	Demonstrate integrity in speech and actions; dependable when charged with tasks and responsibilities
Self-awareness	Demonstrate an increasing understanding of one's emotions and behaviors, where they derive from, and how they relate to one's identity in Christ
Self-care	Demonstrate appropriate concern for one's own health (physical, mental, spiritual) through those habits that promote it
Self-control	Ability to manage emotions (especially anger), and to speak and act in a manner reflective of the lordship of Jesus Christ
Servant spirit	Demonstrate the disposition to set aside one's own ego and needs to serve the needs of others; not unduly focused on obtaining praise or recognition for self

Sexuality	Demonstrate comfort with one's own sexuality and addressing the topic with others; ability to relate appropriately to persons of a different sex or sexual orientation
Teachable spirit	Demonstrate a passion for learning and growth as a lifelong pursuit
Theological grounding for life and ministry	Understanding of the role of theological reflection in the practice of ministry; demonstrate ability and willingness to ground one's life and ministry in theological convictions
Time management	Demonstrate responsible and efficient management of time; knowledge of available resources for improving time management

PROCLAMATION

Administering the Lord's Supper/Holy Communion	Knowledge of the biblical teachings on The Lord's Supper/Holy Communion and the doctrine of it in one's tradition; ability to lead a service in which The Lord's Supper/Holy Communion is served
Equipping others through teaching	Knowledge of the Christian scriptures and Christian doctrine; understanding of the principles and methods of teaching for transformation; ability to teach various ages clearly and effectively
Justice advocacy	Demonstrate an active concern for justice, and function as an advocate for those who are oppressed, as an expression of the gospel
Organizing and leading others in outreach	Ability to organize and lead a ministry through which the ministry organization can meet and reach out to others in the church and community
Performing Christian baptism	Knowledge of the biblical teachings on baptism and the doctrine of it in one's tradition; ability to perform a Christian baptism
Personal evangelism	Demonstrate an active concern for sharing the gospel of Jesus Christ with others
Preaching	Ability to exegete faithfully a text of scripture and to preach the message of that text with passion and clarity

Training others for evangelism	Knowledge of resources and methods for training others to proclaim the gospel of Jesus Christ in their daily living; ability to train and motivate others to be personal evangelists
Worship planning and leadership	Knowledge of the biblical teachings on Christian worship and the doctrine of it in one's tradition; ability to plan and lead services of Christian worship

#### RELATIONAL SKILLS

Dealing with difficult persons and situations	Ability to manage emotions, be assertive, maintain a pastoral attitude, and work for resolution of disagreements that benefit the body of Christ and the mission of the church
Empathy	Demonstrate the capacity to come alongside others emotionally in a variety of life experiences, to provide a beneficial pastoral presence
Flexibility	Ability to work within established structures as well as within ill-defined structures; demonstrate positive attitude and resiliency in responding to changes and surprises
Listening	Ability to attend faithfully to the thoughts, feelings, words, and actions of others as they attempt to communicate
Sense of humor	Demonstrate capacity to laugh at oneself, to not take oneself too seriously, and to evidence the joy of the Lord in one's life and work
With peers in ministry (collegiality)	Ability to relate to ministry peers with respect, encouragement, patience, and in a spirit of teamwork
With one's family members	Ability to relate to one's family members selflessly; to balance ministry responsibilities with family commitments; and to nurture family members spiritually and emotionally as the first order of ministry
With persons in authority	Ability to submit to those in authority; to show proper respect; to refrain from undue criticism or gossip; and to support and encourage them in their leadership role

With persons of different ethnic origin	Ability to relate to others across cultural differences; to show respect and appreciation for customs and traditions; to communicate the gospel in contextually-appropriate ways; and to stand firm against prejudice and discrimination
With persons with disabilities	Ability to relate to persons with physical, emotional, and mental disabilities with respect; to value them as members of the body of Christ; to make necessary accommodations for their full participation in the life of the ministry organization
With persons of different ages	Ability to relate appropriately to persons of all ages; to understand generational differences and developmental needs; to provide for the unique spiritual needs of persons in each stage of life
With persons of various socio-economic status	Ability to relate to persons of various socio-economic status without intimidation or paternalism; to value them equally as members of the body of Christ; to not show favoritism