

CORE TEAM COMPETENCIES

We are all works in progress but this is what we aspire to as Core Team members.

A Team Leader....

Is spiritually vibrant

- Actively pursues a growing relationship with Jesus
- Demonstrates the life of a disciple of Jesus in leadership, holiness, family etc
- Models and encourages a priority of personal and corporate prayer
- Is regularly accountable to another person for their life in Christ

Leads

- Has an awareness of preferred leadership style
- Ability to identify a context and adapt leadership style to context

Has vision

- Understands and embodies the vision of the church
- Infectiously shares the vision
- Achieves ownership from partners around the vision
- Manages the pace in pursuing the vision
- Ensures areas of responsibility are developing in line with the vision

Nurtures healthy team life and ministry

- Ensures team have clarity around their role
- Ensures team understand why they're doing what they're doing
- Facilitates regular team interactions
- Is able to help the team move through conflict situations constructively
- Able to have difficult conversations whilst maintaining the relationship

Equips and releases direct reports

- Is clear about line management responsibilities
- Respects boundaries of line management responsibilities within the church
- Has clarified a simple reporting process
- Ensures the development of direct reports

Is relationally connected

- Engages and communicates effectively with the broader church family
- Engages in local, not yet Christian, relationships

Communicates effectively

- Is able to listen attentively
- Is familiar with communication needs and channels within the church
- Shares important information clearly with relevant people

- Communicates the Word with accuracy, relevance, passion and application
- Understands and respects boundaries of confidentiality
- Is 'on message' publically and deals with any concerns or disagreements privately and appropriately

Innovates and manages change

- Is able to see new opportunities that align with the vision
- Is able to articulate a vision
- Plans how to respond to opportunities
- Turns plans into action
- Takes people with them on the journey

Demonstrates good personal management

- Is able to manage multiple priorities
- Takes regular time off, maintains a healthy work/life balance and demonstrates Sabbath
- Demonstrates and enables discretionary effort
- Has honest, transparent and accountable relationships with other leaders
- Is able to take direction and constructive feedback

Manages projects effectively

- Can formulate and agree a plan for each area of ministry development
- Can deliver a plan for projects
- Can manage budgets
- Works within agreed timeframes and policies
- Is able to report regularly on expenditure and ministry progress

Actively disciples people

- Embraces relevant pastoral opportunities
- Takes opportunity to identify and develop emerging leaders

Is IT literate:

- Is competent working with:
 - Microsoft Office
 - Communication tools
 - Church database
- Is able use social media platforms effectively and efficiently

Is an active learner

- Has a growing understanding of church life and community in a range of contexts
- Has a growing understanding of theology and integral mission
- Is informed about learning styles, personality, stages of faith etc