

# CORE COMPETENCIES

— *FOR* —

# CBOQ Ministry Leaders

## Core Competency Expectations

Core competencies are essential for CBOQ's ministry leaders. They include self-awareness, knowledge, skills and spiritual insight. Those who are beginning in their vocational ministry will not have these competencies fully developed, but CBOQ expects that our accredited ministry leaders will have a minimum level of these competencies and a capability and desire to cultivate and mature these core competencies.

We are committed to helping our ministry leaders develop these core competencies by facilitating spiritual formation, continuing education and creating and promoting written resources, conferences and workshops.

## What are the core competencies of a CBOQ ministry leader?

**Biblically and  
Theologically Integrated**



**Emotionally and  
Spiritually Healthy**



**Constructively  
Leading**



**Missionally  
Minded**



**Collaboratively  
Engaged**



**Continuously  
Learning**





## **Biblically and Theologically Integrated**

**GOAL:** *To lead from a biblically transformed life. (Romans 12: 1-2)*

**CBOQ Ministry Leaders can:**

- Define the meaning of the Gospel for themselves and others
- Acknowledge there are different biblical and theological interpretations
- Apply biblical knowledge to everyday situation
  - Respond to life's challenges in a manner consistent with their Christian beliefs
  - Display their theology through their lifestyle and practice
- Organise their lives according to biblical principles
  - Defend their theology and biblical interpretation while presenting it in non-confrontational ways
- Demonstrate understanding of key components of conflict resolution from a biblical point of view



## **Emotionally and Spiritually Healthy**

**GOAL:** *To lead and live out of an emotionally healthy spirituality framework, for sustainability and resiliency in life and ministry. (2 Corinthians 5: 16-21)*

**CBOQ Ministry Leaders can:**

- Recognise and value their respective calls to vocational ministry
- Be attentive to the Holy Spirit's voice
- Distinguish and respect emotional and spiritual boundaries between congregants and pastors
- Compare healthy emotions and spirituality to their own lives to recognise conflicting values and practices that may be present and affect their ministry
- Integrate their emotions with their outward behaviour
- Develop a healthy balance between:
  - Vocational ministry
  - Rest and Sabbath
  - Personal time with others, including family



## Constructively Leading

**GOAL:** *To lead others in a manner that builds others and not destroy, that unites and not pull apart. (1 Peter 4: 7-11)*

### CBOQ Ministry Leaders can:

- Show knowledge and understanding of CBOQ history and polity
- Relate to CBOQ in a constructive manner
- Display competent leadership with Boards (Deacons, Elders, Councils, Leadership Teams, etc.)
- Illustrate knowledge of communication principles in preaching, relationships and pastoral care
- Experiment in providing leadership and preaching
  - Identify the best leadership methods to be used in a given context
  - Initiate ministry innovation
- Analyse the needs of the ministry setting in matters of discipleship
  - Appreciate others, along with their needs, brokenness and opposition
  - Answer questions freely without avoidance
- Evaluate how the ministry setting responds to their leadership, preaching and pastoral care
  - Influence others for Christ through their example
- Design a discipleship plan that is realistic and feasible



## Missionally Minded

**GOAL:** *To approach vocational ministry and lead their ministry setting with the mindset of Jesus' Great Commission to the Church. (Mathew 28: 18-20)*

### CBOQ Ministry Leaders can:

- Define the mission of their churches
- Explain the needs of the community where their ministry settings are located
- Listen to the congregants' understanding and fears concerning being missional
- Construct a framework for the mission of the ministry setting that responds to the needs (one or more) of the community and uses the gifts and capabilities of the ministry setting
  - Compare the current practice of the ministry setting with the framework constructed above
- Create realistic and feasible plans to teach and lead the ministry setting to become missional
  - Display to the ministry settings a missional example through passion for the community and non-Christians
  - Assist congregants in facing their fears in reaching out to the community
- Organise mission experiences for the ministry setting



## Collaboratively Engaged

**GOAL:** *To engage in vocational ministry with others, both lay and vocational leaders, within their Association, CBOQ and the wider kingdom. (1 Corinthians 12: 12- 14)*

### CBOQ Ministry Leaders can:

- Define the concept of the Body of Christ from a scriptural perspective
- Identify spiritual gifts in themselves and others
  - Demonstrate their own personal gifts through using them
- Organise people according to their gifts
- Influence unity within their ministry setting and the kingdom of God
  - Demonstrate a willingness to interact with the local CBOQ Association, CBOQ, and other inter-denominational groups
- Develop a strong, cohesive discipling system within their ministry context
- Compare and understand other people's point of view to help resolve conflicts in ways that prevent or avoid the disintegration of unity in the body of Christ



## Continually Learning

**GOAL:** *To seek to grow one's Christian knowledge and practice of ministry without ceasing, in order to become more effective leaders. (2 Peter 3: 17-18)*

### CBOQ Ministry Leaders can:

- Compare their own Christian faith and theology with current biblical, theological and practical theological thought
  - Listen to others' perspectives on biblical, theological and practical theology
- Identify differences in theological and biblical approaches
- Take part in formal learning seminars, lectures or courses
  - Measure the extent to which they are prepared to agree with, experiment and incorporate new learning into their practice of ministry
- Determine areas in their skills and knowledge that require updating and or improvement
- Design a plan to remain knowledgeable and current on biblical, theological, and practical theology thought as well as other areas that affect vocational ministry.
  - Demonstrate visible growth in biblical, theological and practical theology knowledge and practice
- Build on successive learning, even through failures and disappointments, as they explore and experiment with ways to best minister in their context



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5 International Blvd.  
Etobicoke, ON  
M9W 6H3  
(416) 622-8600  
info@baptist.ca

**baptist.ca**