



Core Competencies Tier 1

1. Self Care

Knows the importance of taking care of self, physically, spiritually, and emotionally

2. Fail Forward

Understands how to learn from mistakes

3. Time Management

Able to prioritize tasks and goals, punctual

4. Basic Communication

Timely and effective communication in all forms (verbal/emails/calls/texts etc.)

5. Initiative

Able to see what needs to be done and independently take action

6. Teachable

Positively act on feedback and ideas from others, constant desire to learn

7. Work Ethic

Works hard and finishes the job

8. Personable

Easy to like; has pleasant and appealing qualities; approachable



Core Competencies Tier 2

1. Courageous Influence

Able to humbly influence those above you in leadership or those whom oppose your position

2. Self Feeder

Knows how to keep own spiritual journey fresh in the midst of teaching others

3. Passion for Growth

Strong desire to see lost people saved, grow deeper in faith, and the gathered church grow in numbers

4. Think Strategically

Able to assess the current state, see the future state, and plan how to get there

5. Decision Making

Able to list pros/cons, evaluate cost/benefit, and make the best decision

6. Managing Details

Able to take in, process, and respond to lots of minute information while keeping the big picture in mind

7. Flexible

Able to adjust to unseen circumstances

8. External Impact

Understands how their actions and attitude affects others.



Core Competencies Tier 3

1. Visionary Communication

Able to communicate the big picture to staff and congregation, and why it's important to make changes in order to meet that vision (At least able to give an elevator pitch about your area of ministry)

2. Team Leadership

Able to assemble and lead a team of staff or volunteers, leveraging their strengths to accomplish a common goal.

3. Conflict Management:

Tactfully able to mitigate issues, identify the root causes, and find common ground, to move forward

4. Networking

Able to connect with others in the community, such as academics, churches, businesses, and non-profits, etc.

5. Delegation

Able to delegate tasks and responsibilities, helping others understand what success looks like

6. Culturally Proficient

Is both culturally relevant and culturally sensitive. Aware of cultural trends and references them in life and ministry. Understands the perspective of the avg. church attender

7. Make The Bible Applicable

Able to teach the word in a way that is immediately useful

8. Lead a meeting

Able to facilitate a meeting or small group discussion toward a desired outcome