

# The Salvation Army Spiritual Leader Competency Framework

DISCIPLESHIP - personal holiness			SERVANT LEADERSHIP - relational holiness			MISSION AND MINISTRY - social holiness		
Disciplined Disciple/ Personal and Spiritual Formation	Servant of Christ/ Communicating and Influencing	Disciplined Disciple/ Making Decisions	Investor in Others/ Developing People	Leader of God's People/ Providing Purpose and Direction	Minister of the Gospel/ Building Relationships and Networks	Steward of Mission Resources/ Managing Resources and Risk	Agent of Transformation/ Envisioning, Innovating and Leading Change	Partners in God's Mission/ Achieving Results and Bearing Fruit
<p><b>God-honouring priorities</b> living a life of worship and prayer. Maintaining a healthy lifestyle. Ensuring appropriate care of family and healthy relationships</p>	<p><b>Authentic discipleship</b> evidence of living in obedience to the life pattern and calling of Jesus, reflecting the nature of a generous God</p>	<p><b>Engaging with Scripture and in prayer</b> with love, humility and grace to align our decisions with God's priority for our lives</p>	<p><b>Nurturing disciples of Jesus</b> facilitating spiritual formation, enabling people to identify their giftedness and their place within the body of Christ</p>	<p><b>Spiritual authority</b> with humility, exercising God's power, for God's purposes, for the blessing and flourishing of others</p>	<p><b>Creating community</b> building the body of Christ, embracing Koinonia, modelling the ministry of justice and reconciliation</p>	<p><b>Salvation Army continuity</b> creating a culture that allows people to grow spiritually, encouraging belonging, membership and participation</p>	<p><b>Pioneering spirit</b> identifying or being a catalyst for new missional initiatives, including reviewing how existing roles, practices, and policies might need revising, reframing or concluding</p>	<p><b>Covenantal ministry</b> being a faithful partner with God, acknowledging with thanks, evidence of fruitfulness, the privilege and joy of ministry held in tension with the cost and suffering of leadership</p>
<p><b>Spiritual formation and receiving grace</b> taking responsibility for a deepening love relationship with Jesus, through commitment to spiritual disciplines, and receiving ministry from others</p>	<p><b>Share the good news of Jesus</b> speaking easily of personal faith and spiritual journey, being a bearer of the good news of Jesus</p>	<p><b>Personal stewardship</b> being a faithful steward of my time, tithes, gifts, money and possessions, body, mind and spirit, being accountable to God</p>	<p><b>Accompanied development</b> providing space with accredited practitioner, for support, safeguarding, accountability and development, as appropriate</p>	<p><b>Thinking theologically</b> and broadening engagement about current and controversial issues, helping others to develop critical openness and shared understanding</p>	<p><b>Leading worship</b> creatively, that inspires and engages people, communicating Scripture relevantly, forming opportunities for people to meet with God and experience transformation</p>	<p><b>Using technologies</b> as required to effectively fulfil my role within The Salvation Army, in a changing and developing context for missional outcomes</p>	<p><b>External engagement</b> increasing missional impact through involvement in ecumenical communities and with community leaders</p>	<p><b>Kingdom building</b> praying and planning for Kingdom growth where lives are transformed, and people come to know Jesus and life in all its fullness.</p>
<p><b>Self-awareness and resilience</b> seeking feedback, increasing mindfulness, developing our personal wellbeing</p>	<p><b>Living out and leading from our values</b> consistently modelling values, building trust, acting ethically, with integrity and mutual accountability</p>	<p><b>Holy living</b> making personal life choices consistent with Christian living, understanding what drives and motivates me has an impact on my decision making and culture</p>	<p><b>Wellbeing practice and pastoral responsibilities</b> committing to providing pastoral care and facilitating safety, wellbeing and resilience</p>	<p><b>Servant leadership</b> prioritising serving, facilitating, empowering others and the mission, through transparency, humility, grace, trust and authenticity</p>	<p><b>Deepening relationships and networking skills</b> sharing knowledge and good practice, including all stakeholders we serve, for the flourishing of people and mission</p>	<p><b>Healthy environments</b> that are psychologically/trauma-informed, contributing to health, safety and resilience of provision</p>	<p><b>Innovation and vision casting</b> facilitating boldness in risk taking, creativity, communicating and supporting appropriately</p>	<p><b>People focused service</b> seeking justice and reconciliation, responding to issues and concerns, loving others as the way of fulfilling our mission</p>
<p><b>Personal impact</b> understanding the impact on others of our use of power and influence</p>	<p><b>Appreciating diversity and having critical openness</b> respectfully listening to, understanding, valuing and working with the perspective of others</p>	<p><b>Knowing my role</b> being responsible and being accountable to the mission priorities</p>	<p><b>Overseeing people</b> giving support, supervision, resource, managing expectations, creating opportunities for learning and development, offering mutual accountability</p>	<p><b>Setting direction and clarifying expectations</b> holding together and aligning our purpose and practice with our goals and objectives, in appropriate and attainable ways</p>	<p><b>Facilitating belonging</b> creating a culture of inclusion, fulfilling my responsibility to welcome and serve others without discrimination</p>	<p><b>Managing safety/risk</b> ensuring safe mission, safeguarding, and other statutory requirements are met, supporting an honourable reputation</p>	<p><b>Decide and plan</b> in alignment with The Salvation Army's vision, mission priorities and values, capturing in mission journal/department strategy to aid review and accountability</p>	<p><b>Strategic thinking</b> with a broad, long-term, big-picture view, planning for emerging internal and external issues, also responsive to more immediate changing situations</p>
<p><b>Lifelong learning</b> through welcoming developmental feedback and using reflective practice, contributing to self-awareness, personal growth and development</p>	<p><b>Influencing and negotiating</b> sharing perspectives with humility and integrity, mindful not to domineer</p>	<p><b>Decision making and personal reflection</b> with confidence and ownership, through consideration of broad perspectives, informed through analysing data</p>	<p><b>Learning and development</b> creating opportunities for all, primarily through a coaching or mentoring approach, and facilitating shared learning through building teams</p>	<p><b>Navigating socio-political environments</b> showing understanding of trends and issues to ensure relevance and ability to serve engagingly</p>	<p><b>Collaborating</b> across missional contexts, being aware of all stakeholders, creating partnerships and synergy, valuing the contribution of others</p>	<p><b>Governance</b> applying systems and processes, regularly reviewed and revised, based on values, which ensures the purpose, effectiveness, supervision, culture and accountability of The Salvation Army</p>	<p><b>Leading change</b> developing facilitation skills with groups to enhance engagement and enquiry. Communicating and managing change processes</p>	<p><b>Implement decisions</b> planning outcomes and timeframes to drive delivery, taking ownership and responsibility for results</p>
<p><b>Adaptability and time management</b> managing self, existing and evolving situations</p>	<p><b>Communicating effectively</b> using a broad range of appropriate formats</p>	<p><b>Developing listening and discernment practices</b> to enhance our understanding and ability to listen, informing decision making, in line with God's leading</p>	<p><b>Developing people and talent management</b> investing in talent, valuing potential and diversity, identifying and developing potential leaders, succession planning</p>	<p><b>Creating culture</b> that honours the Kingdom of God, contributing to life in all its fullness, based on our mission priorities, values, valuing people principles, where the faith journeys of people are respected and nurtured</p>	<p><b>Mediation and conflict resolution</b> with competence and confidence, graciously handling difficult conversations and situations</p>	<p><b>Responsible stewardship</b> in line with care for creation, for what and who God has generously entrusted me with, including people, administration, finances, property, resources and technology</p>	<p><b>Reflective practice and continuous improvement</b> through evidence-based evaluation, assessment of programme and practices, measurement and analysis of results, sharing lessons learned</p>	<p><b>Acknowledging results and fruit</b> appreciating and celebrating people, events, and projects</p>

