

The Salvation Army Ministry and 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 Innovating and Leading Change	Partners in God's Mission Achieving Results and Bearing Fruit
<p>God-honouring priorities living a life of worship and prayer. Maintaining a healthy lifestyle. Ensuring appropriate care of family and healthy relationships</p>	<p>Authentic discipleship evidence of living in obedience to the life pattern and calling of Jesus</p>	<p>Holy Living Making personal life choices guided by Scripture and prayer</p>	<p>Nurturing disciples of Jesus facilitating spiritual formation, enabling people to identify their giftedness and their place within the body of Christ</p>	<p>Spiritual authority with humility, exercising God's power, for God's purposes, for the blessing and flourishing of others</p>	<p>Creating community building the body of Christ, unity, fellowship, participation in Christian community, modelling the ministry of justice and reconciliation</p>	<p>Salvation Army continuity creating a culture that allows people to grow spiritually, encouraging belonging, membership and participation</p>	<p>Pioneering spirit 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>Covenantal ministry being a faithful partner with God, thankful for fruitfulness, the privilege and joy of ministry held in tension with its cost and suffering</p>
<p>Spiritual formation and receiving grace taking responsibility for a deepening love relationship with Jesus, through commitment to spiritual disciplines, and receiving ministry from others</p>	<p>Share the good news of Jesus speaking of personal faith and spiritual journey</p>	<p>Personal stewardship being a faithful steward to God for who I am, including my gifts, time, tithe, possessions</p>	<p>Accompanied development providing space with accredited practitioner, for support, safeguarding, accountability and development, as appropriate</p>	<p>Thinking theologically and broadening engagement about current and controversial issues, helping others to develop critical openness and shared understanding</p>	<p>Leading worship creatively, that inspires and engages people, communicating Scripture relevantly, forming opportunities for people to meet with God and experience transformation</p>	<p>Using technologies as required to effectively fulfil my role within The Salvation Army, in a changing and developing context for missional outcomes</p>	<p>External engagement increasing missional impact through involvement in ecumenical communities and with community leaders</p>	<p>Kingdom building praying and planning for Kingdom growth where lives are transformed, and people come to know Jesus and life in all its fullness.</p>
<p>Personal impact and self-awareness understanding the impact on others of our use of power and influence</p>	<p>Leading from our values consistently modelling values, building trust, acting ethically with integrity and mutual accountability</p>	<p>Decision making with awareness and confidence</p>	<p>Wellbeing practice and pastoral responsibilities committing to providing pastoral care and facilitating safety, wellbeing and resilience</p>	<p>Servant leadership Demonstrated through values-based behaviours, prioritising the serving of others</p>	<p>Belonging, equality, diversity and inclusion creating healthy, safe environments that are psychologically informed, and serve others without discrimination</p>	<p>Managing safety/risk ensuring safe mission, safeguarding, and other statutory requirements are met</p>	<p>Innovation and vision casting facilitating boldness in risk taking, communicating and supporting appropriately</p>	<p>People focused service seeking justice and reconciliation, responding to issues and concerns, loving others as the way of fulfilling our mission</p>
<p>Lifelong learning through welcoming developmental feedback and using reflective practice, contributing to personal growth</p>	<p>Influence and critical openness respectfully working with the perspectives of other people</p>	<p>Knowing my role being responsible and being accountable to the mission priorities</p>	<p>Overseeing people giving support, supervision, resource, managing expectations, and mutual accountability</p>	<p>Setting direction and clarifying expectations holding together and aligning our purpose and practice with our goals and objectives, in appropriate and attainable ways</p>	<p>Collaborating, networking, and deepening relationships creating partnerships and synergy, sharing knowledge and good practice</p>	<p>Governance 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>Decide, plan, and implement taking responsibility for results, recording in missional journal/department strategies to aid review and accountability</p>	<p>Strategic thinking with a broad, long-term, big-picture view, planning for emerging internal and external issues, also responsive to more immediate changing situations</p>
<p>Managing self developing personal wellbeing and resilience, adapting within existing and evolving situations</p>	<p>Communicating effectively using a broad range of appropriate formats</p>	<p>Developing listening and discernment practices to enhance our understanding and ability to listen, informing decision making, in line with God's leading</p>	<p>Learning, development and talent investment creating opportunities for all, valuing potential, succession planning</p>	<p>Navigating socio-political environments showing understanding of trends and issues to ensure relevance and ability to serve engagingly</p>	<p>Mediation and conflict resolution with competence and confidence, graciously handling difficult conversations and situations</p>	<p>Responsible stewardship in line with care for creation, for all that I am entrusted with, including people, administration, finances, property, resources, and technology</p>	<p>Leading change developing facilitation skills with groups to enhance engagement and enquiry. Communicating and managing change processes</p>	<p>Reflective practice, and continuous improvement, acknowledging results through evidenced based evaluation, sharing lessons learned, recognising and appreciating people</p>