

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
Authentic Discipleship living in obedience to Jesus' calling, embodying God-honouring priorities, maintaining a life of worship and prayer, spiritual formation, and receiving ministry from others. Healthy relationships and lifestyle	Share the good news of Jesus speaking of personal faith and spiritual journey	Holy living making personal life choices guided by Scripture and prayer, being a faithful steward to God for who I am, including my gifts, time, tithe, possessions	Nurturing disciples of Jesus facilitating spiritual formation, enabling people to identify their giftedness and their place within the body of Christ	Thinking theologically understanding doctrine, broadening engagement about current and controversial issues, helping others to develop critical openness and shared understanding	Leading worship creatively, that inspires and engages people, communicating Scripture relevantly, forming opportunities for people to meet with God and experience transformation in community	Salvation Army continuity creating a culture that allows people to grow spiritually, encouraging belonging, membership, and participation	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	Kingdom building praying and planning for Kingdom growth, encouraging unity, fellowship, and participation in the body of Christ
Personal impact and self-awareness understanding the impact on others of our use of power and influence	Leading from our values consistently modelling Kingdom values, building trust, acting ethically with integrity and mutual accountability	Decision making with awareness and confidence	Pastoral care and wellbeing practice reflecting the love of the Good Shepherd, facilitating safety and resilience, including sharing prayer and Scripture, visiting, hospitality, advocacy, befriending, comforting, enabling, celebrating.	Servant leadership demonstrated through values-based behaviours, prioritising the serving of others, exercising spiritual authority with humility, for the blessing and flourishing of others	Belonging, equality, diversity, and inclusion creating healthy, safe environments, psychologically informed, serving others without discrimination, modelling justice and reconciliation	Managing safety/risk ensuring safe mission, safeguarding, and other statutory requirements are met	Innovation and vision casting facilitating boldness in risk taking and creativity, in response to the Holy Spirit's leading	People focused service seeking justice and reconciliation, responding to issues and concerns, loving others as the way of fulfilling our mission
Lifelong learning through welcoming developmental feedback, Accompanied Development, using reflective practice to contribute to personal growth	Influence and critical openness respectfully working with the perspectives of other people, being non-judgemental	Knowing my role being responsible and being accountable to the mission priorities, holding in tension the privilege and joy of ministry with its cost and suffering	Overseeing people giving support, supervision, resource, managing expectations, and mutual accountability, to support the unity and flourishing of diverse ministries and giftings	Setting direction and clarifying expectations holding together and aligning vision, mission, and values with our goals and objectives	Collaborating, networking, and engagement creating partnerships and synergy, sharing knowledge and good practice, increasing missional impact, including through ecumenical and community leaders	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	Decide, plan, and implement taking responsibility for results, recording in missional journal/department strategies to aid review and accountability, to put faith into action	Strategic thinking with a broad, long-term, big-picture, God-centred view, planning for emerging internal and external issues, also responsive to more immediate changing situations
Managing self developing personal wellbeing and resilience, adapting within existing and evolving situations	Communicating effectively using a broad range of appropriate formats	Developing listening and discernment practices to enhance our understanding and ability to listen, informing decision making, in line with God's leading	Learning, development and talent investment creating opportunities for all, valuing potential, succession planning, for future leadership	Navigating socio-political environments showing understanding of trends and issues to ensure relevance and ability to serve engagingly	Mediation and conflict resolution with competence and confidence, graciously handling difficult conversations and situations	Responsible stewardship in line with care for creation, for all that I am entrusted with, including people, administration, finances, property, resources, and technology	Leading change developing facilitation skills with groups to enhance engagement and enquiry. Communicating and managing change processes for 'the new thing'	Reflective practice, and continuous improvement, acknowledging results through evidenced based evaluation, sharing lessons learned, recognising and appreciating people