

Competencies for Pastors

In addition to the general competencies for all ministers, those who serve as pastors should know or be able to do, the following:

Develop and model personal spiritual disciplines (e.g. Prayer, fasting, meditation, study of the Word, servant-hood, submission, simplicity, confession, etc.).

Carry out the biblical principles of shepherding and caring for the spiritual needs of the members and friends of the local church.

Understand and utilize a variety of leadership styles appropriate to differing circumstances.

Develop and utilize problem-solving skills.

Develop and utilize skills in personal counseling and human relations.

Exhibit skills in developing the leadership potential of local members.

Understand, and be sensitive to, the role of national/regional/state and international church and their various ministries.

Utilize biblical principles and procedures to discipline and restore fallen (erring) members.

Maintain positive intra-church relationship through constant, open and effective communications with members, fellow-workers, peers, and those responsible for the overall supervision of the churches.

Display biblical integrity and ethics in such areas as treatment of others, impartiality, confidentiality, dependability, etc.

Understand and practice appropriate standards for the management of church property, facilities, equipment, and technology.

Understand and practice sound principles of financial management.

Understand and practice sound principles in legal matters.

Work with the overseer to initiate and carry out church planting projects and new-field evangelism.

Be familiar with, and be able to use, proper techniques for moderating services and business sessions.

Exhibit effective techniques for program/calendar planning, taking into account the various activities of the national/regional/state and international church, the local community, and families.

Lead the local church in the process of discipleship and assimilation of new attendees/members.

Act with grace and proper ministerial etiquette in every situation that may arise in the congregation, community, and in the home.

Conduct personal ministry through visitation of both members and non-members in homes, medical facilities, places of business, etc.

Perform with proper dignity the various ministerial duties required on special occasions such as baby dedications, weddings, and funerals.

Prepare and preach doctrinally sound and effective sermons based on the Word of God under the inspiration of the Holy Ghost.

Provide visionary leadership by clearly demonstrating God-given anointing and vision for the ministries and future of the local church.

Lead the worship life of the local church, in terms of both public, corporate worship, and lifestyle worship.

Lead the local church in fulfilling the Great Commission within the local community.

Lead the congregation in developing a global worldview of the local church's responsibility in expanding world mission efforts through such activities as sending, giving, and personal support of missionaries.

Be aware of, and minister to, the unique needs of families, both his/her own and those within the local congregation.

Lead the church in, or provide other leadership for, Bible-based educational activities.

Lead the church, when necessary, through the process of change and transformation.

Manage the varied demands placed on the spiritual, physical, and emotional resources of a pastor through balanced seasons of personal retreat, restoration, and recreation.

Encourage and model the habits of lifelong learning.

Note: The term "lead" includes making adequate provision/s for, through effective delegation.
91st General Assembly Minutes and Ministry Policy Manual, pp.316-318