

Core Competencies for an Incumbent

Self-Leadership and Management

An incumbent is called to follow an appropriate work pattern to meet the demands of ministry, personal administration, planning and organisation, working effectively alone or in a team, chairing meetings, interpersonal skills and appropriate breaks.

Spirituality

An incumbent is called to maintain a prayerful spiritual life with appropriate support networks (including spiritual director or equivalent and regular retreats), S/he will recognise themselves to be on a life journey involving the development of theological understanding and spiritual reflection.

Leadership

An incumbent is called to lead their church in setting and holding its Vision. S/he is called to lead teams, and release others into ministry and leadership. S/he will inspire, equip, and delegate to members of the church, individually and collectively, to achieve that vision.

Safeguarding

An incumbent is responsible for nurturing a culture of safeguarding. This is through teaching, modelling appropriate behaviour, ensuring good policies & processes, challenging poor behaviour, reporting incidents, signposting help, nurturing healthy boundaries, and encouraging discussion and debate.

Working Collaboratively

An incumbent is called to work collaboratively with others (including clergy colleagues, churchwardens, PCC, staff & volunteers), ensuring individuals' gifts and talents are identified and used effectively in any given situation or task. S/he is called to share ministry as appropriate, encouraging and building up the community of faith.

Communications

An incumbent is called to communicate effectively and appropriately in both written and verbal form with people of all ages and situations in society, inside and outside of the church. S/he is particularly called to active listening and empathetic behaviour.

Parish Management and Organisation

An incumbent is called to work with the PCC and churchwardens to put in place appropriate structures and resources for parish organisation. This will include clear boundaries and accountabilities of roles. S/he will ensure appropriate processes and policies in relation to services, weddings, baptisms and funerals, health and safety, financial, fabric, staff management, etc. S/he will ensure that the structures and processes meet diocesan and legal requirements.

Outreach

An incumbent is called to develop a ministry that encourages new people to Christian faith and will support existing Christians to engage in evangelism and discipleship. They are called to develop relations with community and external organisations to promote positive links with the church.

Worship

An incumbent is called to lead worship prayerfully, competently and confidently. To plan, organise and conduct a programme of worship that supports the vision and needs for ministry including appropriate use of resources, music, teaching and preaching.

Preaching

An incumbent is called to reflect, interpret and preach the gospel in a way that will encourage faith development. S/he will adapt content and style for different audiences, occasions and purposes (using biblical interpretation, doctrine, pastoral care, ethical teaching and other models).

Discipleship

An incumbent is called to disciple people of different ages and levels of faith or knowledge. This will include admission to Holy Communion, confirmation, school assemblies, introduction to Christianity (Alpha, Emmaus, etc) Lent courses and other courses. This may be in formal teaching environments or in small groups.

Pastoral Care

An incumbent is called to identify pastoral care needs and put in place appropriate structures and skills to provide this to the community (including, parish visitor, pastoral assistants and other teams), they will give support and pastoral care as appropriate, including baptism and marriage preparation, care to the sick and dying, bereavement, individual support and visiting

(An amended version of the Kensington Episcopal Area Core Competencies)