



9 Core Parish Competencies¹

- Hospitality
 - The parish/congregation regularly eat a meal together
 - People experience hospitality in each other's homes
 - The parish/congregation is as culturally diverse as the surrounding community, and actively seeks to nurture greater diversity
 - A system of welcoming is in place and this practice is part of the parish life of all attendees
 - The retention rate of visitors or new people is high – and is monitored and reviewed
 - The parish/congregation makes sure the Dio as a whole is hospitable
- Leadership
 - 1 leader per congregation in parish
 - Developing and communicating vision and goals
 - Seek and train lay people for ministry and mission
 - Hold culture and know how to deal with conflict
 - Passionate and give themselves for the cause
 - Prioritise growth and do new things to make growth happen
 - Build teams that are part of the diocesan team
- Discipleship
 - DNA: small group; missional; intentional; long term; mentoring and leadership; holy spirit-led, liminal; worship and prayer; whole of life
 - Strategies in place
 - Teams (e.g. vestry) role-model discipleship
 - Parish recognises and lives out the importance of festival, parish and small group events
 - Everyone shares lives with each other in the every day
 - Parish connects with the diocesan resources/programmes available around discipleship
- Administration Systems
 - Administration staff are front or outward-facing, friendly, and welcoming
 - Effective communication of essential information is in place, and fosters belonging
 - Effective, regular staff meetings take place
 - Administration provides effective support for clergy and staff
 - The administration is connected with Diocesan resources and support
 - The finances are managed and monitored effectively
- Pastoral Care
 - The parish/congregation knows they have support when personal crises strike.

¹ These competencies have been developed by the Diocese of Wellington

- An effective pastoral team is in place, with appropriate oversight
- There is a pastoral strategy for care of the parish/congregation
- New people are welcomed and followed up
- Those who are aging receive the personal care they need
- The parish provides input/training into marriage, parenting, life skills etc.
- Children and Youth
 - Parish is intergenerational in services, mission, worship and in its life together
 - Children and youth groups and their leaders connect with Diocesan events and resources
 - All young people's programmes have capable and supported leadership
 - Children and youth are actively disciple and followers of Jesus. They are encouraged and released to minister in the gifts God has given them
 - Ministry to children, youth and families is part of the core mission of the parish. The specific needs of children and youth people are recognised and catered for.
 - Parents are mentored in raising children in faith, acknowledging parents as the first disciples of their children.
- Preaching
 - Is relevant to the lives and challenges that people / the parish are facing
 - The various gifting's (evangelist, pastor, prophet etc.) are known and utilised in services
 - A community with learns together is evident – preaching creates conversations that continue during the week
 - Preaching is directional – i.e. allied to the vision and mission of the parish and diocese
 - Preaching proclaims the gospel, and invites people into this story
 - The art of preaching is developed so that it is challenging, informative and engaging.
 - Different media are used regularly in preaching
- Worship
 - Liturgy is used creatively and worshipfully, orienting people's lives towards love and service to God and not self
 - The style of worship fits the size and skills of the congregation
 - Sung worship is enriching; drawing people closer to God and enabling them to express their praise and adoration
 - Prayer rhythms are in place for the parish, and intercession takes place in services, and at other times.
 - The Eucharist is transformation – moving the congregation from self to God
 - The worship is creative (e.g. interviews, personal sharing, involvement of children and young people, use of the arts.)
- Evangelism
 - Evangelistic programmes/strategies (e.g. Alpha) are in place and there has been training in personal evangelism in the last three years.
 - People share their faith with confidence
 - There are regular evangelistic services/events
 - People are confident in moving from 'presence evangelism' to proclamation.
 - People with evangelistic gifting's are recognised and encouraged
 - People regularly pray for their friends, family and neighbours to experience Jesus in their lives.