

# THE MINISTRY OF PASTOR

## CORE COMPETENCIES

### Guidelines for Assessing Competency

Core Competencies are those areas determined by the Assembly as essential minimum requirements for an appointment for the ministry of Pastor. The Assembly has determined that these Core Competencies address two areas: The Basis of Union and UCA ethos, and the UCA Code of Ethics and Ministry Practice. Competencies include knowledge's, skills and other abilities.

These performance criteria will assist presbyteries to determine whether an applicant demonstrates sufficient ability in Core Competencies for appointment as a Pastor. The performance criteria are taken from the Basis of Union, Creeds, the Code of Ethics and related UCA documents. This document does not take the place of these primary documents and they should be referred to as necessary in the assessment process.

In assessing Core Competencies, presbyteries will be asking applicants for evidence of their understanding and ability in the areas listed. Such evidence may be provided in a range of ways including an interview, written statement, or a record of assessment conducted by a training body. Some assessment tools are provided by the MEC to assist with this task. The Presbytery is responsible for determining whether the evidence is sufficient as entry-level competency.

It is assumed that applicants will be asked to explain their understandings of the Basis of Union, the Code of Ethics, and the polity and ethos of the UCA in their own words. The criteria provide a checklist of many key statements contained in the above documents. The intent is not that applicants must memorise these foundational documents word-for-word, rather that their responses adequately cover the key aspects of the Church's beliefs, policies and practice as outlined here.

Presbyteries are able to make their own judgements about Core Competencies based on the spirit and intent of this framework, and are encouraged to see the performance criteria as **indicative** rather than **prescriptive**. ie. the performance criteria are not required answers, but the kinds of understanding and ability for which a presbytery would seek evidence.

Competency assessment measures ability, not willingness. A selection body will need to satisfy itself that an applicant is not only capable of adhering to the Basis of Union and Codes of Ethics but also willing to do so in practice.

If an applicant presents an assessment result from a training course or qualification as evidence of Core Competencies, the Presbytery will need to satisfy itself that all of the elements of the Core Competencies have been adequately demonstrated.

It is also important to note that these **Core Competencies** are entry-level competencies designed to be applicable to all Pastors, regardless of their role. However some Pastor roles will require higher levels of competency with regard to preaching and teaching. Such responsibilities will be outlined in a Pastor's job description and reflected in the **General Competencies** related to their particular role. A Pastor's suitability for a particular appointment should be assessed in relation to the job responsibilities of the appointment.

Ministerial Education Commission  
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## UNIT OF COMPETENCY - Work within the doctrine, ethos and polity of the Uniting Church

### ELEMENTS OF COMPETENCY

The Pastor demonstrates the ability to

1. **Articulate the key theological foundations of the Basis of Union (BoU)**

identify and explain the key theological themes expressed in the BoU (in particular paras 1 to 4) and the Creeds, in particular

Item	Performance Criteria	Reference
a. God as Trinity	<ul style="list-style-type: none"> <li>• God is Three-in-One: Father, Son and Holy Spirit - co-existent and co-eternal</li> <li>• The Holy Spirit proceeds from the Father (and the Son)</li> <li>• The Son is eternally begotten, true God from true God, begotten not made, of one being with the Father</li> <li>• Jesus of Nazareth was God incarnate by the power of the Holy Spirit</li> </ul>	Nicene Creed
b. the person and saving work of Jesus Christ	<ul style="list-style-type: none"> <li>• In Christ God was reconciling the world to himself</li> <li>• Jesus' life and death was a response of humility, obedience to and trust in God</li> <li>• God raised Jesus to live and reign over all Creation</li> <li>• The Church preaches Christ as the crucified risen One and confesses him as Lord</li> <li>• Through Christ God pardons people from sin and brings a new order of righteousness and love</li> <li>• The work of salvation is effected by God's sovereign grace alone; we are justified by grace through faith</li> <li>• Christ is present through preaching and human witness in word and action to awaken faith, free people from guilt, bring new life and call people into fellowship and discipleship</li> </ul>	Basis of Union Paras 3, 4
c. the nature and mission of the church as a pilgrim people	<p>The Church</p> <ul style="list-style-type: none"> <li>• is One, Holy, Catholic and Apostolic</li> <li>• is loyal to Christ as its head</li> <li>• is a community of believers marked by love, joy and reconciliation</li> <li>• is a fellowship of the Spirit through whom it confesses that Jesus is Lord</li> <li>• is an instrument through which Christ may work and bear witness to himself and set forth the word of salvation for all humankind</li> <li>• is open to constant renewal and reform under Christ's word</li> <li>• seeks wider unity in the power of the Spirit</li> <li>• hears anew the commission to "make disciples of all nations"</li> <li>• lives in the power of the Spirit as a pledge and foretaste of the coming reconciliation and renewal of the whole of Creation</li> </ul>	Basis of Union Paras 1, 3

d. Christian hope in the coming reconciliation and the renewal of Creation	<p>The Church</p> <ul style="list-style-type: none"> <li>• seeks a continuing renewal in order to set forth the word of salvation for all people</li> <li>• awaits with hope the day of Christ and his reign over this world and all Creation</li> <li>• is a pilgrim people living in between Christ's death and resurrection and what is to come</li> </ul>	Basis of Union Para 1, 3
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**2. Describe key historical elements contributing to the formation of the Uniting Church**

Item	Performance Criteria	Reference
a. describe key characteristics of the Methodist, Congregational and Presbyterian churches	<p>The following are indicative, not exhaustive by any means:</p> <ul style="list-style-type: none"> <li>• Methodist Church – John Wesley in 18<sup>th</sup> C England, reform movement in Anglican Church, emphasis on evangelical preaching, mission to disadvantaged people, class or group meetings, grace and sanctification, role of lay leaders in congregations, reformed and evangelical theology</li> <li>• Congregational Church – Robert Browne in 16<sup>th</sup> C England, reform movement in Anglican Church, emphasis on primacy of the congregation, authority of Scripture, justification by faith, local lay leadership, personal piety, overseas mission, reformed theology</li> <li>• Presbyterian Church – John Knox in 16<sup>th</sup> C, Church of Scotland, influence of Calvin, role of elders and presbyteries in church governance, emphasis on sovereignty of God, primacy of grace and God's covenant, teaching ministry, involvement in social institutions, reformed theology</li> </ul>	
b. describe the key documents in the formation of the Uniting Church	<ul style="list-style-type: none"> <li>• Confessional and doctrinal statements: <ul style="list-style-type: none"> <li>- the Scots Confession of Faith (1560) – the confession of the Church of Scotland</li> <li>- - the Heidelberg Catechism (1563) – the concession of Reformed Churches in Europe</li> <li>- - the Westminster Confession of Faith (1647) – the revised confession of the Church of Scotland and used by Presbyterian Churches</li> <li>- - the Savoy Declaration (1658) – the confession of the Congregational Churches in England</li> <li>- - John Wesley's Forty-Four sermons (1793) – the doctrinal teaching shaping the Methodist Church (See below for other key documents)</li> </ul> </li> </ul>	Basis of Union Paras 9.10, <i>Commentary on the Basis of Union</i> by Davis McCaughey, Uniting Church Press, 1980.
c. describe the key main events in the process of church union	<ul style="list-style-type: none"> <li>• 1905 – Methodist, Presbyterian and Congregational Churches commenced formal discussions regarding church union</li> <li>• 1957 – Joint Commission on Church Union established</li> <li>• 1959 - "The Faith of the Church," First Report of the Joint Commission for Church Union</li> <li>• 1963 – "The Church: Its Nature, Function and Ordering"; Second Report of the Joint Commission for Church Union (including proposed Basis of Union)</li> <li>• 1963 and 1964 – Methodist General Conference, Presbyterian General Assembly and Congregational Assembly discuss Second Report</li> <li>• 1971 – Proposed Basis of Union published</li> <li>• 1977 - Inauguration of the UCA</li> </ul>	<i>Manifesto for Renewal</i> by Andrew Dutney, Uniting Church Press, 1986.

**3. Articulate the place and role of key aspects of the Church's life and witness, in particular**

Item	Performance Criteria	Reference
a. Scripture, Christian witness to the Word, including preaching	<ul style="list-style-type: none"> <li>• The Church receives the books of the Old and New Testaments as unique prophetic and apostolic testimony</li> <li>• In Scripture we hear the Word of God and our faith and obedience are nourished and regulated</li> <li>• As Scripture is received in the worship and witness of the church, the Word of God for our salvation is heard and known</li> <li>• The Uniting Church lays upon its members the serious duty of reading the scriptures and commits its ministers to preach from these</li> <li>• Christ is present when he is preached as Word of God who brings forgiveness and new life</li> <li>• The Church's preaching is controlled by the biblical witness</li> </ul>	Basis of Union Para 4, 5, 6
b. Creeds and Confessions (for Confessions see 2b above)	<ul style="list-style-type: none"> <li>• The UCA receives the Apostles' Creed and Nicene Creed as authoritative statements of the Catholic Faith</li> <li>• The UCA commits its ministers and teachers to study these Creeds and interpret them for today</li> <li>• The Creeds are to be used for instruction and confessions in the life of the church</li> <li>• The UCA receives from its forbears the following witnesses and commits its ministers and teachers to study of them (see 2b above)</li> </ul>	Basis of Union Paras 9, 10
c. the Sacraments	<ul style="list-style-type: none"> <li>• Christ has commanded the Church to proclaim the gospel both in word and in the sacraments of baptism and the Lord's Supper</li> <li>• Christ acts in and through the sacraments to feed the Church on its way to the promised goal</li> <li>• Through word and sacrament, the Spirit confers forgiveness, fellowship, new life and freedom</li> <li>• Baptism is a participation in Christ's baptism of death and resurrection</li> <li>• Through baptism Christ incorporates people into his body – a fellowship of love, service, suffering and joy - and initiates people into his life and mission in the world. Baptism, not confirmation, is the sign and basis of church membership.</li> <li>• The UCA will baptise those who confess the Christian faith and children presented for baptism for whose instruction and nourishment in faith the Church takes responsibility</li> <li>• Baptism is God's gift to the Church Catholic and is not repeatable</li> <li>• The UCA invites to Holy Communion all who are baptised</li> <li>• In Holy Communion Christ signifies (points to) and seals (effects) his presence with his people</li> <li>• Holy Communion is an act of celebration, thanksgiving, and proclamation in which God's people grow in Christ, are strengthened for mission, and experience a foretaste of the reign of God</li> </ul>	Basis of Union Paras 5, 7, 8

d. Christian witness to the Word, including preaching	See (a) above	
e. Christian service	<ul style="list-style-type: none"> <li>Members are called to confess the faith of Christ crucified and to be his faithful servants</li> <li>The one Spirit has given the members of the Church a diversity of gifts, and there is no gift without its corresponding service</li> <li>The Church recognises those in its congregations with the gifts of the Spirit for spiritual oversight and governance</li> <li>The UCA thanks God for the continuing service of evangelists, scholars, prophets and martyrs.</li> </ul>	Basis of Union Paras 11, 13, 14, 16
f. commitment to scholarly enquiry and an informed faith	<ul style="list-style-type: none"> <li>The Uniting Church</li> <li>values faithful and scholarly interpretation of Scripture</li> <li>values the contribution of historical, literary and scientific enquiry to an informed faith</li> <li>is committed to engaging with contemporary thought in order to better understand its own nature and mission</li> </ul>	Basis of Union Para 11
g. the place of ecumenism within the UCA's history and vision	<p>The Uniting Church</p> <ul style="list-style-type: none"> <li>acknowledges unity as both Christ's gift and will for the church</li> <li>lives and works within the faith and unity of the One Holy Catholic and Apostolic Church</li> <li>sees its common worship, witness and service as a proclamation of salvation</li> <li>values and maintains membership of Australian and World ecumenical bodies</li> <li>is committed to partner relationships with churches in Asia and the Pacific</li> <li>is active in dialogue with other churches in Australia, working together and seeking union</li> </ul>	Basis of Union Para 1, 2

#### 4. ***Understand the councils and ministries of the Uniting Church in Australia (UCA)***

Item	Performance Criteria	Reference
a. explain the UCA understandings of church membership, ministry and service	<p>The Uniting Church</p> <ul style="list-style-type: none"> <li>will provide for the exercise by people of the gifts that God gives them and order its life accordingly for the sake of God's mission</li> <li>seeks the guidance of the Holy Spirit to recognise people called to preach, lead worship, care pastorally, share governance and serve those in need</li> <li>requires that people in specified ministries adhere to the Basis of Union, namely that they are willing to live and work within the faith and unity of the One Holy Catholic and Apostolic Church as that was is described in the Basis of Union. Such adherence allows for difference of opinion in matters which do not enter into the substance of the faith.</li> </ul>	Basis of Union Paras 7, 13, 14 Code of Ethics section 1

<p>b. identify the key documents that describe UCA polity and procedures</p>	<ul style="list-style-type: none"> <li>• Basis of Union (1977, revised 1992)</li> <li>• UCA Constitution (1977, last amended 2001)</li> <li>• UCA Regulations (usually amended after each triennial Assembly)</li> <li>• UCA Code of Ethics and Ministry Practice (July 2000, currently under review by the Assembly)</li> <li>• A Manual for Meetings in the Uniting Church (revised 2004)</li> <li>• Sexual Misconduct Complaints Procedures (incorporated in UCA Regulations)</li> </ul>	<p>Basis of Union Paras 4, 5</p>
<p>c. identify the Councils of the church; their functions and interrelationships</p>	<ul style="list-style-type: none"> <li>• The Uniting Church is an interconciliar church, with its episcopal role and functions expressed in both personal and corporate terms</li> <li>• Congregation (Reg 3.1.1 and following) <ul style="list-style-type: none"> <li>○ the embodiment in one place of the one holy catholic and apostolic church</li> <li>○ worship, witness and serve as a fellowship of the Spirit in Christ</li> <li>○ meets regularly to hear God's Word, to celebrate the sacraments, to build up one another in love, to share the wider responsibilities of the Church, and to serve the world</li> <li>○ bears witness to the unity that is both Christ's gift and will</li> <li>○ is recognised as a Congregation by the Presbytery</li> </ul> </li> <li>• Church Council (Reg 3.1.12 and following) <ul style="list-style-type: none"> <li>○ often meets monthly or bimonthly)</li> <li>○ membership consists of ministers or others in placement or appointment in the congregation, elders and others elected by the congregation (see Reg for details)</li> <li>○ the body established in each congregation to have oversight of its total life and mission</li> <li>○ shares with the minister(s) in mission, pastoral care and spiritual oversight</li> <li>○ reviews and make decisions regarding membership</li> <li>○ assists the minister(s) with worship and sacraments</li> <li>○ manages property and financial affairs</li> <li>○ exercises oversight of leaders and congregational organisations and activities</li> </ul> </li> <li>• Presbytery (Reg 3.4.1 and following) <ul style="list-style-type: none"> <li>○ meeting frequency varies, usually meet at least 2 to 3 times per year</li> <li>○ membership consists of ministers and lay members of congregations within its bounds</li> <li>○ has oversight of the life and mission of the congregations within its bounds</li> <li>○ provides stimulus and encouragement, opportunities for congregations to strengthen and assist one another</li> <li>○ provides congregations with assistance for the wider work of the church</li> <li>○ pastoral and administrative oversight of ministers, including counselling and discipline</li> <li>○ participates in selection, pastoral care and oversight of candidates for specified ministries, and conducts the ordination of candidates for ministry</li> </ul> </li> <li>• Synod (Reg 3.5.1 and following)</li> </ul>	<p>Basis of Union Para 15 UCA Constitution UCA Regulations</p>

	<ul style="list-style-type: none"> <li>○ usually meets annually, sometimes less frequently</li> <li>○ membership consists of ministers and lay members appointed by presbyteries and additional members appointed by the Synod</li> <li>○ has oversight, direction and administration of the Church's worship, witness and service within its bounds, including executive, administrative, pastoral and disciplinary functions over the Presbyteries within its bounds</li> </ul> <ul style="list-style-type: none"> <li>● Assembly (Regs 3.6.1 and following) <ul style="list-style-type: none"> <li>○ meets every three years</li> <li>○ membership consists of ministers and lay members appointed by presbyteries and synods and additional members appointed by the Assembly</li> <li>○ has determining responsibility in matters of doctrine, government and discipline</li> <li>○ oversees the promotion of mission; standards of theological education; rural and remote ministry; national initiatives in social justice, community services, Christian education and multicultural ministry</li> <li>○ makes guiding decisions on the tasks and authority exercised by other councils</li> <li>○ determining authority on matters committed to it by the Constitution</li> <li>○ makes provision for calls appointments and transfers of Ministers</li> <li>○ affiliates with ecumenical and other bodies (usually national and international)</li> </ul> </li> <li>● Other bodies and agencies <ul style="list-style-type: none"> <li>○ Uniting Aboriginal and Islander Christian Congress – established in 1985 is a fellowship, network and organisation of indigenous members of the UCA and also members in fellowship of other churches. It operates in all states and the Northern Territory and is now the largest non-government indigenous agency in Australia</li> <li>○ <i>(The Presbytery or assessing body may wish to verify the applicant's understanding of other church bodies directly related to the person's appointment)</i></li> </ul> </li> <li>● Office-bearers <ul style="list-style-type: none"> <li>○ Role of Presbytery chairperson, Moderator, Synod General Secretary, President, Assembly General Secretary, etc.</li> </ul> </li> </ul>	
d. describe the forms of ministry within the UCA and their inter-relationships	<ul style="list-style-type: none"> <li>● (Ordained) Ministry of Word and Sacrament – are called to preach the gospel, administer the sacraments, exercise pastoral care, equip members for their particular ministries, serve in the community and pioneer new expressions of the gospel</li> <li>● (Ordained) Ministry of Deacon – are called to a ministry of service to the world with a primary focus on care and compassion for the disadvantaged and marginalised, seeking justice for all people and encouraging ways of fulfilling the mission of the church</li> <li>● (Lay) Ministry of Elder – elected to share with the Minister in exercising oversight a building up the congregation in faith and love, sustaining its members in hope and leading them in mission</li> </ul>	Basis of Union Para 14 UCA Constitution UCA Regulations

	<ul style="list-style-type: none"> <li>• (Lay) Ministry of Lay Preacher – persons equipped and accredit to preach and lead worship in their congregation and in any other congregations to which they are invited</li> <li>• (Lay) Ministry of Pastor – responsibilities may include teaching, leading worship, pastoral care evangelism and mission service</li> <li>• (Lay) Ministries of Lay Pastor, Youth Worker, and Community Minister – new candidates for these ministries are no longer being accepted. Details regarding each ministry are found in the UCA Constitution and Regulations (Sections 2.10 – 2.13).</li> <li>• Persons are ordained and commissioned for ministry by the Presbytery</li> </ul>	
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## **UNIT OF COMPETENCY - Work within the Uniting Church Code of Ethics and Ministry Practice**

### **5. *Articulate and practice key elements of the UCA understanding of gifts, ministry and service***

Item	Performance Criteria	Reference
a. seek to care for all people regardless of age, gender, ethnicity, or other personal characteristics	<ul style="list-style-type: none"> <li>• treats people fairly and with respect regardless of age, gender, ethnicity or other characteristics</li> <li>• open to engaging in ministry with all people within the bounds of one's pastoral responsibilities</li> <li>• speaks and acts in ways that are inclusive of people</li> <li>• able to learn ministry practices with people with whom he or she is less familiar or comfortable</li> </ul>	Code of Ethics section 2.2
b. encourage and respect the giftedness and ministry of other people and be willing to learn from them	<ul style="list-style-type: none"> <li>• affirms and values the ministry of others regardless of age, gender, ethnicity, etc</li> <li>• acknowledges the rights and responsibilities of others in leadership</li> <li>• encourages the gifts in other people regardless of age, gender, ethnicity, etc</li> <li>• able to gain new understandings and skills from church members, ministers and teachers</li> <li>• receives and act upon feedback from those people being served in ministry</li> </ul>	Basis of Union Para 13, Code of Ethics sections 2, 1, 3.1, 3.3
c. teach in a manner that seeks to represent faithfully the Scriptures and the teachings and practices of the UCA	<ul style="list-style-type: none"> <li>• has a level of understanding of the Scriptures, theology and UCA practices appropriate to the level of responsibility in the Pastor's job description</li> <li>• engages in ongoing study of the Scriptures and Christian theology, including UCA doctrine</li> <li>• shows prior preaching and teaching in accord with UCA understandings of Scripture and theology</li> <li>• interprets Scripture faithfully at a level appropriate to the pastor's job description</li> <li>• able to teach the church's position on matters of faith as appropriate to the job description</li> <li>• accurately represents differing views</li> </ul>	Code of Ethics section 3.2
d. work effectively in a team setting with appropriate accountability and responsibility	<ul style="list-style-type: none"> <li>• works collaboratively with others towards common goals</li> <li>• reports clearly and regularly on his or her work activities and progress</li> <li>• keeps appropriate records</li> <li>• communicates clearly both verbally and in writing as appropriate to the pastor's role</li> </ul>	Code of Ethics sections 2.4, 3.1, 3.2

	<ul style="list-style-type: none"> <li>• shows respect for other team members' ministry expertise and encourages their ministries</li> <li>• receives and acts upon feedback, guidance and correction from team members</li> <li>• recognises and works within lines of accountability within the congregation or agency</li> </ul>	
e. engage others in respectful dialogue and decision-making and respect the decisions of the councils of the church	<ul style="list-style-type: none"> <li>• participates in the councils of the church as required</li> <li>• can explain the ethos and process of decision-making expressed in the Manual for Meetings</li> <li>• speaks and works respectfully with others even where there are differences of opinion</li> <li>• expresses disagreements in appropriate forums without resorting to personal criticisms</li> <li>• respects and communicates clearly the decisions of the councils of the church</li> <li>• understands that preaching is not an avenue for raising conflict with the congregation or between councils of the church</li> </ul>	Code of Ethics sections 2.3, 3.1, 3.3, Manual for Meetings

6. **Identify the behavioural and boundary issues involved in ministry conduct and accountability** in both personal discipleship and professional ministry

Item	Performance Criteria	Reference
a. identify the parts of key documents which relate to the ordering of ministries within the UCA	<ul style="list-style-type: none"> <li>• Basis of Union, in particular Paragraphs 13 to 16</li> <li>• UCA Constitution, in particular Division 2</li> <li>• UCA Regulations, in particular Section 2</li> <li>• Code of Ethics and Ministry Practice</li> <li>• Uniting in Worship 2</li> </ul>	
b. explain the nature and responsibilities of pastoral ministry and pastoral relationships	<ul style="list-style-type: none"> <li>• a pastoral relationship exists where               <ol style="list-style-type: none"> <li>a. the minister is providing spiritual care for the person; or</li> <li>b. the person has looked to the minister for guidance, protection or care; or</li> <li>c. the person has made contact with the minister in their responsibility or function as a minister</li> </ol> </li> <li>• the scope of pastoral ministry is in part defined by a person's job description, however (c) above means that pastoral relationships usually include all people in a congregation (or those being served by an agency) and many people in the wider community</li> <li>• pastoral ministry is offered on behalf of Christ and the Church and so is always representative</li> <li>• pastoral ministry is servant ministry, yet always involves influence and power over others</li> <li>• pastoral ministry seeks the well-being of others and does not use them to meet the pastor's personal needs</li> <li>• pastoral ministry seeks always to act justly and fairly on behalf of others</li> </ul>	Code of Ethics sections 1, 2, 3.5
c. the potential for conflict in responsibility and accountability and appropriate means to resolve this	<ul style="list-style-type: none"> <li>• a pastoral role has boundaries of responsibility as defined in the job description</li> <li>• pastors are accountable for their practice of ministry to the Church through their Presbytery (or Synod or Assembly in the case of appointments by these councils)</li> <li>• pastors are accountable to those with whom they minister, including ordained ministers, other lay workers, elders, church councils, etc</li> </ul>	Code of Ethics sections 3.5, 3.6, 7

	<ul style="list-style-type: none"> <li>• pastors are required to be subject to pastoral supervision by a suitably qualified person</li> <li>• pastors are aware of their personal needs for relationship, security, recreation and recognition and when these impinge inappropriately upon pastoral responsibilities</li> </ul>	
<p>d. explain and give examples of</p> <p>(i) the nature and boundaries of power in ministry relationships</p> <p>(ii) the nature and boundaries of confidentiality</p> <p>(iii) appropriate reasons for referral of pastoral issues</p>	<p>Boundaries in pastoral relationships include</p> <ul style="list-style-type: none"> <li>• recognising the difference between pastoral relationship and intimacy in friendship</li> <li>• recognising the internal and external signs of movement towards inappropriate friendship</li> <li>• recognising when one's own needs are being met in ways that are inappropriate</li> <li>• recognising how oneself is being perceived by others in pastoral relationships</li> <li>• understanding of the limits of one's competence in areas of pastoral ministry and the importance of referral</li> </ul> <p>The person demonstrates</p> <ul style="list-style-type: none"> <li>• the ability to establish and maintain appropriate confidentiality in pastoral relationships</li> <li>• understanding of when, how and to whom to make referrals of pastoral matters</li> <li>• understanding the legal and ethical requirements of duty of care and mandatory reporting</li> <li>• recognition of when it is helpful or necessary to end a pastoral relationship</li> </ul>	Code of Ethics sections 1, 2, 3.5, 3.6, 3.8, 4

7. **Identify and practice appropriate standards of professional conduct** at a level appropriate to the ministry in which the Pastor is engaged

Item	Performance Criteria	Reference
a. accurately represent one's competencies and commit to developing one's knowledge, skills, and spiritual disciplines	<ul style="list-style-type: none"> <li>• honestly and fairly represents one's own competence, qualifications, training and experience</li> <li>• refrains from undertaking work beyond one's professional competence</li> <li>• assesses his or her own learning needs, and plans and undertakes regular continuing education</li> <li>• undertakes regular spiritual disciplines including prayer, Bible reading and 'retreat' times</li> </ul>	Code of Ethics section 3.4
b. explain UCA expectations regarding gifts, fees and financial gain	<ul style="list-style-type: none"> <li>• does not seek financial gain from pastoral relationships beyond recognised entitlements</li> <li>• seeks advice from a supervising officer of the Church where the appropriateness of gifts is uncertain</li> <li>• recognises cultural traditions regarding gifts and treats such gifts so as to benefit the church</li> <li>• does not use his or her ministry to recruit clients for private practice or commercial interests</li> </ul>	Code of Ethics section 5
c. exercise responsible self-care	<ul style="list-style-type: none"> <li>• maintains his or her physical, spiritual and emotional health</li> <li>• participates in supervision</li> <li>• gives adequate priority to relationships with family and significant others</li> <li>• nurtures personal relationships which promote wholeness and well-being</li> </ul>	Code of Ethics section 3.7
d. explain the purpose of	<ul style="list-style-type: none"> <li>• understands the nature of and need for ongoing professional supervision</li> </ul>	Code of Ethics

supervision and give evidence of willingness to be subject to supervision	<ul style="list-style-type: none"> <li>manages his or her time so as to participate regularly in supervision</li> <li>authentically represents his or her self and ministry practices in a supervision setting</li> <li>hears and acts upon feedback, guidance and correction received in supervision</li> <li>seeks guidance when called to exercise ministry beyond their normal competence</li> <li>keeps appropriate records of pastoral contacts and critical events</li> <li>understands the circumstances in which a personal relationship should be disclosed to an appropriate officer of the church</li> </ul>	section 3.8, 4.2
e. identify current legal requirements relevant to the particular area of ministry	<ul style="list-style-type: none"> <li>aware of legal or professional requirements related to the pastor's particular appointment</li> <li>aware of synod policies and procedures regarding Duty of Care related to the pastor's particular appointment</li> <li>aware of statutory requirements regarding Mandatory Reporting</li> <li>aware of the requirement to inform the Synod Secretary of any matter which may lead to legal action</li> <li>recognises that it is unethical for a pastor to deliberately break the law or encourage others to do so (excepting instances of political resistance or civil disobedience)</li> </ul>	Code of Ethics section 6, Regulations section 7
f. explain the ethical and organisational responsibilities of ministry in other organisations as appropriate	<ul style="list-style-type: none"> <li>in the case of agency or school appointments, understands the ethical responsibilities and organisational requirements of the institution</li> <li>understands avenues for resolving conflicts between the Code of Ethics and the particular demands of other organisations</li> </ul>	Code of Ethics section 7
g. explain the responsibilities of persons in ministry regarding breaches of the Code of Ethics	<ul style="list-style-type: none"> <li>understands the definition of "breach of the Code of Ethics"</li> <li>understands ways to resolve concerns regarding the ethical behaviour of others in ministry</li> <li>understands the requirement to inform the appropriate church council or officer of likely sexual misconduct of any minister, lay employee or lay appointee</li> <li>understands the processes by which the Church deals with allegations of sexual misconduct</li> </ul>	Code of Ethics section 8. Regulations section 7

Approved by the MEC, July 2010