



# National Pastor / Missionary Competencies & Application

Applicant:

## Table of Contents

	1
	1
Competency Area 1:	3
1. Planning and Ethics	3
1.1. Spiritual Guidance	3
1.1. Ethics	3
1.2. Long-Term Planning	3
Competency Area 2:	4
2. Ministry Skills	4
2.1. Personal Evangelism	4
2.2. Water Baptism	4
2.3. Baptism in the Holy Spirit	4
2.4. Bible Study	4
2.5. Worship Services	4
2.6. Preaching	4
Competency Area 3:	5
3. Services and Teams	5
3.1. Special Services (as relevant)	5
3.2. Organisational Finances	5
3.3. Team Work	5
3.4. Organisational Leadership	5
Competency Area 4:	6
4. Theological Development	6
4.1. Hermeneutics	6
4.2. Doctrine	6
4.3. Biblical Knowledge	6
4.4. Training	6

### National Ministers Competencies

#### Criteria

Have successfully completed the ***CRC Missions International - Missions Bible College (IMBC) Safeguarding individuals.*** or have successfully completed an acceptable equivalent *training*.

and

Have successfully completed ***CRC IMBC Certificate of Ministry and Theology.*** or have successfully completed an equivalent *Certificate III (or higher) of Ministry and Theology* Course with a recognized training institute.

and

Have successfully completed ***CRC IMBC Diploma of Ministry and Theology.*** or have successfully completed an equivalent *Diploma (or higher) of Ministry and Theology* Course with a recognized training institute.

completed

Have successfully completed the **four Local Ministers Competencies**. If you currently hold Local Pastor Credential, these competencies would have been completed during that application process. If not, you will need to complete them as part of this application.

also

Have successfully completed the **four National Pastor Competencies** which must be completed by the applicant along with a current CRC Churches International Pastor who will sign each of the four (4) competency areas if the applicant meets the criteria. Accompanied with a signed CRC Declaration of Commitment and Reliability agreement.

## Application for National Pastor's Credential - 2025

Dear Applicant,

It is my privilege to present to you the requirements and competencies for applying for a National Pastor's or Missionary Credential with CRC Missions International. These competencies have been designed to support you as you pursue your ministry calling and step into a greater level of responsibility within the CRC Movement.

Jesus Himself served as the ultimate example of growth in all areas of life, as highlighted in *Luke 2:52*: "*And Jesus grew in wisdom and stature, and in favour with God and man.*" This reminder emphasizes that effective ministry involves spiritual maturity, professional competence, and the ability to engage meaningfully with both God and people.

Today's pastors and missionaries face an increasingly complex landscape of laws and societal expectations. As *Romans 13:1* teaches: "*Let everyone be subject to the governing authorities, for there is no authority except that which God has established.*" Remaining informed and compliant with legal requirements ensures our ministry is conducted with integrity, accountability, and credibility.

The requirements for a National Pastor's or Missionary's Credential reflect the high standards upheld within the CRC Movement. These standards ensure that all CRC pastors, missionaries and Spiritual Institutions operate with the same ethical, ministerial, and professional excellence. The competencies focus on key areas, including:

- **Planning and Ethics**
- **Ministry skills**
- **Services and teams**
- **Theological Development**

### Application Requirements

To proceed with your application to become a National Pastor or Missionary, you must provide evidence of the following:

1. **Minimum Qualification:** Attainment of at least a *Diploma in Christian Ministry and Theology* or evidence of an equivalent qualification, ensuring a foundational understanding of theology and ministry skills.
2. **The Four Local Pastor / Missionary Competencies:** Successful completion of these competencies is required. If you currently hold Local Pastor / Missionary Credential, there would have been part of that process. If not, **these competencies must be completed as part of your application.**
3. **Four National Pastor Competencies:** Completion of the National Pastor Competencies under the guidance of a current CRC Missions International Pastor / Missionary. Each competency area must be signed off by the supervising pastor upon satisfactory completion.

These requirements, alongside the *CRC Charter*, form a solid framework for effective ministry and leadership within CRC Missions International. We trust that these competencies will equip and empower you to fulfill your calling and serve faithfully as a National Pastor or Missionary.

In His service,



**Pastor Phil Cayzer**

Missions Director  
Australian International Missions Team  
CRC Missions International

## **Competency Area 1:**

### **1. Planning and Ethics**

#### **1.1. Spiritual Guidance**

- 1.1.1. Demonstrate a Scriptural approach to seeking guidance in various matters, including those in the culture that are taboo.
- 1.1.2. Testify of an instance of recognising and effectively responding to the Spirit's leading.
- 1.1.3. Describe how extra care must be taken in seeking guidance when there is self-interest and how such a conflict of interest might be resolved.

#### **1.1. Ethics**

- 1.1.1. Describe ethical areas in which there can be a struggle with compromise in the relevant culture, and how these should be (and have been) addressed.
- 1.1.2. Show relevant examples of commitment to honesty and integrity.
- 1.1.3. Demonstrate a biblical understanding of, and personal commitment to, sexual purity.

#### **1.2. Long-Term Planning**

- 1.2.1. Demonstrate the importance of long-term personal planning in ministry as well as for the local church or other relevant ministry contexts, listing current long-term goals.
- 1.2.2. Demonstrate specific areas of spiritual, ministry and leadership growth (such as in stretching faith and practice, reading, mentoring, coaching, conferences/gatherings and courses) and an awareness of the areas in which such growth is required.

Applicant, \_\_\_\_\_, has demonstrated competency in this area.

Name of CRC Missions International Minister/Assessor

Signed

Date

Assessor comments.

## Competency Area 2:

### 2. **Ministry Skills**

#### 2.1. **Personal Evangelism**

- 2.1.1. Lead a person to Christ and follow them up.
- 2.1.2. Demonstrate a clear presentation of the Gospel used to lead people to Christ.

#### 2.2. **Water Baptism**

- 2.2.1. Lead a person through Water Baptism.
- 2.2.2. Clearly present the need for Water Baptism for use with a new believer.
- 2.2.3. Conduct a typical Water Baptism service in the cultural setting of the individual concerned.

#### 2.3. **Baptism in the Holy Spirit**

- 2.3.1. Be baptised in the Spirit and lead a person into the Baptism in the Holy Spirit with the evidence of speaking in other tongues.
- 2.3.2. Demonstrate a clear presentation of the need for Baptism in the Holy Spirit, using appropriate Scriptural texts.

#### 2.4. **Bible Study**

- 2.4.1. Demonstrate the provision of effective Bible Study in a small group context.

#### 2.5. **Worship Services**

- 2.5.1. Demonstrate experience in leading a church Service (or an approved equivalent).
- 2.5.2. Describe a typical service led by the Applicant in the local setting.

#### 2.6. **Preaching**

- 2.6.1. Demonstrate sound preaching/teaching skills, holding the attention of those present.

Applicant, \_\_\_\_\_, has demonstrated competency in this area.

Name of CRC Missions International Minister/Assessor

Signed

Date

Assessor comments.

## Competency Area 3:

### 3. Services and Teams

#### 3.1. Special Services (as relevant)

- 3.1.1. Explain the Scriptural basis for the practice of infant dedication (versus believer's baptism).
- 3.1.2. Explain the Scriptural basis for monogamous Christian marriage and (if relevant) describe a typical marriage service conducted by the Applicant relevant to the local setting.
- 3.1.3. The Applicant is aware of the joy of the promise of the resurrection for those that die in Christ despite the grief of being parted from loved ones.
- 3.1.4. The Applicant is aware of how to conduct funerals in the local setting, and differences in handling non-Christian funerals, if relevant.
- 3.1.5. Discuss an outline of a funeral service, including a message, for a Christian person.

#### 3.2. Organisational Finances

- 3.2.1. Describe the nature of the Applicant's financial records and show how accountability and transparency is achieved.
- 3.2.2. Demonstrate the ethical and practical implications of handling finance along with a commitment to high standards in this area.

#### 3.3. Team Work

- 3.3.1. Demonstrate the effective sharing of power.
- 3.3.2. Demonstrate effective teamwork.
- 3.3.3. Describe ways in which personal or cultural teamwork challenges have been, and should be, overcome.

#### 3.4. Organisational Leadership

- 3.4.1. Demonstrate a basic capacity to responsibly develop, organise and lead a church or ministry.
- 3.4.2. Demonstrate the various communication skills used in the ministry, such as effective regular team meetings, records of decisions, dissemination or publication of information, as applicable.

Applicant, \_\_\_\_\_, has demonstrated competency in this area.

Name of CRC Missions International Minister/Assessor

Signed

Date

Assessor comments.

## Competency Area 4:

### 4. *Theological Development*

#### 4.1. Hermeneutics

- 4.1.1. Demonstrate the use of appropriate skills for interpreting Scripture, such as using other passages, context, other translations, and the recorded thoughts of others.

#### 4.2. Doctrine

- 4.2.1. The Applicant holds to the basic doctrines described in Hebrews 6.
- 4.2.2. The Applicant has been made aware of, including the meaning of, the CRC Statement of Faith and is committed to it.

#### 4.3. Biblical Knowledge

- 4.3.1. Demonstrate awareness of the content of various parts of the Bible and its main message.

#### 4.4. Training

- 4.4.1. Present any evidence of or information from, relevant courses and seminars participated in (whether live, online, or by correspondence), and any other relevant learning.
- 4.4.2. Demonstrate soundness and balance in messages and/or writings.

Applicant, \_\_\_\_\_, has demonstrated competency in this area.

Name of CRC Missions International Minister/Assessor

Signed

Date

Assessor comments.



