



Local Pastor / Missionary Competencies & Application

Applicant:

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Local Ministers Competencies

Criteria

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

also

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.

also

To complete the **four Local Minister Competencies** which must be completed by the applicant along with a coaching CRC Pastor who will sign each of the four (4) competency areas if the applicant meets the criteria. This must be accompanied by a signed CRC Declaration of Commitment and Reliability agreement.

Missions Director - Australian International Missions Team.

2025

Dear Applicant,

It is my privilege to present to you the *CRC Missions International Local Pastor / Missionary Competencies*. These competencies are designed to support you as you pursue your calling in ministry and seek to become part of the CRC Movement.

Jesus Himself modelled growth in all aspects of life, as we see in *Luke 2:52*: "*And Jesus grew in wisdom and stature, and in favour with God and man.*" His life is a reminder that effective ministry involves both spiritual maturity and the ability to engage effectively within the communities we serve.

In our current world, pastors and missionaries face an increasing number of regulations and laws that govern our work. As *Romans 13:1* reminds us: "*Let everyone be subject to the governing authorities, for there is no authority except that which God has established.*" It is essential that we remain informed and compliant with the laws of the land, ensuring our ministry is conducted with integrity and accountability.

The *CRC Missions International Local Pastor / Missionary Competencies* are designed to help applicants understand the high standards required by the CRC Movement. These competencies ensure that all CRC pastors, missionaries and Spiritual Institutions operate at the same ministerial, ethical, and professional level. They also provide clear guidelines on essential policies addressing topics such as:

- Vision and Values
- Personal Development
- The Word and Relationships
- Safety for Children and Vulnerable People

Your application for a *CRC Missions International Local Pastor / Missionary Credential* is a significant step in your ministry journey. To complete the process, it is **required** that you also submit evidence of the following:

1. **Completed Application form**
2. **Completed Declaration of Commitment and Reliability**
3. **Completion of Safeguarding Individuals training**, or an equivalent course focused on the safety of children and vulnerable people. This underscores our commitment to upholding the highest standards of care and protection, as reflected in *Matthew 18:6*: "*But whoever causes one of these little ones who believe in me to sin, it would be better for him to have a great millstone fastened around his neck and to be drowned in the depth of the sea.*"
4. **Attainment of a minimum of Certificate III in Christian Ministry and Theology** or evidence of an equivalent qualification. This requirement ensures a foundational understanding of theological principles and practical ministry skills necessary for effective service.

We trust that these competencies, along with the *CRC Charter* and other foundational documents, will serve as valuable tools to support your development and guide your ministry. As you prepare for this step, may you continue to grow in wisdom, faith, and service to the Lord.

In His service,



Pastor Phil Cayzer
Missions Director
Australian International Missions Team
CRC Missions International

Competency Area 1:

1. Vision and Values

1.1. Expression of CRC Vision and Values

- 1.1.1. The applicant has been made familiar with, consents to, and outworks the Vision and Values of the CRC in their local church/ministry and is not in conflict with any of it.

1.2. CRC International Charter

- 1.2.1. The applicant has been made familiar with, understands, consents to, and outworks the CRC Charter, and is not in conflict with any of it.

1.3. CRC Organisation and Relationships with Churches

- 1.3.1. The applicant has been made aware of the basic organisation and operation of the CRC as a global movement, and how they are connected, accountable to and covered by it, and therefore they consent to it and is submitted to it.
- 1.3.2. Describe how a personal commitment to connect with other CRC churches and ministers has been outworked.

1.4. Missions

- 1.4.1. Demonstrate an awareness of the Biblical basis of world missions, including some relevant passages of Scripture.
- 1.4.2. Describe how a personal commitment, appropriate to the stage of development of the work, has been outworked in relation to World Mission.

1.5. Church Practice

- 1.5.1. The applicant is observing important principles, procedures and policies in the local church/ministry such as:
- protection of children, adolescents, and women and having evidence of completing Safeguarding individuals or equivalent.
 - general safety with regard to violence, fire and hygiene; and
 - every-believer ministry with the sharing and promotion of others in the ministry in an orderly manner.
- 1.5.2. Describe any areas requiring special attention regarding church practices in the cultural setting, and how they are being (or need to be) addressed.

Applicant, _____, has demonstrated competency in this area.

Name of CRC Missions International Minister/Assessor

Signed

Date

Assessor comments.

Competency Area 2:

2. Personal Development

2.1. Call of God

- 2.1.1. Provide a brief testimony of the applicant being led to the conviction of being called into ministry, including an awareness of any difficulty this call has meant and may mean in the future.

2.2. Personal Spiritual Practices

- 2.2.1. Demonstrate deliberate and personal prayer, worship, and the reading and study of the Bible.
- 2.2.2. Describe examples of being led by God into outworking various spiritual practices.

Marriage and Family (as relevant)

2.3. Marriage.

- 2.3.1. Describe (and demonstrate where applicable) how a husband 'loves his wife as himself and as a co-heir in Christ, and how a wife loves and respects her husband.
- 2.3.2. Demonstrate stability in marriage, including an awareness of any weaknesses and how these can be addressed.

2.4. Parenting

- 2.4.1. Demonstrate, where relevant, the ability to raise and provide for godly children who are free from neglect and frustration and who appear happy and well-adjusted and are able to contribute appropriately.
- 2.4.2. Describe the challenges typically observed with parenting and strategies that should be put in place to meet those.

2.5. Family.

- 2.5.1. Describe any unique challenges to family members spending sufficient time together and how these challenges should be addressed.

2.6. Servanthood.

- 2.6.1. Describe the extent to which service, and willingness to volunteer and serve, have been demonstrated in various circumstances.

Applicant, _____, has demonstrated competency in this area.

Name of CRC Missions International Minister/Assessor

Signed

Date

Assessor comments.

Competency Area 3:

3. The Word and Relationships

3.1. Applying God's Word

- 3.1.1. Describe where the applicant has changed their behaviour to align with God's Word.
- 3.1.2. Demonstrate awareness of Scriptural qualifications in the letters to Titus and Timothy that might impact upon the decision to pursue a ministry credential and how any areas of conflict are being addressed.
- 3.1.3. Present evidence of obtaining a minimum of a Certificate in Ministry and Theology or greater.

3.2. Tithing and Giving

- 3.2.1. Demonstrate awareness and use of Scriptures on tithing and giving.
- 3.2.2. Describe the way in which tithing and giving are consistently outworked.

3.3. Personal Finance

- 3.3.1. Demonstrate the culturally appropriate management of personal resources.
- 3.3.2. Demonstrate a positive reputation with people in managing financial commitments.

3.4. Relational Skills

- 3.4.1. Demonstrate the effective outworking of friendliness and principles for developing friendships.
- 3.4.2. Demonstrate effective handling of conflict in ministry situations which avoids excesses of timidity, anger or an over-reaction.
- 3.4.3. Describe how conflict is managed effectively and Scripturally in the local church or ministry giving examples in the following situations:
 - between members;
 - within the team;
 - between a member and the team;
 - between the team and the leader; and
 - between a member and the leader.

Applicant, _____, has demonstrated competency in this area.

Name of CRC Missions International Minister/Assessor

Signed

Date

Assessor comments.

Competency Area 4:

4. Safety for Children and Vulnerable People

4.1. Training and Understanding

- 4.1.1. What training have you completed to help you understand the safety needs of Children and Vulnerable People.
- 4.1.2. Provide specific examples of how this training has influenced your understanding of safeguarding practices.
- 4.1.3. How has your training equipped you to address challenges in safeguarding?

4.2 Implementing Training

- 4.2.1 How would you implement training to help others understand the importance of safety for Children and Vulnerable People?
- 4.2.2 What methods would you use to ensure the training is effective?
- 4.2.3 Describe how you would tailor your training to address cultural sensitivities and unique challenges in your community or church.

4.3 Handling Breaches of Safety

- 4.3.1 Describe how you would respond to a possible breach of safety involving Children or Vulnerable People.
- 4.3.2 How would you ensure that all necessary steps are taken to protect the individuals involved and maintain confidentiality?
- 4.3.3 What follow-up actions would you take to ensure such breaches are not repeated in the future?

Applicant, _____, has demonstrated competency in this area.

Name of CRC Missions International Minister/Assessor

Signed

Date

Assessor comments.

CRC Missions International – Local Pastor
APPLICATION FORM

The CRC Missions International here after referred to as CRC, has been raised up by God as a community of affiliated Churches, Ministers and Spiritual Institutions who work together in co-operation and fellowship based on mutual love and respect. These churches and Spiritual Institutions are coordinated and represented by a CRC Missions International until the CRC Family has established its own entity (NGO) in the respective nation.

As a Local Pastor you would NOT be eligible to operate as an Executive pastor in the national Field you are working in.

The CRC is also associated and working together in co-operative fellowship with CRC Churches International, currently having its head office in Australia.

The details supplied may appear in a directory available to other CRC Ministers and Spiritual Institutions.

Please supply or email this form to

On behalf of Ps Phil Cayzer churches@crcchurches.org:

CRC Missions International 1785 South Gippsland highway Cranbourne East 3977 Australia.

Your Surname:	
Your First Name:	
Other Names Known As:	
Your Title Used:	
Your Birthdate and Place:	
Your Phone Numbers:	
Your Email Address:	
Your Secular Work if any:	
Your Work Number:	
Theological Training Achieved:	
Theological Training College:	
Brief History of Theological Training:	

Your Spouses Full Name:	
Spouses Birthdate and Place:	
Spouses Phone Numbers:	
Spouses Email Address:	
Spouses Secular Work if any:	
Spouses Work Phone if any:	
Your Residential Address:	
Ministry You are Involved With:	
Ministry Name:	
Ministry Address:	
Past Ministry You were Involved With:	
Past Ministry Address:	
Past Ministry Credentials Held With:	
Past Denominations Worked With:	
Your Senior or Covering Minister:	

Your Senior Ministers Phone Number:	
A brief description of your Secular training and achievements. Also any business or legal failings:	

Declaration of Commitment and Reliability

I, the undersigned, hereby apply to serve as a Local Pastor of CRC Missions International, declaring my commitment to fulfill the responsibilities of a Pastor of the Gospel. I acknowledge my reliance on God for support and commit to honouring the following principles:

- Tithing
- Generous giving
- Donations and bequests
- Self-financing projects

To this end, I pledge my loyal commitment and agree to the following:

1. Adherence to Governance and Standards:

- I will abide by the *Charter of CRC* and its principles.
- I will comply with the by-laws of CRC Missions Incorporation.
- I will honour the authority and guidance of the CRC National Executive of CRC Churches International (Australia).

2. Financial and Asset Management:

- Any church or Spiritual Institution I am involved with will have its finances and material assets managed in compliance with the legal framework of the respective country, ensuring transparency, integrity, and respect for donors' freedoms and financial laws.
- All funds of any church or Spiritual Institution I am involved with will be secured in accounts in the name of the church or Spiritual Institution, with annual reports submitted to the Board's Office prior to the general assembly.

3. Withdrawal from CRC:

Should I choose to withdraw from CRC Missions International, I commit to the following actions:

- I will immediately surrender my CRC Missions International Local Pastor Credential.
- I will resign from leadership of any CRC church or Spiritual Institution.
- I will step down from any leadership position held within CRC.
- I will forfeit all rights and privileges of affiliation, including the right to use the names "CRC," "CRC (Country)," "CRC Churches (Country)," or "Christian Revival Church of (Country)."
- I understand that any property or assets owned or purchased for the use of a CRC church or Spiritual Institution will, within seven (7) days, be made available to the CRC National Liaison to administer on behalf of the CRC Missions International on behalf of the CRC National Executive for administration and future use in furthering church or ministry work.
- I recognize that any financial or in-kind contributions (including property, buildings, equipment, or intellectual property) made for the use of a CRC church or Spiritual Institution cannot be reclaimed and will remain the property of CRC Missions International, to be managed by the CRC National Executive to fulfill the Great Commission.

I acknowledge that I have read, understood, and agree to the content of this declaration.

I certify that the above information is accurate and true.

Name:

Signature:

Place:

Date:

Witnessed and received by two CRC Ministers.

Name:

Signature:

Name:

Signature:

