

KEY COMPETENCIES

RATIONALE: The reason the Pulpit Committee will focus on these six areas is the necessity of a candidate to possess internal pastoral competencies (Core Theology; Sermon Preparation; Discipleship and Leadership Empowerment) and external leadership competencies (Missional Strategy; Leading Change; Reengineering and Revitalization).

These six key competencies are critical for any candidate to be familiar with and be willing to share their heart and experience. We want to discover the candidate's demonstrated skill in each of the six areas and discern the candidate's level of humility, teachability and problem solving skills.

CANDIDATE PREPARATION: Prior to the Phase III interview the candidate will be given the six major areas to share for 10 minutes on each area for the morning session. During his presentation of the six sections the Pulpit Committee will determine which are of the six areas are demonstrated competencies, desired competencies, and not competencies of the candidate. We would create a Likert Scale to help us determine the level of competency in each of the six areas. The Pulpit Committee will focus upon the presented information and the preparation he demonstrated in each area. We will also be examining and observing the candidate's leadership ability, humility and openness to learn and grow with the position. We will select a few key follow up questions from each section to ask in the afternoon session.

- I. **CORE THEOLOGY** - The goal is to determine clarity over key doctrinal beliefs and to discover any special emphases that the applicant may have which will affect West Congregational culture. The Pulpit Committee needs to discern and determine how he would lead in the area of doctrine pastorally and how he would manage conflicts in belief with others as well as among congregants.
- II. **SERMON PREPARATION AND DELIVERY** - The goal is to understand how the candidate prepares to preach God's word to determine exegetical ability. The Pulpit Committee will need to determine which "type of preacher" the candidate is based on the preaching document and discern how the candidate will build teams and/or strategy around his gifting. We will determine how the candidate deals with church context (the people and their needs).
- III. **DISCIPLESHIP AND LEADERSHIP EMPOWERMENT**- The goal is to determine the candidate's style of leadership and pastoring based on the *Pastoral Leadership* document and how he will lead in the future. The Pulpit Committee needs to clarify if the candidate is a leader or a manager and how he specifically practices the priesthood of all believers specifically as it applies to the process of discipleship and empowerment.
- IV. **MISSIONAL STRATEGY**- The goal is to determine if the candidate has led an externally focused mission in the past and how might approach the unique challenges of West Church reaching our community and the North Shore. The Pulpit Committee will explore past behavior in leading mission as an indicator of future performance.
- V. **LEADING CHANGE** - The goal is to determine the candidate's past experiences, relational skills and success and failure in attempting to lead change. The goal is to understand how much risk and tension the candidate can endure as well as how resilient and creative in building consensus he can be when leading change.
- VI. **REENGINEERING AND REVITALIZATION** - The goal is to clarify the present needs of West Church based on the IIP's analysis. The Pulpit Committee needs to judge what past experiences the candidate has in leading both reengineering and revitalization and how knowledgeable he is in the area of organizational design and spiritual vitality.

OVERVIEW OF THE POSITION FROM THE SENIOR PASTOR JOB DESCRIPTION

The Senior Pastor's role is primarily that of teaching and preaching the word of God, and shepherding the Congregation and the Church Staff. His focus is to be on leading the congregation into Spiritual maturity and equipping them together for the work of the ministry as The Body of Christ (Ephesians 4:12-16).

ADDED STATEMENT FROM THE IIP'S OVERVIEW

The future role of the Senior Pastor will require internal pastoral competencies (Core Theology; Sermon Preparation; Discipleship and Leadership Empowerment) and external leadership competencies (Missional* Strategy; Leading Change; Reengineering and Revitalization).

GLOSSARY OF TERMS:

Discipleship: to develop followers or learners of Jesus focusing on teaching obedience of Jesus' commands.

Missional and Missional Strategy: *The term "missional" gained its popularity towards the end of the 20th century with the influence of Tim Keller, Alan Hirsch, and others, as well as the Gospel and Our Culture Network. Their basic premise is that all Christians should be involved in the Great Commission of Jesus both globally and locally (Matthew 28:19-20).

Essentially, the idea of being missional teaches that the church has a mission because Jesus had a mission. There is one mission which says that the "missional church is a community of God's people that defines itself, and organizes its life around, its real purpose of being an agent of God's mission to the world. In other words, the church's true and authentic organizing principle is mission. When the church is in mission, it is the true church." Yet there has been some confusion regarding the term "missional" meaning to reach others with the message of the gospel.

Exegetical: discovering the meaning of the text as it was originally intended. The three most common types of preachers defined by Biblical vocabulary are evangelistic, exhortation and teaching.

Biblical Preaching: honors the truth of the Biblical text while challenging and equipping for life change, based on a high view of Scripture and is Biblically based.

Empowerment: means to focus on giving authority or power to someone to do something. It is the process of becoming stronger and more confident. Biblically its deeper meaning is found in the priesthood of all believers and the role of the pastor (Ephesians 4:11-12).

Leadership: the ability to influence others in codifying core values, building strong teams, casting vision, catalyzing change, and leading organizational alignment.

Leading Change: the process of helping an organization go through the stages of change that recognizes the processes of best practices for change as well as overcoming resistance.

Reengineering: focuses upon the design of an organization based on Biblical priorities. This will often affect programs, budgets, and the focus of volunteers' energy.

Revitalization: focuses on spiritual vitality, spiritual dynamics, and spiritual disciplines and formation. This includes the process of God's work of sanctification, the ministry of the Word of God, the work of the Holy Spirit, healthy spirituality, and prayer.