

WORSHIP & PREACHING COMPETENCIES

These competencies are applicable to Pastors whose role includes responsibility for leading or facilitating worship and / or preaching or proclaiming the gospel. It is assumed that the Pastor has attained the Core Competencies, as defined by the Ministerial Education Commission, which include:

3. *Articulate the place and role of key aspects of the Church's life and witness, in particular*
 - a. *Scripture*
 - b. *Creeds and Confessions*
 - c. *the Sacraments*
 - d. *Christian witness to the Word, including preaching*

5. *Articulate and practice key elements of the UCA understanding of gifts, ministry and service*
 - c. *teach in a manner that seeks to represent faithfully the Scriptures and the teachings and practices of the UCA*

These competencies shall be applied to the particular role and responsibilities of a Pastor's appointment. Hence they will relate to the particular group or groups of people with whom a Pastor exercises a worship leadership or preaching role, taking into account the people's age, maturity, cultural background, and other capacities. NOTE: It is intended that Pastors with responsibility for preaching will have competency at least equivalent to a Lay Preacher.

Units of Competency

1. Prepare and lead worship
2. Prepare and present sermons
3. Preside at Sacraments
4. Preside at Funerals

Unit of Competency – Prepare and lead worship

Elements of competency

1. Prepare material for worship

Performance criteria

- a. articulate a biblical and theological basis for Christian worship, with particular reference to the UCA and its traditions
- b. explain the elements of Christian worship, with particular reference to the 'Service of the Lord's Day' in *Uniting in Worship 2*
- c. explain the seasons of the church year and the contribution of the Revised Common Lectionary
- d. identify the spiritual, cultural and contextual characteristics of the worshipping community
- e. identify and access resources relevant to worship
- f. prepare an order or plan for worship connecting both theological and contextual sources

2. Facilitate shared planning of worship services

Performance criteria

- a. identify, affirm and encourage the use of others' skills and gifts in leading worship
- b. facilitate group planning processes which foster collaboration, consensus and shared responsibility
- c. contribute to the choice of music, visual and other creative elements of worship
- d. facilitate shared evaluation of worship services

3. Set up and utilise worship spaces

Performance criteria

- a. demonstrate awareness of the spatial characteristics of a worship space, including seating, symbols, visibility, lighting and sound
- b. demonstrate appropriate ways to use and adapt a worship space for particular worship services
- c. liaise effectively with people responsible for preparing the worship setting, including music, sound, lighting, projection, visual and other elements

4. Speak and lead in worship settings

Performance criteria

- a. read aloud and speak with sufficient clarity and articulation and appropriate timing and mood
- b. demonstrate effective use of microphones and presentation aids (if required)
- c. provide clear introductions, directions and explanations to facilitate participation in worship
- d. use appropriate gestures and movement to accompany speaking
- e. lead extemporaneous prayer in an appropriate manner
- f. demonstrate sensitivity and responsiveness to the work of the Spirit during worship

Unit of Competency – Prepare and present sermons

Elements of competency

1. Undertake exegesis of biblical texts

Performance criteria

- a. understand the history and main theological themes of the books of the New Testament
- b. understand the history and main theological themes of the books of the Old Testament (Hebrew Scriptures)
- c. understand the main literary forms and styles of the Old and New Testaments
- d. understand and apply exegetical approaches and skills in studying biblical texts
- e. identify and access appropriate reference materials including recent and relevant commentaries and dictionaries

2. Develop sermon appropriate to congregational or group context

Performance criteria

- a. understand a range of preaching styles and how they might be appropriate to different communities, contexts and times
- b. address the pastoral, educational and missional characteristics of the congregation or faith community
- c. express key doctrines of the Christian faith within preaching
- d. draw upon theological and historical insights, cultural and contemporary references, and personal experience in crafting appropriate sermons

3. Present sermons

Performance criteria - as for 'Speak and lead in a worship setting' above in terms of sermon delivery, taking into account a range of sermon approaches or styles as appropriate

Unit of Competency – Preside at sacraments

Note: While a Pastor may be assessed as competent in presiding at the sacraments, it should be noted that authorisation to preside remains the responsibility of the Presbytery where the sacraments are to be conducted.

Performance criteria

- a. explain the foundations of UCA theology of the sacraments, with reference to the Basis of Union
- b. explain the purpose of Holy Communion and Baptism within life of a congregation or faith community
- c. explain the role of a presider in worship, with particular reference to the sacraments
- d. demonstrate steps in preparing to celebrate the sacraments, including baptismal preparation
- e. demonstrate presidency of the sacraments (in settings related to the Pastor's role)
- f. identify issues related to celebrating sacraments in varying contexts, including ecumenical, cultural and interfaith issues
- g. identify resources to assist in the preparation of youth and adults to participate the sacraments, and in confirmation

Unit of Competency – Preside at funerals

Performance criteria

Note: These elements assume competency in leading worship and preaching, and in providing pastoral care.

- a. articulate Christian hope and comfort in the face of dying and death
- b. provide pastoral care through bereavement visits
- c. work with a bereaved family (or next of kin) to create a funeral service
- d. work with funeral directors to complete funeral arrangements
- e. prepare funeral services using *Uniting in Worship II* and other resources, as appropriate
- f. write and deliver a tribute or eulogy