

Core Competencies for the Pastors, Staff and Leaders of First Presbyterian Church of Yakima, WA

Vision: FPC Yakima strives to be a Missional Church: We are committed to being inwardly strong in our relationship with and love for God and outwardly focused as we utilize our gifts and help others utilize their gifts for ministry in this world so that we might love our neighbors as ourselves. Our mission statement says that we are committed to:

“Worshiping God together, Growing in Christ-like maturity, Reaching those unconnected to Jesus Christ, and Impacting our community and the world.”

- **Mission Ownership:** Demonstrates understanding and full support of the mission, vision, values and beliefs of First Presbyterian Church. Can teach those values to others. Leads his/her leadership team to identify unique mission and vision, which is in line with the mission and vision of First Presbyterian Church.
- **Spiritual Maturity:** Demonstrates awareness and is intentional of meeting the expectations of Senior Pastor and Personnel Committee regarding interactions with staff and church community. Models **“Holinessⁱ”**: As staff, we are leaders in the church and we have been set apart for God’s purpose. Models **“Humilityⁱⁱ”**: demonstrates and develops humility, teach ability, accountability and servant leadership in all relationships. Models **“Honoringⁱⁱⁱ”**: In any and all conversations, the building up of the Body of Christ is sought, not the breaking down. Conversations, whether formal or informal, should reflect our love of Christ and one another. Models **“Happiness^{iv}”**: The expectation is not that a staff member has to be happy all the time, but rather they should have a sense of joy as a follower of Jesus Christ.
- **Biblical Knowledge:** Able to discuss and interpret biblical truth when applying Scripture to life situations. Guides others in the exploration and discovery of biblical truth. Encourages and designs avenues for others to engage in ongoing training/study of scripture.
- **Interpersonal Skills:** Demonstrates the ability to lead others. Demonstrates the skills of active listening and openly accepts criticism. Productively engages and resolves interpersonal conflict. Holds others accountable in a spirit of love. Engages people positively, with a demeanor of optimism and abundance.
- **Team Building Skills:** Guides leaders in the process of sharing best practices, identifying and solving common problems. Works with leaders to regularly assess the health of teams and groups. Recognizes dysfunctional team behavior and redirects it into functional behavior. Creates and communicates vision, direction and goals for the team.
- **Management Skills:** Demonstrates commitment and flexibility in scheduling regular coaching session with those in his/her span of care. Understands his/her leadership style and temperament type and adapts leadership behaviors to meet the needs of the situation. Delegates, empowers and holds leaders accountable. Marshals resources (people, funding, material, support) to get things done.
- **Leadership Development:** Is a good judge of talent and spiritual giftedness. Can accurately project how people are likely to perform in a variety of settings. Provides challenging and stretching tasks and assignments for developing leaders. Stretches people to try new skills and accept new levels of responsibility.
- **Multiplied Ministry Skills:** Successfully identifies new leadership talent and new small group needs. Ensures that every group of team in his/her ministry has an apprentice leader. Creates a ministry model that reproduces the development of leaders and groups.

ⁱ I appeal to you therefore, brothers and sisters, by the mercies of God, to present your bodies as a living sacrifice, holy and acceptable to God, which is your spiritual worship. ² Do not be conformed to this world, but be transformed by the renewing of your minds, so that you may discern what is the will of God—what is good and acceptable and perfect. (Romans 12:1-2)

ⁱⁱ If then there is any encouragement in Christ, any consolation from love, any sharing in the Spirit, any compassion and sympathy, ² make my joy complete: be of the same mind, having the same love, being in full accord and of one mind. ³ Do nothing from selfish ambition or conceit, but in humility regard others as better than yourselves. ⁴ Let each of you look not to your own interests, but to the interests of others. ⁵ Let the same mind be in you that was in Christ Jesus, ⁶ who, though he was in the form of God, did not regard equality with God as something to be exploited, ⁷ but emptied himself, taking the form of a slave, being born in human likeness. And being found in human form, ⁸ he humbled himself and became obedient to the point of death—even death on a cross. ⁹ Therefore God also highly exalted him and gave him the name that is above every name, ¹⁰ so that at the name of Jesus every knee should bend, in heaven and on earth and under the earth, ¹¹ and every tongue should confess that Jesus Christ is Lord, to the glory of God the Father. (Philippians 2:1-11)

ⁱⁱⁱ ³⁶ When the Pharisees heard that he had silenced the Sadducees, they gathered together, ³⁵ and one of them, a lawyer, asked him a question to test him. ³⁶ “Teacher, which commandment in the law is the greatest?” ³⁷ He said to him, “‘You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.’ ³⁸ This is the greatest and first commandment. ³⁹ And a second is like it: ‘You shall love your neighbor as yourself.’ ⁴⁰ On these two commandments hang all the law and the prophets.” (Matthew 22:34-40)

^{iv} ⁴ Rejoice in the Lord always; again I will say, Rejoice. ⁵ Let your gentleness be known to everyone. The Lord is near. ⁶ Do not worry about anything, but in everything by prayer and supplication with thanksgiving let your requests be made known to God. ⁷ And the peace of God, which surpasses all understanding, will guard your hearts and your minds in Christ Jesus. (Philippians 4:4-7)