

WORK IN PROGRESS

# Synod of NSW and the ACT General Competencies Training Matrix COMMUNITY DEVELOPMENT COMPETENCIES

These competencies apply to Pastors whose role includes work beyond the gathered congregation serving the local community. The ‘community’ referred to here is the wider community, not the congregation, and may focus on a particular geographic, social or other group. Note that there is a separate set of competencies covering evangelism and forming new faith communities.

### Units of Competency

1. Identify principles of community work
2. Develop community information and relationships
3. Develop community leadership and networks
4. Develop community programs
5. Support community action

Apart from the Theological elements, CSU course covers all elements in this competency  
 Institute of Family Practice (IFP) CIV covers all elements in this competence  
 Wesley Vocational CIII covers all elements in this competency

Competency	Element(s)	Provider & Course Examples	Contact Details	Notes
<b>Unit of competency – Understand principles of community work</b>	a. understand key principles of community work b. articulate a theological basis for community development as Christian mission c. describe a range of models or approaches to community development	<b>CSU:</b> - Bachelor of Social Science  <b>Uniting College:</b> - CHCCD412A “Work within a Community Development framework”  <b>Morling College:</b> - Bachelor of Ministry (for theology)		- Other Australian Universities may also have appropriate degrees - TAFE offers Diplomas and Graduate Certificates in this area which may go towards satisfying the requirements (please note that TAFE awards are competency based)

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	<p>d. understand basic approaches to social analysis</p>	<p>-Graduate Certificate &amp; Diploma Counselling</p> <p><b>AMC:</b> Various studies will cover elements (b) and [c]</p> <p><b>IFP:</b> - CIV in Community Services Work</p> <p><b>Wesley Vocational:</b> -CIII In Community Services Work</p>		<p>- Morning courses may satisfy some or most of the requirements</p> <p>- Please note that elements [b] and [c] will need to be satisfied through theological study if the course selected does not include such studies (i.e. Bachelor of Social Science)</p>
<p><b>Unit of Competency – Develop community information and relationships</b></p>	<p><b>1. Gather community information</b></p> <p>Performance criteria</p> <p>a. gather relevant information about the characteristics, organisations and services relating to the community</p> <p>b. identify key community events, places, stories, groups, networks and cultural factors</p> <p>c. record, prioritise and summarise community information</p>	<p><b>CSU:</b> - Bachelor of Social Science</p> <p><b>Uniting College:</b> - CHCCD412A "Work within a Community Development framework"</p> <p><b>IFP:</b> - CIV Community Services Work</p> <p><b>Sydney Alliance 2 day training</b></p> <p><b>Wesley Vocational:</b> - CIII Community Services Work</p> <p><b>Leadership Institute:</b> - "Making a Difference Leadership Intensive"</p>		<p>- Other Australian Universities may also have appropriate degrees</p> <p>- TAFE offers Diplomas and Graduate Certificates in this area which may go towards satisfying the requirements (please note that TAFE awards are competency based)</p>
	<p><b>2. Establish relationships with key people</b></p> <p>Performance criteria</p> <p>a. identify people who are key to the life of the community and to ministry goals</p> <p>b. make contact and establish positive relationships using</p>	<p><b>CSU:</b> - Bachelor of Social Science</p> <p><b>Uniting College:</b> - CHCCD508C "Support Community Action"</p> <p><b>IFP:</b> - CIV Community Services Work</p>		<p>- Other Australian Universities may also have appropriate degrees</p> <p>- TAFE offers Diplomas and Graduate Certificates in this area which may go towards satisfying the requirements (please note that TAFE awards are competency based)</p>

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	<p>appropriate communication skills c. gather relevant information about key persons' roles and their organisations/networks</p>	<p><b>Sydney Alliance 2 day training</b> <b>Wesley Vocational:</b> - CIII Community Services Work</p>		
	<p><b>3. Identify community hopes and needs</b> Performance criteria a. use a range of means to gather information about community issues through interpersonal, group, network and data gathering skills b. work collaboratively to assess and summarise community information c. work collaboratively to prioritise and present community information d. identify links between community issues and ministry goals e. work collaboratively with key people on the above tasks</p>	<p><b>CSU:</b> - Bachelor of Social Science <b>Uniting College:</b> - CHCCD404D "Develop &amp; Implement Community Programs" <b>IFP:</b> - CIV Community Services Work <b>Sydney Alliance 2 day training</b> <b>Wesley Vocational:</b> - CIII Community Services Work <b>Leadership Institute:</b> - "Making a Difference Leadership Intensive"</p>		<p>- Other Australian Universities may also have appropriate degrees - TAFE offers Diplomas and Graduate Certificates in this area which may go towards satisfying the requirements (please note that TAFE awards are competency based)</p>
<p><b>Unit of competency - Develop community leadership and networks</b></p>	<p><b>1. Develop community networks</b> Performance criteria a. facilitate communication and meetings between key people b. explain obstacles to networking and devise strategies to reduce these c. support ongoing communication networks</p>	<p><b>CSU:</b> - Bachelor of Social Science <b>Uniting College:</b> - CHCCD404D "Develop &amp; Implement Community Programs" <b>IFP:</b> - CIV Community Services Work <b>Sydney Alliance 2 day training</b> <b>Wesley Vocational:</b> - CIII Community Services Work</p>		<p>- Other Australian Universities may also have appropriate degrees - TAFE offers Diplomas and Graduate Certificates in this area which may go towards satisfying the requirements (please note that TAFE awards are competency based)</p>

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		<p><b>Leadership Institute:</b></p> <ul style="list-style-type: none"> <li>- "Making a Difference Leadership Intensive"</li> </ul> <p><b>Morling College:</b></p> <ul style="list-style-type: none"> <li>- Bachelor of Ministry (for theology)</li> <li>- Graduate Certificate &amp; Diploma Counselling</li> </ul>		
	<p><b>2. Develop community leadership</b></p> <p>Performance criteria</p> <ul style="list-style-type: none"> <li>a. identify sources of leadership support, including people, programs, services and resources</li> <li>b. assist groups to design or access leadership development pathways</li> <li>c. promote leadership development opportunities</li> <li>d. provide individuals with leadership development support</li> </ul>	<p><b>CSU:</b></p> <ul style="list-style-type: none"> <li>- Bachelor of Social Science</li> </ul> <p><b>Uniting College:</b></p> <ul style="list-style-type: none"> <li>- CHCCD404D "Develop &amp; Implement Community Programs"</li> </ul> <p><b>IFP:</b></p> <ul style="list-style-type: none"> <li>- CIV Community Services Work</li> </ul> <p><b>Sydney Alliance 2 day training</b></p> <p><b>Wesley Vocational:</b></p> <ul style="list-style-type: none"> <li>- CIV Community Services Work</li> </ul> <p><b>Leadership Institute:</b></p> <ul style="list-style-type: none"> <li>- "Making a Difference Leadership Intensive"</li> </ul>		<ul style="list-style-type: none"> <li>- Other Australian Universities may also have appropriate degrees</li> <li>- TAFE offers Diplomas and Graduate Certificates in this area which may go towards satisfying the requirements (please note that TAFE awards are competency based)</li> </ul>
<p><b>Unit of competency - Develop community programs</b></p>	<p><b>1. Assist groups to set goals</b></p> <p>Performance criteria</p> <ul style="list-style-type: none"> <li>a. use a range of approaches to assist groups to assess needs and determine goals</li> <li>b. exercise facilitation and negotiation skills in seeking group consensus</li> <li>c. consult with people and groups to</li> </ul>	<p><b>CSU:</b></p> <ul style="list-style-type: none"> <li>- Bachelor of Social Science</li> </ul> <p><b>Uniting College:</b></p> <ul style="list-style-type: none"> <li>- CHCCD508C "Support Community Action"</li> </ul> <p><b>IFP:</b></p> <ul style="list-style-type: none"> <li>- CIV Community Services Work</li> </ul> <p><b>Sydney Alliance 2 day training</b></p>		<ul style="list-style-type: none"> <li>- Other Australian Universities may also have appropriate degrees</li> <li>- TAFE offers Diplomas and Graduate Certificates in this area which may go towards satisfying the requirements (please note that TAFE awards are competency based)</li> </ul>

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	<p>assess support and resource needs</p>	<p><b>Wesley Vocational:</b> - CIII Community Services Work</p> <p><b>Moring College:</b> - Bachelor of Ministry (for theology) - Graduate Certificate &amp; Diploma - Counselling</p>		
	<p><b>2. Support key people in developing programs</b></p> <p>Performance criteria  a. support key people in designing program plans  b. support key people in seeking program assistance from individuals, groups and agencies  c. assist in identifying and accessing program resources  d. assist in developing and conducting program evaluation</p>	<p><b>CSU:</b> - Bachelor of Social Science</p> <p><b>Uniting College:</b> - CHCCD508C"Support Community Action"</p> <p><b>IFP:</b> - CIV Community Services Work</p> <p><b>Sydney Alliance 2 day training</b></p> <p><b>Wesley Vocational:</b> - CIII Community Services Work</p>		<p>- Other Australian Universities may also have appropriate degrees  - TAFE offers Diplomas and Graduate Certificates in this area which may go towards satisfying the requirements (please note that TAFE awards are competency based)</p>
<p><b>Unit of competency – Support community action</b></p>	<p><b>1. Assist groups to develop action strategies</b></p> <p>Performance criteria  a. identify avenues and processes for advocacy in a particular community  b. use a range of approaches to assist groups to identify issues requiring action  c. use a range of approaches to assist groups to develop strategies to address needs</p>	<p><b>CSU:</b> - Bachelor of Social Science</p> <p><b>Uniting College:</b> - CHCCD508C"Support Community Action"</p> <p><b>IFP:</b> - CIV Community Services Work</p> <p><b>Sydney Alliance 2 day training</b></p> <p><b>Wesley Vocational:</b> - CIII Community Services Work</p>		<p>- Other Australian Universities may also have appropriate degrees  - TAFE offers Diplomas and Graduate Certificates in this area which may go towards satisfying the requirements (please note that TAFE awards are competency based)</p>
	<p><b>2. Assist key people to implement community</b></p>	<p><b>CSU:</b> - Bachelor of Social Science</p>		<p>- Other Australian Universities may also have appropriate degrees</p>

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	<p><b>action</b></p> <p>Performance criteria  a. assist groups in planning and implementing community action  b. assist in managing information and communication  c. assist in evaluating and adapting community action plan</p>	<p><b>Uniting College:</b>  - CHCCD508C"Support Community Action"  <b>IFP:</b>  - CIV Community Services Work  <b>Sydney Alliance 2 day training</b>  <b>Wesley Vocational:</b>  - CIII Community Services Work</p>		<p>- TAFE offers Diplomas and Graduate Certificates in this area which may go towards satisfying the requirements (please note that TAFE awards are competency based)</p>