

How to use the Matrices

These 7 matrices have been developed in order to help you (the assessor and/or the Presbytery) complete the required General Competency Assessment under the regulations.

These Matrices are not the process for making the assessment (information on that can be found on the Ministry of Pastor Website [NSW/ACT Synod]). They are only a part of the process. The aim in the development of these matrices was to provide a working and evolvable resource for Presbyteries to use when having to decide what courses or seminars or training the pastors need to do in order to satisfy the appropriate General Competencies. The matrices also provide some example providers and the courses they offer per competency and often per unit or element of competency.

It is hoped that you will use this as a starting point or a point of reference, and will build on from what has been already been established.

The courses and institutions have been carefully researched and compared to the requirements of the General Competencies. This gives you some level of assurance that sending people to any of the courses or seminars or training listed, will (if they satisfy the requirements) also satisfy the general competency (or unit if competency) to which they relate.

The following is a suggested way of using the matrices:

1. Looking at the position description of the pastor, identify the skills and knowledge required for this ministry position
2. Map these to the relevant General Competencies
3. conduct the General Competency “skills and knowledge gap” diagnostic assessment (your trained and designated assessor should be able to do this)
4. identify which parts (units, elements etc) of the competencies need further work or training in order to be satisfied. Please note that in some cases an **entire** competency may need to be covered, not just units or elements.
5. Map these against the relevant matrix
6. Identify which training providers and courses are suggested in the relevant matrix
7. Using that information, develop a Learning Agreement with the Pastor which outlines **what** needs to be done (e.g. course name, books to be read, reflections to

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be done etc), **where** (e.g. institution, place of work etc) and by **when** (e.g. course dates or completion date)