

Ministry Competencies

Task³: A New Option

Task³ is a new option for ministry training for the 21st Century, and a new pathway to ordained ministry in the Christian Reformed Churches of Australia. It differs from the regular pathway in that it brings together the two leading models of ministry training that have been used by the Christian church over the centuries: church-based, apprenticeship style training and on-campus theological college study.

The Reformed Theological College(RTC) hosted the first training intensive 8-12 February 2010 at the college. Twelve CRCA ministers attended this key training event. At this intensive each minister developed an understanding of church-based theological education and are now prepared for teaching the first BILD course: Acts – Keys to the Establishment of the Early Church. In the future additional sessions will focus on other aspects of the Task³ program (e.g. apprenticeships, mentoring etc.). This training was led by Brian Wilson, the BILD representative in Australia, with RTC faculty members present and contributing to the participants' processing of the material.

Task³ seeks to produce ministry workers who are able to handle the unique stresses and strains as well as the opportunities of

ministry in the 21st Century. The program depends on the close working relationship of the ministry student, the local church, the Reformed Theological College(RTC) and the CRCA.

The Task³ program has three key components:

- Ministry apprenticeship in the local church for years 2 years
- Church-based theological education using the BILD courses
- B.Th study via the RTC



Task³ Training Participants – 8-12 February 2010

In these three areas of training Task³ is designed to build, by God's grace, godly character, biblical and theological convictions, and skills for effective ministry.

1. **Character development**

The Scriptures call us to become like Christ (2 Cor 3:18) and to take responsibility for our growth, taking steps to grow and mature in godly living (Jude 20). This means practicing the spiritual disciplines.

Task³ gives a great opportunity to identify, test, and grow people for ministry in a targeted way.
- Rev. Jim de Witte (Dandenong, VIC)

I love the concept of local training. I think Task³ has the potential of raise up many more leaders in the local context, than just the college based courses.
- Rev. Peter Kossen (Australind, WA)

Task³ will seek to support such character development through:

- Life and ministry development in which the ministry apprentice produces a personal development plan to encourage a lifelong learning mindset
- Encouraging self-awareness by understanding the motivated abilities pattern (i.e. what motivates and drives the person)
- Regular assessment of the following:
 - o Life and ministry
 - o Becoming established in the gospel
 - o Giftedness
 - o Current ministry fruitfulness
 - o Ministry team profile including relationships in ministry
 - o Journal of mentors

A number of the resources for this self-assessment and development are provided by BILD and will be an integral part of the Task³ apprenticeship.

Task³ & BILD will enable us to raise us leaders for Christian ministry that are developing a godly Christian character, biblically based convictions, and skills and abilities that will strengthen Christian ministry.

- Rev. Peter Smit (Gateway, WA)

Task³ and BILD material seems an excellent resource to train people to not only have a good grasp of biblical truth but also to internalise the truths discovered. This leads to people who have learned the secret of wisdom to be applicable in all situations of life.

- Rev. Fred van Hulst (Launceston, TAS)

2. Conviction

Effective gospel ministry depends on sound biblical and theological convictions. The ministry apprentice must study and understand God's Word well (and never stop growing in this), such that it transforms the apprentice's life, and enables him to preach, teach and apply that Word in a relevant,



Small group sessions allowed for good discussions.

consistent, God honouring way.

The Task³ program is a specifically Reformed theological training, in which students be trained to study and preach the Scriptures with a Reformed hermeneutic, and will be taught theology from a Reformed perspective, including study of the Reformed confessions. Students will be trained to think theologically and critically about Christian ministry.

Biblical and theological convictions will be developed in Task³ students by means of:

- Five core BILD courses in Church-based theological education
- Language study and OT and NT introductory courses conducted during the church-based phase either by distance ed or at a local Bible college
- Two years full-time study at the RTC in which advanced study will be undertaken in exegesis, theology, church history, and practical theology

3. Ministry practice

Task³ intentionally seeks to produce ministers of the gospel who are willing and well-equipped to serve Christ in long-term, fruitful ministry. Practical skills will be developed in the following areas:

- Teaching and preaching
- Pastoral care

- Evangelism and missions
- Training others in ministry
- Leadership

If you look down to pages 4 and 5 the set of core competencies and necessary specific actions are outlined. These competencies focus on character development and ministry practice, and will set the agenda for the ministry apprenticeship and also for internships during the College-based years. The competencies represent key areas that all apprentices should be exposed to and should make some progress in, while recognising that high levels of competency in these areas will only be cultivated over a lifetime of ministry.

The outcomes of the apprenticeship will be gathered into a portfolio, along with projects and assessments from the BILD and RTC courses. The portfolio will give extensive evidence of the skills and abilities of the Task³ student.



Pastors Peter Kossen (Australind, WA) and Colin Grant (Wollongong, NSW) participated in the Task³ training.



Rev. Phillip Scheepers (on the left), newly appointed lecturer at the RTC will oversee the development of the Task³ training.

More testimonials from other CRCA pastors:

I see stronger leaders in local churches resulting from the Task³ material. I see local churches to be in a place to raise up more gospel workers.

- Pastor Glenn Dekker (Wantirna, VIC)

I see the Task³ material as a wonderful benefit providing a well planned approach for the encouragement of Church Based Theological Training (CBTE). But it will take time to implement beginning with paradigm shifts in responsibilities with church leadership and willingness with congregations.

- Rev. Colin Grant (Wollongong, NSW)

Flexible pace

Anyone can do it.

If you want, can move toward a degree.

Can do it at home.

- Rev. Ron Nauta (Leongatha, VIC)

I believe discipleship emphasis is a key to the whole forward movement of the gospel. This discipleship will result in people being raised up to do ministry (the harvest is plentiful, but the workers are few). The Task³ BILD material is geared to this.

The Task³ RTC material strengthens the ability of folk to handle the Word correctly.

- Rev. Brian Vaatstra (Kingston, TAS)

The Task³ material is tapping in to some really well developed resources for equipping both pastors and ministry candidates in wrestling with the implications of the Word and its applications into our lives and the lives of our local churches. This can easily have flow down effect to many others in the churches.

-Rev. Simon van der Wel (Sutherland, NSW)

MINISTRY COMPETENCIES FOR TASK³ APPRENTICESHIP AND INTERNSHIPS

	AREAS OF FOCUS	COMPETENCY	SPECIFIC ACTIONS
Character development	Self-assessment and goal setting for personal growth	<ul style="list-style-type: none"> • Sets and works toward realistic goals for personal spiritual growth and ministry development • Makes realistic self-assessments in key areas of personal spirituality and ministry and responds constructively to the assessment and mentoring of others • Understands himself and what drives and motivates him, and shapes ministry appropriately according to his strengths and weaknesses 	<ul style="list-style-type: none"> • Develop initial plan for personal growth • Make annual revisions • Undertakes the BILD Assessments in: <ul style="list-style-type: none"> • Life and Ministry • Becoming established • Giftedness • Current ministry fruitfulness • Ministry team profile and relationships • Journal of mentors • Initial MAP response • Annual revisions
Ministry Practice	Teaching and preaching	<ul style="list-style-type: none"> • Exegetes the Scriptures accurately • Explains the Bible clearly in a variety of contexts • Applies the Bible with spiritual insight and sensitivity to people • Communicates well in public • Leads in public settings in an edifying way 	<ul style="list-style-type: none"> • Leads a Bible study group • Reads the Bible in one-to-one discipleship and pastoral contexts helping individuals make progress in the Christian life by applying the Bible to their lives • Gives Bible talks and devotions in various settings • Begins to preach with oversight and feedback • Begins to lead in church and other gatherings, with feedback
	Pastoral skill	<ul style="list-style-type: none"> • Clear understanding and confidence in the gospel and the work of the Spirit for addressing the foundational needs and problems of new and unestablished believers. • Relates well to people in a range of pastoral situations • Ministers the Word and leads in prayer in appropriate ways in pastoral settings 	<ul style="list-style-type: none"> • Engaged in some pastoral visitation • Exposed to some regular pastoral matters in church life (weddings, funerals, crisis situations etc)

AREAS OF FOCUS	COMPETENCY	SPECIFIC ACTIONS
Evangelism and missions	<ul style="list-style-type: none"> • Builds friendships with non-Christians and establishes rapport with people in evangelistic situations • Explains the gospel clearly and boldly urges people to respond to Christ • Offers appropriate steps for individuals; answers questions and objections; follows up new Christians • Fosters a commitment to evangelism in others • Cultivates a world-vision for evangelism (not just a local view) • Understands and develops a church planting ethos 	<ul style="list-style-type: none"> • Runs some kind of basic Christianity course • Engages in a variety of evangelistic contexts • Helps in the planning, development and training aspects of local church evangelism/ church planting
Training others in ministry	<ul style="list-style-type: none"> • Identifies people's gifts and therefore in what ministries they should serve • Trains others in the ministries in which he is involved 	<ul style="list-style-type: none"> • Engages in one-to-one and small group ministry • Trains someone else in one-to-one mentoring • Trains an assistant in how to lead a small group • Actively identifies and coaches those who should consider vocational ministry
Leadership	<ul style="list-style-type: none"> • Evidences a servant heart • Manages own time effectively • Identifies own leadership style, gifts and flaws, and adapts it to enhance relationships • Evidence of leadership ability 	<ul style="list-style-type: none"> • Serves others at church (ministry of pew) • Makes plans for personal time management and implements them • Engaged in the leadership team of at least two existing ministries • Starts a new ministry and oversees its development, resourcing etc. • Provides vision and direction for ministry & communicates that effectively • Actively recruits others to ministry • Develops and implements ministry plans • Delegates responsibility and follow-up • Resolves conflict positively