

**CRC743INT**

**Christian Ministry and Theological Studies**

# ***Diploma***

**Course Guidelines**

# 2023

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# Name of the Qualification

## Diploma in Christian Ministry and Theological Studies

### Nominal duration of the course

(12 months on top of completing the Certificate in Christian Ministry and Theological Studies)

- Supervised: 650 hours
- Unsupervised: 800 hours
- Volume of learning: 1450 hours

### Preamble

Christian Revival Crusade International Missions Bible College known as the CRC Churches International is a training and development arm of the CRC Churches International which delivers courses to assist in the enlargement and development of individuals to reach their full potential as God designed.

### Preparing God's People For:

**Works of Service** → **Ministry**

**Fullness of Christ** → **Maturity (Ephesians 4:12-13)**

### Biblically- Based

Accepting that the Bible is the very Word of God. Through a systematic study of God's Word participants will become thoroughly grounded in the Scriptures and in their faith, fulfilling the apostle Paul's exhortation to, Do your best to present yourselves to God as one approved, a workman who does not need to be ashamed and who correctly handles the word of truth (2 Tim 2:15).

### Intensely Practical

Equipping people for effective ministry. Our desire is not only to impart theoretical knowledge, but also to give practical training in all aspects of ministry. *Christ gave some to be apostles, prophets, evangelists, pastors and teachers, to equip God's people for works of service, so that the body of Christ may be built up* (Ephesians 4:11-12).

### Character-Transforming

Developing a strong discipleship emphasis. Our aim is to develop men and women of Christ-like character. We are therefore committed to developing the essential qualities of discipleship and desire to see a growth in stability and integrity, the distinguishing marks of all followers of Jesus. *In the same way, let your light shine before men, that they may see your good deeds and praise your Father in Heaven* (Matt 5:16).

### Spiritually Inspiring

Imparting spiritual life and power. Our aim is to instruct men and women on how to move in the dimensions of the supernatural power of God (being open to the works of the Holy Spirit). Developing an intimate relationship with Him is a priority of any ministry. *But you will receive power when the Holy Spirit comes upon you and you will be My witnesses* (Acts 1:8).

This Diploma in Christian Ministry and Theological Studies is designed by the CRC Churches International to train Christian Ministry in His Church locally and abroad effectively communicating the Gospel. This course will endeavour to effectively equip ascension-gifted individuals and church leaders in a range of Christian ministry activities relevant to the local Church, Christian organisations and the workplace.

### Outcomes

This course will give students:

- Skills in theological reasoning and ethical decision-making
- Enhanced communication (especially in communicating biblical concepts), conflict-resolution and people-management skills
- Pastoral care, leadership and ministry skills with a heart for God and people
- Opportunities for the development of specialised ministry skills

## Purpose of the course

This course is intended to provide participants with the following knowledge and skills to deepen their understanding of Christian theology and to perform limited functions associated with the CRC Churches International and serving in Christian church groups and ministry:

- Understanding of Christian practice
- Skills to identify theological insights
- Interpret, analyse and apply integrated concepts related to Christian beliefs
- Provide leadership to Christians based on demonstrated understanding of Christianity
- Research and reading theological sources and other material related to Christian ministry and theology
- Study to research, interpret and create an understanding of theological themes or issues
- Observing and interacting with experienced Christian ministry workers
- Understand requirements and values of the CRC Churches International

This course supports the development of Christians in their spiritual formation and growth through biblical studies and theological discourse, equips them with the necessary skills to serve effectively in CRC Churches International and other local churches, and ministries.

It is used to equip students for initial entry into ministry, internships, and service in their community, local churches and mission fields, resulting in improved ministry skills and knowledge for volunteers and entry level ministry staff.

To train men and women to understand the values and practices of the CRC Churches International, the place of the church and to share Jesus with the world.

Providing an entrance point for Christians and ministers of God who may want to learn more or move into ministry or further study for the purpose of making themselves available for Christian and ascension ministry.

The Diploma in Christian Ministry and Theological Studies qualification is designed to provide specific training for Christian Ministry for those who have felt a call to serve God as a disciple who sees they have a lifelong call to serve in ministry.

It provides the foundations for biblical knowledge and literacy, theological frameworks and spiritual reflection.

It increases familiarity with, and interpretation of the Scriptures, provision of personal views, and focusses on engagement with others outside the Christian community.

This course supports leaders and lay people assisting in churches, parishes and Christian movements in the areas of ministry and pastoral care to have a deeper understanding of Christian Ministry and Theology.

This Diploma in Christian Ministry and Theological Studies is used as the equipping program for the CRC Churches International, providing a training pathway to those aspiring to senior leadership in ministry roles.

A Diploma in Christian Ministry and Theological Studies qualification is designed as a discipleship course which has seven main goals:

- for our students to develop their relationship with the Lord Jesus
- to enhance their knowledge of the Bible
- to develop skills in ministry
- to capture a vision for World Mission
- to present the values and purpose of the CRC Churches International
- to prepare the student for senior leadership
- to create pathways for Christian service

## Course Outcomes - Qualification Level

The graduate will have factual, technical, procedural and some theoretical knowledge of Christian Ministry and Theological Studies and be able to apply knowledge and skills to demonstrate autonomy and judgment and to take limited responsibility in known and stable ministry contexts within established Christian ministries and to transmit solutions to predictable, and sometimes unpredictable problems within a Christian Ministry environment.

The purpose of this course is to:

- qualify individuals to serve in church groups and other ministry contexts within a broad range of defined roles and in accordance with the values, procedures and practice guidelines of those church groups and Christian ministry contexts;

- to provide a pathway for further learning;
- to equip for ascension ministry expression;
- to prepare individuals for lifetime Christian ministry.

Graduates of this course will have acquired knowledge related to fundamental Christian beliefs - beliefs held by CRC Churches International relevant to certain abilities to lead in areas of Ministry.

The graduates of this course will also have gained skills consistent with the Diploma:

- Interpret information related to CRC Churches International and basic Christian beliefs;
- Propose what actions are appropriate in a range of life and ministry situations based on CRC Churches International interpretations about Christian beliefs;
- Provide information related to Christian beliefs and understandings to some Christian and some non-Christian audiences;
- Fulfil relatively informal roles, and some more formal roles with higher levels of expectations and requirements, within a CRC Churches International Church and in Christian ministry;
- Provide guidance and leadership in a range of life and ministry situations based on more advanced interpretations about Christian beliefs;
- Provide considered information related to Christian beliefs and understandings to some Christian and some non-Christian audiences;
- Provide solutions to some complex theological problems;
- Fulfil more formal roles with increasing leadership responsibilities, expectations and requirements, within Christian ministry

Graduates of this Diploma in Christian Ministry and Theological Studies will demonstrate the application of the knowledge and skills they have gained:

- By independent judgment when advising others on possible courses of action in a range of life or ministry-related situations
- By applying more advanced, flexible approaches they have gained to the study of Christian concepts and beliefs to a broad range of advanced subjects and topics
- Take responsibility for ministry situations with changing contexts within broad organisational parameters
- Take actions appropriate to a range of life and ministry situations based on the CRC Churches International and interpretations about Christian beliefs.

## Entry requirements and Pre-requisites

The pre-requisites for the Diploma in Christian Ministry and Theological Studies are:

- a recommendation from a CRC pastor;
- be active in leadership within a church or acceptable Ministry;
- paid enrolment and course fees as due
- graduated with Certificate in Christian Ministry and Theological Studies or equivalent acceptable to the CRC Churches International;
- and the acceptance and commitment to:

### 1. The Canonical Scriptures

The Scriptures, as originally written, are infallible and inspired by God.

They alone constitute the sole and absolute authority in all matters pertaining to Christian faith and practice.

They are not to be added to, superseded, or changed by later tradition or supposed revelation; and because the Bible is the completed revelation of God, whatever is not contained therein is not to be declared as an article of faith.

Matthew 4:4; 5:17-18; 24:35; John 5:39; 10:35; 17:17; Acts 28:23; 1 Corinthians 2:7-16; 2 Timothy 3:15-17; 2 Peter 1:19-21

### 2. The Godhead

There is one God, perfect and holy, existing eternally in the three Persons of the Father, the Son and the Holy Spirit; the Creator and Preserver of all things, visible and invisible.

These three distinct persons are co-equal and co-eternal in every respect, though each person of the Godhead possesses His own characteristics, and each performs His own specific divine works in total

unity and harmony with the others.

*Matthew 3:16-17; 28:19; John 14:16-17; 1 Corinthians 12:4-6; 2 Corinthians 13:14; Ephesians 2:18; 4:4-6*

### **3. God the Father**

God the Father is the first Person of the triune Godhead. He has always been the Father from all eternity. As the eternal Spirit, He is personal, ever-present, sovereign, self-existent, invisible, immortal, holy, unchanging, good, merciful, all-powerful, all-knowing, loving, gracious, faithful and just.

God gave His Son, Jesus Christ, for mankind's redemption.

*1 Corinthians 15:24-28; John 3:36; Matthew 6:13; 19:26; Hebrews 12:7ff; 1 John 1:3; Revelation 4:11; Leviticus 11:44; 20:26; Acts 17:27-28; Genesis 17:1; 18:14; 21:33; Mark 14:36; Luke 1:37; 18:27; John 4:24; Colossians 1:15; Malachi 3:6; Numbers 23:19; Exodus 3:6, 13-14; Deuteronomy 4:39; Daniel 4:35; 2 Corinthians 1:3; Psalms 5:4-5; 25:8; 89:26,28; 90:2; 102:25-27; 103:13; 107:1; 139:1-12; Isaiah 40:25, 28; 46:9-10; 57:15; 63:11-16; Romans 2:4; 8:28; 12:1*

### **4. Jesus Christ the Son**

Jesus Christ the Son is the second Person of the triune Godhead.

He is the eternal Son of God. He is the Lord of all creation. He was pre-existent before He came to earth and is pre-eminent above all things.

He was the Word made flesh, supernaturally conceived by the Holy Spirit, born of the Virgin Mary, and perfect in nature, teaching and obedience. He was truly God and truly man.

He lived a sinless life and died on a cross as a vicarious sacrifice, shedding His precious blood for the remission of sin for all mankind. He is the only Saviour for the sins of the world.

He rose from the dead in His own glorified body for man's justification, ascended into heaven and will personally return in glory to establish His kingdom on earth.

He is the Head of His body, the Ministry, and Victor over all the powers of darkness. He now reigns at the right hand of the Father.

*John 1:1-3; Isaiah 7:14; 9:6; Matthew 1:18-25; John 14:9; 17:1,5; Philippians 2:5-11; Hebrews 7:23-28; Acts 1:11; Matthew 24:30; Acts 10:36; Matthew 26:28; Romans 5:1,18; Acts 13:39; Ephesians 5:23; Colossians 2:15; Hebrews 1:3; 8:1; 12:2; 1 Peter 3:22; Colossians 1:15-20.*

### **5. The Holy Spirit**

The Holy Spirit is the third Person of the triune Godhead.

He is a divine Person, co-equal and co-eternal with the Father and the Son. He is the Giver of life. He convicts the world of sin, righteousness and judgment. He unites man to Jesus Christ in faith and brings about the new birth. He dwells within the regenerate, producing in them the fruit of the Spirit and enabling them to grow in sanctification.

The Holy Spirit inspired prophets, priests, judges and kings; anointed Jesus Christ for His ministry; filled the Church with Pentecostal power; and quickens the mortal bodies of believers to the service of God.

*John 14:16-17,26; 16:8-11; 1 Corinthians 12:13; John 3:5; 1 Corinthians 6:19; Romans 8:9-11; Galatians 5:22-23; 2 Corinthians 3:17-18; 1 Peter 1:2, 10-12; 2 Peter 1:20-21; Luke 4:1, 18-21; Acts 2:4; 4:31*

### **6. Man**

God created man in His own image and likeness by a specific act of creation.

Though man was originally morally upright and perfect, he fell by voluntary transgression through the original sin of Adam and Eve. Consequently, all humans are separated from God and their original state of righteousness and are totally incapable by themselves of returning to God. Fallen man, whatever his character or attainment, is lost and without hope apart from the salvation available in the Lord Jesus Christ.

*Genesis 1:26-27; Romans 5:12, 16-17; Jeremiah 17:9; Ephesians 2:1-3, 12; John 6:44; John 3:3-7; Acts 4:12; 2 Corinthians 11:3*

## 7. The Devil

The devil is a fallen angel, who, by his influence brought about the downfall of man, and now, as the god of this world, seeks to destroy humanity. Every believer has access to absolute authority in Jesus Christ over all the power of the devil because Christ's substitutionary death has stripped the devil of his power and authority.

The devil and his evil spirits will be consigned to eternal punishment at the judgment.

*Genesis 3:1-5; Matthew 25:41; Luke 10:18-19; 2 Corinthians 4:4; Ephesians 2:2; 6:11-12; Colossians 2:16; James 4:7; 1 Peter 5:8-9; 1 John 3:8; Jude 6; Revelation 12:7-9, 11-12; 20:10*

## 8. Salvation

Salvation is solely by grace and is received through genuine repentance toward God, and wholehearted trust in the Lord Jesus Christ. It is also known as the 'new birth' and is an instantaneous and complete operation of the Holy Spirit, whereupon the believing sinner is justified, regenerated, sanctified, given eternal life, adopted into the family of God and becomes a new creation in Jesus Christ.

There is no other means by which mankind may be saved, except through the salvation provided by the Lord Jesus Christ.

Through Christ's great redemptive act there is forgiveness of sin, liberation from bondage to the world, and freedom in His Spirit.

Salvation produces an upright and moral life.

*Ephesians 2:8-9; Romans 5:1; Acts 2:38; 3:19-21; 4:12; 13:31; Titus 3:4-7; Ephesians 1:5,7; Galatians 6:14-15; 1 Corinthians 1:30; 2 Corinthians 5:17*

## 9. The Church

The church comprises all 'born again' believers of all nations and denominations, under the headship of the Lord Jesus Christ.

The primary task of the Church is to teach all nations and to make disciples, bringing the Gospel to bear on every aspect of life.

The church expresses itself in the world through local congregations which gather for worship. The primary mission of the church is the redemption of the lost.

*Romans 12:4-5; 1 Corinthians 12:27ff; Ephesians 5:23, 26-27; 2:22; 1 Peter 2:5,9; Titus 2:14; Matthew 28:19-20*

## 10. The Ordinances

There are two perpetual ordinances ordained by the Lord Jesus Christ for all Christians, which equally proclaim His death, burial and resurrection. When the preaching of the Word conveys the real meaning inherent in these ordinances, and faith is aroused in the recipients, then the Holy Spirit produces great benefits.

*Romans 8:11; 10:17*

### 10.1. Believers' Baptism

The believer is baptised by immersion in water upon profession of his faith in the Lord Jesus Christ.

Baptism is an integral part of Christian initiation, but not essential for salvation.

It symbolises identification of the believer with Christ's death, burial and resurrection; separation from the old way of life unto the Lord; and the newness of life now available in Christ.

*Matthew 28:19; Mark 16:16; Acts 2:38,41; 8:12-13, 36-39; 9:17-18; 10:47-48; 16:14-15; 18:8; 19:4-5; 22:16; Romans 6:3-5; Galatians 3:26-27; Colossians 2:12; 1 Peter 3:20-21*

### 10.2. The Lord's Supper

The Lord's Supper is a meeting of believers in which bread and wine, symbolising His body and blood, are shared in remembrance of Christ's death, in proclamation of His presence, and in anticipation of His Second Coming.

It speaks of the new and eternal covenant made by God with man, which is sealed with the



blood of His Son, Jesus Christ.

This ordinance should be celebrated regularly by all genuine believers, for it reminds the believer that Christ has provided for his every need, and that at the appointed time, Christ is coming for His Church.

Matthew 26:26-29; Mark 14:22-25; Luke 22:15-20; 1 Corinthians 10:16-17; 11:20-26

## **11. The Baptism in the Holy Spirit**

The Baptism in the Holy Spirit is distinct from the 'new birth' and is accompanied by speaking in other tongues as the initial evidence, as the Holy Spirit gives utterance. This gracious and supernatural gift of power was not only for the early disciples but is a gift available to all believers of every generation. It is received by faith.

It endows believers with power to be effective witnesses for Christ and gives them access to the nine supernatural gifts of the Holy Spirit.

*Mark 16:15-20; Luke 24:49; John 7:37-39; Acts 1:8; 2:1-40; 8:15-19; 10:44-47; 19:1-7; Luke 11:13*

## **12. The Gifts of the Holy Spirit**

The various supernatural gifts of the Holy Spirit, such as word of wisdom, word of knowledge, faith, gifts of healing, working of miracles, prophecy, discerning of spirits, speaking in tongues and interpretation of tongues which are an integral part of the worship and ministry of the Church.

The gifts are primarily to edify and equip the Church for ministry and should be in harmony with the fruit of the Holy Spirit.

The gifts are given by the Holy Spirit and are exercised through the believer by faith.

*1 Corinthians 12:1ff; Romans 15:19; Hebrews 2:4; Acts 3:4-7; 5:3; 11:28-30; 13:9-11; 16:18; 27:10, 22-25; 1 Corinthians 12:7; 13:1-2*

## **13. The Fruit of the Spirit**

The fruit of the Holy Spirit, such as love, joy, peace, patience, gentleness, goodness, faithfulness, meekness, and self-control, characterise the life of the true believer and the true ministry of the Church. Such fruit is the natural result of the life of the Spirit in the believer.

*Galatians 5:22-26; Colossians 3:12ff; 12:9ff; 1 Corinthians 13:1ff; John 15:1ff*

## **14. Divine Healing**

The Bible contains a healing covenant affirmed in both Testaments, providing spiritual and physical health and well-being for the whole person, and divine deliverance from all bondage to the power of Satan. For every believer, the basis of this covenant is reconciliation through the atonement of Jesus Christ, which provides the means by which the whole man, spirit, soul and body, may be delivered from the power and effects of sin, sickness and disease. Jesus Christ gave His disciples authority and power to heal all kinds of sickness and disease, and to minister deliverance to those bound by demonic power. We believe that divine healing and divine deliverance are available to all, through faith in the redemptive death and victorious resurrection of the Lord Jesus Christ.

*Exodus 15:26; Isaiah 53:4-5; Matthew 8:16-17; 1 Peter 2:21-24; 1 Thessalonians 5:23; 1 Corinthians 11:23-32; James 5:14-16; Mark 16:17-18; Matthew 10:1*

## **15. Prayer**

Prayer is communion with God by which the believer can offer supplication, intercession and thanksgiving. It is the right and privilege of every believer to speak the word of faith, to pray with authority and so release the transforming power of God. Through prayer, the believer can communicate with God and receive comfort, guidance, reassurance, encouragement, direction and edification.

*Psalms 100:4; Jeremiah 33:3; Matthew 7:7-8, 11; 21-22; John 14:13-14; 16:23-24; Ephesians 6:18; Philippians 4:6-7; James 1:5-6; 1 John 5:14-15; John 4:24; Romans 8:26-27; 1 Corinthians 14:14-15; Jude 20; Matthew 6:5-15*

## **16. The Resurrection**

There will be a bodily resurrection of the just and of the unjust; for the former, a resurrection into eternal life and immortality; for the latter, a resurrection into judgment. We believe in the eternal punishment of people who wilfully reject and despise the love of God manifested in the great sacrifice of His Son on

the cross for their salvation.

*Isaiah 26:19; Daniel 12:2-3, 13; John 5:28-29; 6:39-40; 1 Corinthians 15; Revelation 20:4-6, 11-15; Philippians 3:21*

## 17. Prophecy

It is generally accepted that Bible Prophecy has been progressively fulfilled during the course of history and that the Church Age will be brought to a close by a series of prophesied events such as the Battle of Armageddon, and culminate in the visible, personal, and glorious return of the Lord Jesus Christ. This will be associated with the first resurrection, the translation of those alive in Christ, the Judgment Seat of Christ, the binding of satanic powers, and the establishment of Christ's millennial reign, after which period, the second resurrection and Great White Throne Judgment will take place.

*Ezekiel 38; 39; Joel 2; 3; Zechariah 14:1-20; Matthew 24:29-44; Mark 13:24-37; Luke 21:24-36; Acts 1:11; 2:17-21; 2 Peter 3:1-14; Revelation 16:12-16; 20:1-15*

## Course rules and structure

To achieve the Diploma in Christian Ministry and Theological Studies, the learner must complete ten modules.

Module Code		Hours	Tick off
CRCTHE501	Analyse and interpret Christian Scripture and Theology – <b>Church History and Cults</b>	65	
CRCTHE502	Utilise the analysis of theological data – <b>Systematic Theology and Bible Customs</b>	65	
CRCTHE503	Research and analyse information within a theological theme or issue – <b>Apologetics, Biblical Truths and Biblical Extremes</b>	65	
CRCTHE504	Analyse and apply new theological insights – <b>Christian Ethics</b>	65	
CRCMIN501	Facilitate personal or social change through the application of theological ideas – <b>Church Planting and Growth</b>	65	
CRCMIN502	Present theological beliefs and their implications – <b>Special Services, Homiletics and Communication</b>	65	
CRCLEG001	Work legally and ethically – <b>Biblical Management Principles</b>	65	
CRCMGT003	Lead the work team – <b>Leadership Principles</b>	65	
CRCPAS001	Plan for the provision of pastoral and spiritual care – <b>Pastoral Counselling and Introduction to Psychology</b>	65	
CRCPRP001	Develop and maintain networks and collaborative partnerships – <b>Missions</b>	65	
	<b>Total Nominal Hours</b>	<b>650</b>	
	<b>Unsupervised Nominal Hours</b>	<b>800</b>	
	<b>Volume of Learning</b>	<b>1450</b>	

## Successful completion

Successful completion of this course will require learners to engage in unsupervised activities including:

- 100% pass mark, a student will have multiple opportunities to achieve a 100% pass mark
- Self-paced study;
- Research and reading theological sources and other material related to Christian ministry and theology;
- Observing and interacting with experienced Christian ministry workers;
- Periods of devotion and prayer;
- Times of public and private worship;
- Personal retreat and reflection;
- Consulting with their organisation and community leaders;
- Research and familiarisation with internet and other resources related to the field of Christian Ministry and Theology experience.

On average, the unsupervised activities listed above will equate to 800 hours.

## Assessment strategy

Assessment in this course is designed to ensure that the participant demonstrates competency in all the stated performance criteria in accordance with the assessment requirements for each competency module.

All assessment must be conducted in accordance with the CRC Churches International. This includes principles for assessment (valid, reliable, flexible and fair) and the rules of evidence (sufficient, valid, authentic and current).

The participant will clearly understand the requirements and conditions of the assessment procedure. Assessment techniques will be varied and will draw from direct, indirect and supplementary sources of evidence.

## Method of assessment Diploma

This course may be assessed through a range of methods including but not limited to the following:

Must contain all 6\*

May contain '(plus 3)'

- True and false statements\*
- Multi-choice Questions\*
- Written questioning to assess broad knowledge\*
- Written or verbal responses to a variety of case studies\*
- Oral or written questioning to assess technical and theoretical knowledge 1000\*
- Submission of research notes and written assignments providing a solution 1000\*
- Discussion and peer assessment'
- Sermon outline 500 words'
- Small group study 500 words'
- Create a chart or graph to reflect an understanding'
- In-depth oral presentation'
- Submission of a portfolio'
- Simulation and/or role play with a predictable or unpredictable scenario'
- Review of strategies developed and used to monitor progress in achieving personal goals or goals of others'
- Review of records, reports and recommendations'

The ten core competency modules in this qualification are recommended to be assessed in a holistic manner. Assessments that relate to particular area/s of theology may take into account elements from each core module.

## Assessment strategies

Assessment strategies for the core competency modules will have a theoretical emphasis along with practical assessments covering a range of ministry situations.

Assessments must be conducted in a Christian ministry environment.

There are no other specific limitations regarding the assessment environment, assessments may occur in a classroom and/or workplace setting.

Where assessment strategies include assessment in the workplace, assessment must be conducted using methodologies that ensure consistency of performance and meet the principles for assessment and rules of evidence.

This may include direct, indirect and supplementary sources of evidence.

## Delivery Modes

There are a wide variety of church groups and Christian religions in Australia, with different beliefs, practices, structures and approaches to Christian ministry. This qualification, along with five other Christian Ministry and Theology qualifications ranging up to Graduate Diploma, can be customised to suit the particular theological and ministry work context.

Recommended delivery modes include:

- Face to face
- In your location

Where delivery strategies include workplace delivery, delivery must be conducted using methodologies that allow sufficient opportunity to develop the required skills.

Training will take into account the particular theological understandings and ministry work requirements of the target group/s. This may influence delivery modes, elective selection, materials and resources, target groups, duration, etc. Consideration may be given to contextualising competency modules, where appropriate, to meet local church group and local area needs.

This course will be delivered by a wide range of Christian churches, church groups, schools, colleges and training providers to support various paid and unpaid roles such as ministry worker, chaplains, youth leader and religious instructor recognised by CRC Churches international.

The course is also suitable for individuals who wish to deepen their understanding of theology and ministry, and as a pathway to further education and training, and for those who feel a call to full-time ministry. This results in significant differences in the design and delivery, and such diversity is encouraged where it responds to the students' needs and adequately supports the participant's outcomes.

Delivery includes on-the-job training in a Christian ministry setting relevant to the needs of the clients or target groups. Such on-the-job training will be provided by a suitably qualified Christian ministry worker in a real work setting acceptable to CRC Churches International.

## Resources

Students studying this course require access to a Christian context, Christian scripture (including the Old and New Testament) and Bible study resources including theological and other reference materials appropriate to the context in which they are studying in either hard or electronic format.

The flexibility of the delivery modes will allow the training to be delivered wherever the resources are available.

All delivery will be undertaken by CRC Churches International trainers who meet the requirements.

## Competency for Diploma in Christian Ministry and Theological Studies

<b>MODULE CODE</b>	<b>CRCTHE501</b>	
<b>MODULE TITLE</b>	<b>Church History and Cults</b> – Analyse and interpret Christian Scripture and Theology	
<b>APPLICATION</b>	This module applies to individuals providing leadership in a Christian community who need to analyse and interpret a range of religious practices or beliefs in a Christian ministry context.	
<b>ELEMENTS</b>	<b>PERFORMANCE CRITERIA</b>	<b>COMPETENCY NOTED</b>
Elements describe the essential outcomes of the module	Performance criteria describe the performance needed to demonstrate achievement of the element	
1. Interpret theological information broadly	a. Analyse major theological beliefs b. Explore and describe theological beliefs using accepted methods of learning	
2. Compare theological beliefs and current thinking	a. Evaluate theological beliefs in light of contemporary views referencing a range of sources b. Describe differences in interpretation of theological beliefs in relationship to the CRC	
3. Analyse Christian writings	a. Use different approaches to interpreting material b. Compare theological material in significant detail in relationship to CRC teaching	
4. Compare and contrast the beliefs of groups holding other views	a. Identify beliefs particular to groups holding other views, and explain these in a non-judgmental way b. Display tolerance and understanding of positions different from one's own c. Explain one's own position relative to that of others	

### CRCTHE501 Church History and Cults – Evidence of Competency

<b>PERFORMANCE EVIDENCE</b>	The candidate must show evidence of the ability to complete tasks outlined in elements and performance criteria of this module, manage tasks and manage contingencies in the context of the job role. There must be demonstrated evidence that the candidate has completed the following tasks: <ul style="list-style-type: none"> <li>• Applied analytical skills to interpret, compare and evaluate theological beliefs and approaches</li> <li>• Systematically collected and prepared information for discussion and analysis</li> <li>• Used resources for theological research</li> <li>• Compared the approaches, scriptures or doctrines</li> </ul>
<b>KNOWLEDGE EVIDENCE</b>	The learner must be able to demonstrate essential knowledge required to effectively do the task outlined in elements and performance criteria of this unit, manage the task and manage contingencies in the context of the work role. This includes a depth of knowledge about: <ul style="list-style-type: none"> <li>• Theological beliefs and their relevant contexts</li> <li>• Differences in theological opinion of a range of groups holding other views</li> <li>• Theological terms</li> </ul>
<b>ASSESSMENT CONDITIONS</b>	Assessment must be conducted in a Christian context with access to Old and New Testaments, theological information, and sources.

## Systematic Theology and Bible Customs – Competency

<b>MODULE CODE</b>	<b>CRCTHE502</b>	
<b>MODULE TITLE</b>	<b>Systematic Theology and Bible Customs –</b> Utilise the analysis of theological data	
<b>APPLICATION</b>	This module applies to individuals providing leadership in a Christian community who need to critically reflect on, and make practical and effective use of, theological information in the context of their work within the community.	
<b>ELEMENTS</b>	<b>PERFORMANCE CRITERIA</b>	<b>COMPETENCY NOTED</b>
Elements describe the essential outcomes of the module	Performance criteria describe the performance needed to demonstrate achievement of the element	
1. Explore meaning from a specific perspective	a. Analyse theological data from a specific perspective b. Explore the meaning of theological data in a range of contexts	
2. Compare and apply approaches to interpreting theology	a. Identify and compare ways of interpreting theology b. Apply a range of approaches to interpreting theology appropriate to a specific ministry setting	
3. Evaluate theological material	a. Interpret theological information within its literary context b. Identify the genre of theological material and evaluate its relevance for the interpretation of the material c. Identify and discuss the historical or cultural setting of theological material	
4. Engage in critical reflection on theological information	a. Demonstrate an understanding of key theological ideas and how they relate to the CRC b. Discuss ideas arising from theological materials c. Analyse and critique ideas arising from theological material	

## CRCTHE502 Systematic Theology and Bible Customs – Evidence of Competency

<b>PERFORMANCE EVIDENCE</b>	The candidate must show evidence of the ability to complete tasks outlined in elements and performance criteria of this Subject, manage tasks and manage contingencies in the context of the job role. There must be demonstrated evidence that the candidate has completed the following tasks: <ul style="list-style-type: none"> <li>Analysed, interpreted and understood theological information in its context</li> <li>Systematically collected and prepared information for presentation and discussion.</li> <li>Reflected critically on theological sources</li> <li>Used resources for theological research</li> </ul>
<b>KNOWLEDGE EVIDENCE</b>	The learner must be able to demonstrate essential knowledge required to effectively do the task outlined in elements and performance criteria of this Subject, manage the task and manage contingencies in the context of the work role. This includes knowledge of: <ul style="list-style-type: none"> <li>Depth of knowledge about theological beliefs and relevant contexts</li> <li>Depth of knowledge about Scriptural texts (Old and New Testaments)</li> <li>Depth of knowledge about aids to Scriptural research</li> <li>Knowledge of theological interpretative methods</li> <li>Knowledge of literary and cultural settings of the Christian Scriptures</li> </ul>
<b>ASSESSMENT CONDITIONS</b>	Assessment must be conducted in a Christian context with access to Old and New Testaments, theological information and sources.

## CRCTHE503 Apologetics, Biblical Truths and Biblical Extremes – Competency

<b>MODULE CODE</b>	<b>CRCTHE503</b>	
<b>MODULE TITLE</b>	<b>Apologetics, Biblical Truths and Biblical Extremes</b> – Research and analyse information within a theological theme or issue	
<b>APPLICATION</b>	This module applies to individuals providing leadership in a Christian community who need to develop an integrated and consistent understanding of patterns in theological material relating to specific themes and issues.	
<b>ELEMENTS</b>	<b>PERFORMANCE CRITERIA</b>	<b>COMPETENCY NOTED</b>
Elements describe the essential outcomes of the module	Performance criteria describe the performance needed to demonstrate achievement of the element	
1. Critique material on a theme or issue	a. Locate material related to a specific theme or issue from Christian sources b. Critically assess material related to a specific theme c. Use material related to particular themes appropriately	
2. Describe patterns within theological material	a. Identify patterns in theological material and how they are treated within the CRC b. Explain patterns within theological material relating to a specific theme or issue	
3. Interpret disagreement and agreement of ideas within materials	a. Investigate agreement and contradictions within sources using common methods b. Identify the implications of contradictions	
4. Discuss the impact of theological issues	a. Identify and explain the impact of theological issues b. Identify and analyse the impact of differing theological views in light of CRC teaching	

## CRCTHE503 Apologetics, Biblical Truths and Biblical Extremes – Evidence of Competency

<b>PERFORMANCE EVIDENCE</b>	The candidate must show evidence of the ability to complete tasks outlined in elements and performance criteria of this Subject, manage tasks and manage contingencies in the context of the job role. There must be demonstrated evidence that the candidate has completed the following tasks: <ul style="list-style-type: none"> <li>• Systematically collected and prepared information for presentation and discussion</li> <li>• Applied analytical skills to recognise patterns and contradictions of theological material, and their impact on theological beliefs</li> <li>• Used resources for theological research</li> <li>• Read critically and synthesised information coherently</li> </ul>
<b>KNOWLEDGE EVIDENCE</b>	The learner must be able to demonstrate essential knowledge required to effectively do the task outlined in elements and performance criteria of this Subject, manage the task and manage contingencies in the context of the work role. This includes knowledge of: <ul style="list-style-type: none"> <li>• Contexts and themes within theological material</li> <li>• Aids to Scriptural and/or theological research</li> <li>• Theological interpretative methods</li> </ul>
<b>ASSESSMENT CONDITIONS</b>	Assessment must be conducted in a Christian context with access to Old and New Testaments, theological information and sources.

## CRCTHE504 Christian Ethics – Competency

<b>MODULE CODE</b>	<b>CRCTHE504</b>	
<b>MODULE TITLE</b>	<b>Christian Ethics – Analyse and supply new theological insights</b>	
<b>APPLICATION</b>	This unit applies to individuals providing leadership in a Christian community who need to formulate, compare and apply new theological insights in a range of contexts.	
<b>ELEMENTS</b>	<b>PERFORMANCE CRITERIA</b>	<b>COMPETENCY NOTED</b>
Elements describe the essential outcomes of the module	Performance criteria describe the performance needed to demonstrate achievement of the element	
1. Identify and analyse themes, questions or issues that require further development	a. Explore and discuss theological themes and issues making reference to a range of materials and sources b. Respond to a theological theme, recognising areas for knowledge development	
2. Analyse points that need discussing	a. Research specific theological themes and issues in order to identify key points b. Identify a specific theological theme and how the CRC would handle it c. Clearly describe and compare one's own and a differing belief regarding a specific theological theme or issue	
3. Demonstrate and apply understanding of theological insights	a. Interpret and define theological insights generated in this process b. Identify the relevance of theological insights in light of CRC teaching c. Apply the theological insights and CRC teaching to a specific context	

## CRCTHE504 Christian Ethics – Evidence of Competency

<b>PERFORMANCE EVIDENCE</b>	The candidate must show evidence of the ability to complete tasks outlined in elements and performance criteria of this Subject, manage tasks and manage contingencies in the context of the job role. There must be demonstrated evidence that the candidate has completed the following tasks: <ul style="list-style-type: none"> <li>• Systematically collected and prepared information for presentation and discussion.</li> <li>• Applied analytical skills to explore, interpret and discussed theological insights</li> <li>• Applied self-reflection techniques and practices</li> <li>• Analysed and presented differing views</li> <li>• Used resources for theological research.</li> </ul>
<b>KNOWLEDGE EVIDENCE</b>	The learner must be able to demonstrate essential knowledge required to effectively do the task outlined in elements and performance criteria of this Subject, manage the task and manage contingencies in the context of the work role. This includes knowledge of: <ul style="list-style-type: none"> <li>• Theological beliefs, issues, questions and themes within theological material</li> <li>• Differences in theological opinion of groups/individuals holding other views</li> <li>• Theological concepts</li> </ul>
<b>ASSESSMENT CONDITIONS</b>	Assessment must be conducted in a Christian context within an environment where it is possible to apply personal experience/knowledge to the theme, issue or question.



## CRCMIN501 Church Planting and Growth – Competency

<b>MODULE CODE</b>	<b>CRCMIN501</b>	
<b>MODULE TITLE</b>	<b>Church Planting and Growth</b> – Facilitate personal or social change through the application of theological ideas	
<b>APPLICATION</b>	This module applies to individuals providing leadership in a Christian community who need to facilitate change by explaining relationships between theological ideas, other disciplines and contemporary life within an ethical framework.	
<b>ELEMENTS</b>	<b>PERFORMANCE CRITERIA</b>	<b>COMPETENCY NOTED</b>
Elements describe the essential outcomes of the module	Performance criteria describe the performance needed to demonstrate achievement of the element.	
1. Evaluate understanding of theology and Church practice	<ul style="list-style-type: none"> <li>a. Interpret theology within cultural settings on the basis of specific sources</li> <li>b. Identify examples of church practice in relation to their interpretation of theology</li> </ul>	
2. Express the ethical implications of faith beliefs for contemporary living and ministry	<ul style="list-style-type: none"> <li>a. Evaluate the relationship between theological beliefs and church practice</li> <li>b. Evaluate interpretations of the Christian message from a social viewpoint</li> <li>c. Identify implications of those interpretations and apply them to contemporary life or Christian ministry</li> </ul>	
1. Identify and analyse connections between theology and other disciplines related to contemporary living	<ul style="list-style-type: none"> <li>a. Investigate contributions of other Christian disciplines to the development of a new church</li> <li>b. Identify challenges of other Christian disciplines to the application of theologically and social-based church development</li> </ul>	

## CRCMIN501 Church Planting and Growth – Evidence of Competency

<b>PERFORMANCE EVIDENCE</b>	The candidate must show evidence of the ability to complete tasks outlined in elements and performance criteria of this Subject, manage tasks and manage contingencies in the context of the job role. There must be demonstrated evidence that the candidate has completed the following tasks: <ul style="list-style-type: none"> <li>• Systematically collected, prepared and presented information for a specific use in a ministry setting (e.g. sermon/lesson preparation and delivery)</li> <li>• Applied analytical skills to identify and evaluate the implications of beliefs and ethics for practice</li> <li>• Selected and used communication skills to provide feedback to facilitate personal growth and social change</li> <li>• Used resources for theological research</li> </ul>
<b>KNOWLEDGE EVIDENCE</b>	The learner must be able to demonstrate essential knowledge required to effectively do the task outlined in elements and performance criteria of this Subject, manage the task and manage contingencies in the context of the work role. This includes foundational knowledge of: <ul style="list-style-type: none"> <li>• Church practice and its theological basis</li> <li>• Contexts and themes within theological material</li> <li>• Theological interpretative methods</li> <li>• Contemporary ethics and social issues</li> </ul>
<b>ASSESSMENT CONDITIONS</b>	Assessment must be conducted in a Christian context within an environment where there is access to opinions on the relationship between theology and ethics and where it is possible to apply personal experience/knowledge to an ethical issue

## CRCMIN502 Special Services, Homiletics and Communication – Competency

<b>MODULE CODE</b>	<b>CRCMIN502</b>	
<b>MODULE TITLE</b>	<b>Special Services, Homiletics and Communication</b> – Present theological beliefs and their implications	
<b>APPLICATION</b>	This module applies to individuals providing leadership in a Christian community who are required to communicate theological beliefs and their implications for Christian living effectively or to assist others to explore and apply theological beliefs.	
<b>ELEMENTS</b>	<b>PERFORMANCE CRITERIA</b>	<b>COMPETENCY NOTED</b>
Elements describe the essential outcomes of the module	Performance criteria describe the performance needed to demonstrate achievement of the element	
1. Communicate issues in theological language	a. Express theological views using appropriate theological language b. Interpret and explain relationships between contrasting viewpoints on theological issues	
2. Communicate Christian beliefs to specific audiences	a. Express and illustrate Christian teaching to a specific audience b. Express CRC teaching using language appropriate to the audience c. Explain Christian teaching within a range of situations using language appropriate to the audience	
3. Present theological information to a range of persons and situations	a. Present theological information in a way appropriate to the context b. Communicate theological information to a range of persons in a respectful and non-judgmental manner	

## CRCMIN502 Special Services, Homiletics and Communication – Evidence of Competency

<b>PERFORMANCE EVIDENCE</b>	The candidate must show evidence of the ability to complete tasks outlined in elements and performance criteria of this Subject, manage tasks and manage contingencies in the context of the job role. There must be demonstrated evidence that the candidate has completed the following tasks: <ul style="list-style-type: none"> <li>• Collected, prepared and presented information for use in a ministry setting (e.g. sermon/lesson preparation and delivery) using different methods</li> <li>• Selected and applied communication skills to illustrate Christian teachings on two issues or topics</li> <li>• Communicated theological beliefs in ways appropriate to different audiences</li> </ul>
<b>KNOWLEDGE EVIDENCE</b>	The learner must be able to demonstrate essential knowledge required to effectively do the task outlined in elements and performance criteria of this Subject, manage the task and manage contingencies in the context of the work role. This includes foundational knowledge of: <ul style="list-style-type: none"> <li>• Theological beliefs and their application to Christian practice</li> <li>• The theological beliefs and language of a range of groups/denominations</li> <li>• Communication styles and their application in specific environments</li> </ul>
<b>ASSESSMENT CONDITIONS</b>	Assessment must be conducted in a Christian context within an environment where they can present contrasting positions and life application of theological beliefs to a variety of audiences using a variety of communication methods.

## CRCLEG001 Biblical Management Principles – Competency

<b>MODULE CODE</b>	CRCLEG001	
<b>MODULE TITLE</b>	Biblical Management Principles – Work legally and ethically	
<b>APPLICATION</b>	This unit describes the skills and knowledge required to identify and work within the legal and ethical frameworks that apply to an individual job role.	
<b>ELEMENTS</b>	<b>PERFORMANCE CRITERIA</b>	<b>COMPETENCY NOTED</b>
Elements define the essential outcomes	Performance criteria describe the performance needed to demonstrate achievement of the element	
1. Identify and respond to legal requirements	a. Identify, access and interpret sources of information about the legal requirements that apply to the work role b. Identify the scope and nature of own legal rights and responsibilities c. Adhere to legal requirements in work practice according to workplace policies and procedures and scope of role	
2. Identify and meet ethical responsibilities	a. Identify the scope and nature of own ethical responsibilities b. Meet ethical responsibilities according to workplace policies and protocols, and scope of role c. Recognise potential ethical issues and dilemmas, and discuss with an appropriate person d. Recognise unethical conduct and report to an appropriate person	
3. Contribute to workplace improvements	a. Identify ways that could improve legal and ethical responsibilities b. Create and share feedback with colleagues and supervisors c. Identify and take opportunities to contribute to the review and development of policies and protocols	

## CRCLEG001 Biblical Management Principles – Evidence of Competency

<b>PERFORMANCE EVIDENCE</b>	<p>The candidate must show evidence of the ability to complete tasks outlined in elements and performance criteria of this unit, manage tasks and manage contingencies in the context of the job role. There must be evidence that the candidate has:</p> <ul style="list-style-type: none"> <li>• completed workplace activities in accordance with legal and ethical requirements</li> <li>• developed appropriate responses to ethical issues</li> <li>• identified responsiveness to legal and ethical requirements</li> </ul>
<b>KNOWLEDGE EVIDENCE</b>	<p>The candidate must be able to demonstrate essential knowledge required to effectively do the task outlined in elements and performance criteria of this unit, manage the task and manage contingencies in the context of the work role. This includes knowledge of:</p> <ul style="list-style-type: none"> <li>• legal and ethical considerations (international, national, state/territory, local) for people working in the community, how they are applied in organisations, and the consequences of breaches: <ul style="list-style-type: none"> <li>◦ codes of conduct and codes of practice</li> <li>◦ complaints management</li> <li>◦ duty of care and human rights <ul style="list-style-type: none"> <li>▪ relationship between human needs and human rights</li> <li>▪ frameworks, approaches and instruments used in the workplace</li> </ul> </li> <li>◦ practice standards and practitioner/client boundaries</li> <li>◦ privacy, confidentiality and disclosure and policy frameworks</li> <li>◦ records management</li> <li>◦ responsibilities and limitations</li> </ul> </li> <li>• interrelationships, similarities and differences that may exist between legal and ethical frameworks <ul style="list-style-type: none"> <li>◦ type of legal issues that arise and ways to respond</li> <li>◦ type of ethical issues that arise and ways to respond</li> <li>◦ processes for review, including consultation and mechanisms for input</li> </ul> </li> </ul>
<b>ASSESSMENT CONDITIONS</b>	<p>Skills must have been demonstrated in the workplace or in a simulated environment that reflects workplace conditions. The following conditions must be met for this unit:</p> <ul style="list-style-type: none"> <li>• use of suitable facilities, equipment and resources, including: <ul style="list-style-type: none"> <li>◦ current legislation, regulations and codes of practice</li> <li>◦ organisation policies, procedures and protocols</li> </ul> </li> <li>• modelling of industry operating conditions, including presence of problem-solving activities</li> </ul>



## CRCMGT003 Leadership Principles – Competency

<b>MODULE CODE</b>	<b>CRCMGT003</b>	
<b>MODULE TITLE</b>	<b>Leadership Principles – Lead the work team</b>	
<b>APPLICATION</b>	This module describes the skills and knowledge required to undertake supervisory and coordinating activities in work groups in health and community service organisations. Workers at this level are team leaders or managers responsible for coordinating and monitoring the activities and performance of work teams.	
<b>ELEMENTS</b>	<b>PERFORMANCE CRITERIA</b>	<b>COMPETENCY NOTED</b>
Elements define the essential outcomes	Performance criteria describe the performance needed to demonstrate achievement of the element	
1. Contribute to and promote effective work practices	a. Develop and implement plans to meet the day to day activities of the group b. Develop and implement strategies in consultation with appropriate people to maximise work performance and outcomes	
2. Develop and implement staffing processes	a. Maintain confidentiality in relation to staff processes in accordance with organisation policies and procedures b. Implement effective induction and ongoing support for new and existing staff	
3. Maintain professional approach to leading work team	a. Align own leadership practice with the values, ethical guidelines, policies and procedures of the CRC b. Take reasonable steps to ensure that personal or social contact does not adversely affect ability to lead the team	
4. Promote effective workplace relations	a. Model and promote effective communication in the workplace, including open discussion and active listening b. Resolve problems or issues which may disrupt, ensuring access to appropriate support, mediation and debriefing for parties within CRC guidelines	



## CRCMGT003 Leadership Principles – Evidence of Competency

<p><b>PERFORMANCE EVIDENCE</b></p>	<p>The candidate must show evidence of the ability to complete tasks outlined in elements and performance criteria of this unit, manage tasks and manage contingencies in the context of the job role. There must be demonstrated evidence that the candidate has:</p> <ul style="list-style-type: none"> <li>• developed a team or group of individuals, including:             <ul style="list-style-type: none"> <li>◦ effective procedures to maximise staff work performance</li> <li>◦ strategies for collaboration and cooperative work practices</li> <li>◦ strategies for work performance and outcomes</li> <li>◦ identification of barriers and constraints and development of strategies to address them</li> </ul> </li> <li>• facilitated group meetings or discussions to:             <ul style="list-style-type: none"> <li>◦ delegate work team activities</li> <li>◦ develop and evaluate work goals</li> </ul> </li> <li>• identified an issue causing disruption and:             <ul style="list-style-type: none"> <li>◦ facilitated a meeting or discussion with those involved</li> <li>◦ developed and implemented strategies to resolve issue</li> </ul> </li> <li>• review the performance</li> </ul>
<p><b>KNOWLEDGE EVIDENCE</b></p>	<p>The candidate must be able to demonstrate essential knowledge required to effectively do the task outlined in elements and performance criteria of this unit, manage the task and manage contingencies in the context of the work role. This includes knowledge of:</p> <ul style="list-style-type: none"> <li>• organisation mission, philosophy</li> <li>• organisation structure and communication protocols</li> <li>• group facilitation processes, including technique for facilitating group discussions and meetings</li> <li>• leadership styles and their application in supporting the organisation’s mission, objectives and values</li> <li>• coaching principles and techniques</li> <li>• difference between coaching and mentoring</li> <li>• performance management sources of information on best practice work techniques relevant to the industry sector</li> <li>• rostering and timetabling</li> <li>• sources of conflict and stress and techniques to address and manage them</li> <li>• referral networks</li> </ul>
<p><b>ASSESSMENT CONDITIONS</b></p>	<p>Assessment must be conducted in a Christian context with reference to scripture, theological opinions and theological research aids.</p>



## CRCPAS001 Pastoral Counselling and Introduction to Psychology – Competency

<b>MODULE CODE</b>	<b>CRCPAS001</b>	
<b>MODULE TITLE</b>	<b>Pastoral Counselling and Introduction to Psychology – Plan for the provision of pastoral and spiritual care</b>	
<b>APPLICATION</b>	This module describes the skills and knowledge required to prepare for pastoral and spiritual care work either within a specific belief system or in a non-denominational context. Work may be paid or in a volunteer capacity	
<b>ELEMENTS</b>	<b>PERFORMANCE CRITERIA</b>	<b>COMPETENCY NOTED</b>
Elements define the essential outcomes	Performance criteria describe the performance needed to demonstrate achievement of the element	
1. Prepare for pastoral and spiritual care work	<ul style="list-style-type: none"> <li>a. Identify requirements of relevant professional and ethical standards for pastoral and spiritual care work</li> <li>b. Identify rights and responsibilities of self, CRC, church, clients, families and carers</li> </ul>	
2. Determine pastoral and spiritual care networks and resources	<ul style="list-style-type: none"> <li>a. Identify CRC and organisation's full range of pastoral and spiritual care services</li> <li>b. Identify existing and potential opportunities for referral in accordance with CRC and organisation procedures</li> <li>c. Gather internal and external information sources and resources to support pastoral and spiritual care work</li> </ul>	
3. Establish professional supervision	<ul style="list-style-type: none"> <li>a. Determine supervision and/or mentoring requirements of role in consultation with mentor and/or supervisor</li> <li>b. Receive and act on feedback to improve pastoral care work</li> <li>c. Review own communication with mentor and/or supervisor to promote professional development</li> </ul>	



## CRCPAS001 Pastoral Counselling and Introduction to Psychology – Evidence of Competency

<b>PERFORMANCE EVIDENCE</b>	<p>The candidate must show evidence of the ability to complete tasks outlined in elements and performance criteria of this unit, manage tasks and manage contingencies in the context of the job role. There must be evidence that the candidate has:</p> <ul style="list-style-type: none"> <li>• planned for pastoral and spiritual care work including: <ul style="list-style-type: none"> <li>o preparing resource portfolio</li> <li>o identifying an area, and opportunities, for personal development in consultation with pastoral and spiritual care mentor and/or supervisor</li> </ul> </li> </ul>
<b>KNOWLEDGE EVIDENCE</b>	<p>The candidate must be able to demonstrate essential knowledge required to effectively complete tasks outlined in elements and performance criteria of this unit, manage the task and manage contingencies in the context of the work role. These include knowledge of:</p> <ul style="list-style-type: none"> <li>• legal and ethical considerations for pastoral and spiritual care work and how these are applied to individual practice, including: <ul style="list-style-type: none"> <li>o codes of practice and relevant professional and ethical standards of practice</li> <li>o duty of care</li> <li>o rights and responsibilities of workers, organisations, clients, families and carers</li> </ul> </li> <li>• issues that breach or impact an individual’s rights</li> <li>• policies, protocols and practices of the organisation in relation to pastoral and spiritual care work role</li> <li>• cultural perspectives on spirituality and major denominational doctrines, worship and practices</li> <li>• verbal and non-verbal communication techniques including body language, language style, active listening, questioning</li> <li>• principles and practices for establishing and maintaining appropriate interpersonal relationships</li> <li>• boundaries and limitations of role</li> </ul>
<b>ASSESSMENT CONDITIONS</b>	<p>Skills must have been demonstrated in the workplace with the addition of simulations and scenarios where the full range of contexts and situations have not been provided in the workplace. The following conditions must be met for this unit:</p> <ol style="list-style-type: none"> <li>a. use of suitable facilities, equipment and resources</li> <li>b. modelling of industry operating conditions, including a qualified chaplain or pastoral and spiritual care worker as a mentor or professional supervisor</li> </ol>





## CRCPRP001 Missions – Competency

<b>MODULE CODE</b>	<b>CRCPRP001</b>	
<b>MODULE TITLE</b>	<b>Missions – Develop and maintain networks and collaborative partnerships</b>	
<b>APPLICATION</b>	This module describes the skills and knowledge required to identify networking and collaboration needs and develop formal and informal partnerships to enhance service delivery and improve professional practice.	
<b>ELEMENTS</b>	<b>PERFORMANCE CRITERIA</b>	<b>COMPETENCY NOTED</b>
Elements define the essential outcomes	Performance criteria describe the performance needed to demonstrate achievement of the element	
1. Identify networking and collaboration needs and opportunities	(a) Evaluate the ways in which individual and organisation performance may be improved through collaboration (b) Identify and prioritise organisation and individual needs	
2. Develop collaboration strategies	a. Share information and resources, where possible, with other organisations to overcome duplication in service delivery b. Maintain currency and accessibility of information	
3. Work collaboratively	a. Plan and implement integrated projects and service delivery b. Liaise with staff from relevant organisations on a formal and informal basis	
4. Represent the organisation	a. Communicate CRC policies and practices in appropriate formats b. Implement confidentiality measures that protect organisations and networks	
5. Maintain and enhance networks and collaborative partnerships	a. Improve and maintain networks and collaborative partnerships with linking to the CRC b. Evaluate strengths and weaknesses of collaborations and make recommendations for action	



## CRCPRP001 Missions – Evidence of Competency

<b>PERFORMANCE EVIDENCE</b>	<p>The candidate must show evidence of the ability to complete tasks outlined in elements and performance criteria of this unit, manage tasks and manage contingencies in the context of the job role. There must be evidence that the candidate has:</p> <ul style="list-style-type: none"> <li>• developed strategies for networking and collaboration for at least one (1) organisation</li> <li>• worked collaboratively with external individuals or groups</li> </ul>
<b>KNOWLEDGE EVIDENCE</b>	<p>The candidate must be able to demonstrate essential knowledge required to effectively complete tasks outlined in elements and performance criteria of this unit, manage tasks and manage contingencies in the context of the work role. This includes knowledge of:</p> <ul style="list-style-type: none"> <li>• legal and ethical considerations for collaborative practice, including:             <ul style="list-style-type: none"> <li>o privacy, confidentiality and disclosure</li> </ul> </li> <li>• principles of networking and collaboration</li> <li>• different types of networks and collaboration:             <ul style="list-style-type: none"> <li>o organisational</li> <li>o individual</li> <li>o virtual</li> <li>o formal/informal</li> </ul> </li> <li>• benefits of networking and collaboration:             <ul style="list-style-type: none"> <li>o for clients</li> <li>o for the organisation</li> </ul> </li> <li>• values, limitations and dynamics of networks and collaborative partnerships</li> <li>• industry structure and interrelationships between different organisations, both public and private</li> <li>• established networks in relevant area of work:             <ul style="list-style-type: none"> <li>o structure</li> <li>o vision and purpose</li> <li>o opportunities for participation</li> </ul> </li> </ul>
<b>ASSESSMENT CONDITIONS</b>	<p>Skills must have been demonstrated in the workplace or in a simulated environment that reflects workplace conditions. The following conditions must be met for this unit:</p> <ul style="list-style-type: none"> <li>• use of suitable facilities, equipment and resources, including information relating to peak bodies, network groups and web-based network services</li> <li>• modelling of industry operating conditions, including presence of situations that allow interactions with individuals and organisations</li> </ul>

