INTERNATIONAL WORKER COMPETENCY RUBRIC - ALLIANCE CHURCHES OF CANADA

GM VALUE	COMPETENCY TITLE	PROFICIENT	DEVELOPING	INADEQUATE
PRAYER	**Personal Prayer** *Active prayer disciplines*	Has identifiable practices of communion with God	Actively developing their prayer patterns/spiritual disciplines	Intermittent practice of prayer and spiritual discipline
		Experiences fresh encounters and growth in various aspects of daily life	Occasional stories of personal encounters with Christ	Unclear integration of Christ into life, words, and practice
	Intercessory Prayer *Personal and support team engagement*	Actively practices spiritual warfare	Theologically aware of spiritual warfare with limited engagement	Unengaged and unaware of the spirit world's power and influence
		Consistent engagement with an intercessory prayer team	Has a growing number of people with whom they pray	Limited prayer times/engagements with other people
PRESENCE	**Mature Soul** Develops a whole person maturity of heart, mind, and soul	Consistently integrates practice with Scripture knowledge	Proficient knowledge with limited application to life practices	Basic knowledge of Biblical themes with intermittent engagement
		Lives accountable to regular life and spiritual discipline(s)	"Trying on" disciplines suited to their personal preferences	Irregular practice of spiritual and life disciplines
		Offers grace and wisdom on the negotiables of faith and practice	Acknowledges the complexity of faith and practice	Elementary understanding of faith and practice
		Faith is integrated into all aspects of life, including vocation	Exploring specific areas where faith can impact their daily life	Growing conviction that faith and practice need to align
	Personal Leadership *Activate habits of self-leadership and personal growth*	Exercises habits promoting healthy work/life rhythms	Identifies needed areas of growth for subsequent lifestyle change	Demonstrates inconsistency in work/life rhythms
		Functions with a high level of emotional intelligence	Growing ability to process emotions leading to sound decisions.	Self oriented and oblivious to the 'other'

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PEOPLE	**Cultural Intelligence** *Demonstrates intercultural and least-reached acumen*	Implements strategies for cultural integration	Articulates and discusses cultural differences with limited integration	Uncomfortable with other cultures/foods/habits
		People from other cultures are embraced into their social circle	Is developing a network of relationships with people of other cultures	Has few, if any, cross cultural relationships
PROCLAMATION	**Disciple making** *Engaged in active discipling relationships*	Can describe the number and nature of their current discipling relationships	Is being actively discipled and mentored	Unable to articulate who they are discipling, or if they have been personally discipled
		Spiritual conversations are regular and recent	Have occasional conversations with others about faith	Silent and fearful to communicate their faith
		Are leading others to trust in Jesus	Inconsistent in moving conversations towards trust in Jesus	Cannot articulate or communicate their faith to others
	Faith Community Engagement *Shows ability to build Christian Community*	Actively leads the development of contextual Christian community	Participates in community with occasional leadership responsibility	Attends, but inactive in a Christian community
PARTNERSHIP	**Team Participant** *Demonstrated capacity to work and/or lead in a team*	Strengthens team mission through active contributions based on their personal and team strengths	Growing awareness and entering in to their unique role and contribution	Is unaware of the importance of others and their impact on them
		Exercises a healthy conflict resolution strategy	Is aware of conflict resolution strategies	Behaviourally challenging to team and lives with unresolved conflicts
	Cooperative Capacity *Engages the capacity of others outside the organization*	Engages the capacity of others outside the organization to achieve shared mission goals	Works cooperatively on limited projects with partners outside of their current ministry	Believes the organization can sufficiently accomplish their goals independently
	Active Communication *Involves corporate and individual partners through effective communication*	Regular reporting of mission-critical information to an identified support base of individuals and churches	Have a circle of people who know and support their ministry	Others don't really know what they are doing