

## Diocesan Council Competency Matrix Definitions

Generic Board Competencies	
Directors Duties / Governance	Formal training in corporate governance - ie through AICD Company Directors Diploma or Corporate Secretaries Institute, or very extensive board experience
Finance & Asset Management	Understands P&L, Balance Sheet, Cashflows and Investments both prudentially and strategically either through CPA, CA or extensive experience working with financial statements. Capacity to contribute to asset management - financial and property
Risk Management	Expertise in identification and management of enterprise or other specific risks at C Suite or Board level particularly around safe ministry, WHS, legal & regulatory compliance, finance and reputational risks.
Communication / Marketing	Demonstrated capacity to communicate complex matters to the general public, external and internal stakeholders, and to small groups and individuals. Management of institutional reputation.
Legal/Regulatory	Demonstrated understanding of Australian corporate and civil law either through formal qualifications or extensive experience with legal and regulatory matters at C Suite or Board level.
People Management	Experience in evaluating performance of organisations and senior management, experience in employee relations, setting evaluating and improving culture
Policy	Demonstrated ability to identify key issues and develop appropriate policy parameters for the organisation developed at C Suite or board level
Strategy for Mission	Demonstrated experience in developing and deploying strategic plans / ability to steer mission-based organisations for the future, development and implementation of alternative mission models
Anglican / Missional Competencies	
Theology & Ministry	Demonstrated qualifications and experience in Theology & Ministry. And / Or Extensive experience as a Christian community leader ordained or lay
Mission	Demonstrated experience in evangelism, church planting, leading diverse models of ministry, developing and forming disciples and new mission leaders
Community Development	Experience or qualifications in community development, social services, church development
Advocacy	Demonstrated capacity to advocate for others through public engagement and discourse or through working with others for social justice
Change Management	Leadership of change initiatives in corporate or community settings

Anglican Polity	Demonstrated understanding of Anglican polity, legal and cultural in Adelaide and elsewhere and its application to governance in this diocese.
Education Governance	Knowledge and experience gained through membership of a school or college Board, or member of an executive team of a school or college
Teaching / Educating	Expertise / experience as a teacher, lecturer, curriculum developer in school or adult education
Children & Youth Ministry	Demonstrated experience leading and developing children, youth and family ministry