

## Family Ministry Coordinator Behavioural Competencies

- ÿ Christian Faith: a passion for providing a Bible-based, gospel-centered education; activities and initiatives related to relationships with children, staff, parents, church members, and others and with program planning, RCP and other ministry daily operations, and decision making are made in accordance with the Christian faith. Have a servant heart and is supportive of Riverbend Lutheran Church's mission and ministry plans.
- ÿ Relationships: creates collaborative environments; develops positive relationships and networks with teachers, teaching assistants, substitute teachers, church employees, church council, church members, and communities external to the church; manages conflict; respectful of difference – all people and their unique gifts are valued.
- ÿ Leadership and Decision Making: demonstrates positive commitment to RLC ministries; motivates and challenges others in constructive ways; weighs/balances information to recommend options that are in the best interests of RLC and then leads their implementation; is open to feedback from others; demonstrates integrity and ethical behaviour.
- ÿ Communication: Ability to use a variety of communication methods (social media, PowerPoint presentations, church announcements, etc.) to share information in an effective and collaborative manner; maintains confidentiality when required; appreciates different perspectives on issues; adapts communication style to situation at hand; checks for understanding throughout individual and group conversations; addresses differences/conflicts skillfully with a focus on constructively and effectively resolving issues.
- ÿ Critical Thinking/Problem Solving: analyzes and evaluates information; breaks down problems into actionable parts; identifies a variety of potential solutions and impacts; actively seeks new ideas from individuals etc.
- ÿ Planning and Organizing: effectively and timely finance and human resource management; development of short-term and long-term ministry goals; plans and executes regular programming and special events.
- ÿ Professional Development of Self and Others: listens, gives feedback, assesses performance, assesses own skills as well as those of staff and volunteers to recommend professional development opportunities; develops and coaches staff, volunteers, and families.