

Church Deployment Office
A Ministry of Transitions of the Episcopal Church

MINISTRY SKILL/EXPERIENCE
MANUAL

REVISED 2006

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Church Deployment Office

Ministry Skill/Experience Manual

EXPLANATORY NOTE

The skills in this manual are presented in a three-level hierarchy:

- **General Skills**
- *Specific Skills*
- Skill Details

One may select a General Skill only, e.g.:

- **Administration**

Or a General Skill linked with a Specific Skill, e.g.:

- **Administration**
- *Budget and Finance*

Or a General Skill with both a Specific Skill and a Skill Detail, e.g.:

- **Administration**
- *Budget and Finance*
- Program & Budget Development

Note that in this manual **General Skills are presented in Bold Type**, *Specific Skills in Italics*, and Skill Details in Standard Type.

CDO recommends that one be as specific as possible in the selection of skills and experiences.

Ministry Skill/Experience Manual

Administration

Average Sunday Attendance

- a. 0-99 Communicants
- b. 100-200 Communicants
- c. 201-350 Communicants
- d. 351-500 Communicants
- e. 501-750 Communicants
- f. 751-1000 Communicants
- g. 1,001-1,500 Communicants
- h. 1,501-2,500 Communicants
- i. More Than 2,500 Communicants

Budget & Finance

- Annual Budget Design
- Budget Review & Control
- Capital Campaign Design/Mgt
- Controller
- Diocesan Finance Committee
- Finance Committee Leadership
- Financial Reports/Statements
- Investment Management
- Program & Budget Development

Budget Responsibility

- a. Less than \$25,000 annually
- b. \$25,000 to \$75,000 annually
- c. \$76,000 to \$150,000 annually
- d. \$151,000 to \$250,000 annually
- e. \$251,000 to \$500,000 annually
- f. \$501,000 to \$1,000,000 annually
- g. \$1,001,000 to \$5,000,000 annually
- h. More than \$5 million annually

Business Administration

- Church Business Management
- Contract Administration
- Convention Direction/Planning

Church Building/Construction

Direct Employee Responsibility

- a. 1-5 Employees
- b. 6-10 Employees
- c. 11-20 Employees
- d. 21-35 Employees
- e. 36-50 Employees
- f. More Than 50 Employees

Goal Setting

Institutional

- Adult Day Care
- Camp/Conference Center

- Cemetery
- Child Day Care
- Church/School Relations
- College Relations
- Convalescent/Nursing Home
- Day School
- Educational
- Head of School/Principal
- Hospital Management
- Library
- Medical
- Pastoral Counseling Center
- Penal/Correctional Institution
- Religious Order
- Theological Education Center
- Thrift Store

Local Church Administration

Parliamentary Procedure

Personnel/Human Resources

- Affirmative Action
- Background Checks
- Diocesan Deployment Officer
- Employment Interviewing
- Human Resource Planning
- Mediation/Arbitration
- Pension & Benefits
- Placement
- Vocational/Career Coach

Planning/Research

- Advertising Research
- Archival Research
- Church Growth Research
- Church Research
- Community Research
- Educational Research
- Market Research
- Organizational Development
- Organizational Research
- Parish/Dio Strategic Planning
- Planning & Strategy Development
- Research/Planning Methodology
- Rural Planning/Development
- Social Action Research
- Sociological Research
- Survey/Questionnaire Dev.
- System/Organization Planning

Ministry Skill/Experience Manual

Administration (cont.)

Planning/Research (cont.)

Theological Research
Urban Planning/Development

Staff Administration

Canon to the Ordinary
Christian Formation/Education
Communications
Diocesan Administrator
Diocesan Executive
Diocesan Staff
Diocesan Troubleshooter
Evangelism
Liturgy and Worship
Multiple Staff Management
Music
National/Provincial Staff
Social/Community Ministry
Stewardship
Team Development & Coordination
Volunteers
Young Adults (18-25)
Youth

Systems/Operations

Computer Literacy
Computer Programming
Database Management
Information Technology
Systems Analysis

Chaplaincy

Clergy/Clergy Families
College/University
Convalescent/Nursing Home
Corrections
Director of Pastoral Care
Disaster Response
Fire/Police
Hospice
Hospital
Institutional
Military
Retirement Community
School
Seafarers

Christian Formation/Education

Adult Programs

Bible Study
Epis. Theology/Polity/Structure
Program Development/Planning
Theological Education

Baptismal Preparation

Catechist

Catechumenal Process Consultant

Children's Ministry

Catechesis of Good Shepherd
Godly Play Teacher

Church/Sunday School Teaching

Confirmation Preparation

Curriculum Development

Director of Christian Formation

Educational Consultant

Faith Development

Family Life Education

Human Sexuality

Parish Health Ed Programs

Program Design

Recreational Programs

Camping/Outdoor Programs
Sports Activities

Science & Religion

Teacher Training

Theologian

Vacation Church School

Workshop Leader

Young Adults (18-25)

Campus Ministry
Young Adult Programs
Young Adult Spirituality

Youth

Journey to Adulthood
Student Ministry
Youth Group Program Design
Youth Spirituality

Church Growth/Development

Alternative Worship Sites
Analyzing/Using Demographics
Change Management
Church Growth Expertise
Clusters/Regional Ministry
Clergy Team Member

Ministry Skill/Experience Manual

Church Growth/Development (cont.)

Clusters/Regional Ministry (cont.)

- Regional Ministry Council
- Regional Officer (e.g. Dean)
- Senior Missioner
- Startup/Development

Congregational Life Cycle Theory

Congregational Systems

Developing Mission & Purpose

Empowering Laity for Ministry

- Developing Lay Callers

Family Ministry

Family Systems Theory

Ministry in the Workplace

New Member Incorporation

Parish Consultant

Parish Fellowship/Hospitality

Parish Planning

Parish Program Development

Prospective Members

Redefining Stable Congregations

Reshaping Organizational Systems

Reversing Decline

Singles Ministry

Small Church Ministry

Small Group Ministry

- Coordinator
- Group Leader

Starting New Congregations

- Church Planter
- Parochial Mission
- Site Selection

Storefront Ministry

Teach Ministry of Baptized

Transition Specialist

- From Family to Pastoral Style
- From Pastoral to Program Style
- From Program to Resource Style

Vestry Consultant

Communications

Action Group Org/Formation

Advertising

- Advertising Design & Graphics
- Direct Advertising (magazines, etc.)
- Direct Mail Advertising

Telemarketing

Church Related

- Church Public Relations
- Communications Policy
- Diocesan Publications
- Media
- National Publications
- Parish Newsletter

Electronic Communications

- Desktop Publishing
- ListServ
- Parish Website
- Telecommunications
- Web-based Research
- Website Design

Film/Video

Graphic Arts

- Art & Layout
- Audio-Visual Production
- Book or Brochure Design
- Photography

Lecturing/Public Speaking

- Narration/Announcing
- Speech Writing

Public Relations

- Media Relations
- News Release Preparation
- Public Relations (Interpretation)
- Public Relations (Planning/Strategy)

Publications

Radio-TV

Report Development & Writing

Sales & Marketing

Writing

- Promotional Writing
- Writing-Fiction
- Writing-Non-Fiction
- Writing-Religious

Community Outreach

Community Involvement

- Arts
- Community Dev/Planning
- Community Organization
- Community Relations
- Parks & Recreation
- Scouts

Ministry Skill/Experience Manual

Community Outreach (cont.)

Community Involvement (cont.)

Urban Affairs
Urban Ministry
Welfare/Social Service Agencies

Education

Library
Nursery/Pre-School
Remedial Education/Literacy
Sex Education
Tutoring

Emergency Services

Disaster Response
Hotline Network
Suicide Prevention

Environmental Concerns

Family/Children's Services

Adoption
Child Abuse
Childcare
Children at Risk
Day Care Centers
Domestic Violence
Family Planning
Marital Problems
Reproductive Choice
Youth

Healthcare

Convalescent/Nursing Home
Healthcare Facilities
HIV/AIDS
Hospices
Mental Health
Nutrition
Persons with Disabilities
Public Health

Housing

Halfway Facilities
Homeless
Homeless Shelters

Hunger & Poverty

Food Pantry
Soup Kitchens

National/International Affairs

Anti-Racism
Civil Rights/Liberties

Government Work
Immigration/Refugees
Migrant Labor
Peace & Justice
Political Involvement
Veterans

Prison/Corrections

Juvenile Probation

Retired/Seniors

Retirement Facilities

Substance Abuse

Alcoholism
Drug Addiction

Women's Issues

Counseling

Educational/Vocational

Career
Retirement
Unemployment

Grief

Group

Making Referrals

Marriage Preparation

Pastoral Counseling

Pastoral Psychotherapy

Post-Traumatic Stress Disorder

Rehabilitation

Ecumenical/Interfaith

Council of Churches Ministry

City/County Council of Churches
Metropolitan Council of Churches
National Council of Churches
Regional/State Council/Conference

Ecumenical Action Ministry

Ecumenical Agency Administration

Ecumenical Memberships

Ecumenical Consortium
Interdenom. Conference/Board/Agency
Local Ministerial Association
National Ecumenical Organization
World Organization

Faith & Order

Interfaith Memberships/Groups

Episcopal Church Membership

Clergy

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Episcopal Church Membership (cont.)

Clergy (cont.)

Clergy Associations
Clergy Wellness
Ordained Couple Ministry

Diocesan/National Leadership

Budget & Finance
Calling/Nominating Committee
Camps/Conference Centers
Church Deployment
Consortium of Endowed Parishes
Council/Governing Board
Diocesan Convention Delegate
Evangelism
General Convention Deputy
Institutional Trustee
Planning
Program
Regional & Local Relationships
Spirituality
Standing Com'tee/Commission
Stewardship
Youth Ministry

Education

Christian Formation/Education
Continuing Education
Educational Development
Higher Education
Theological Education

Legal/Governance

Canon Law
Constitution & Canons
Ecclesiastical Court

Ministry Development

Commission on Ministry
Examination for Ordination
Lay Ministry

Missions

Domestic & Foreign Missions
Missionary Education
Overseas Missions
Overseas Missions-Africa
Overseas Missions-East Asia
Overseas Missions-Latin America
Overseas Missions-Middle East
Overseas Missions-Near East

Overseas Missions-Relief
Overseas Missions-Specialized

Religious Organizations

Devotional Societies
Member/Assoc. Religious Order

Social Ministry/Outreach

Aging

Women's Ministries

Episcopal Churchwomen

Worship/Arts

Liturgy & Worship
Music

Evangelism

Developing Spiritual Gifts

Diocesan Evangelism Consultant

Door- to-Door Evangelism

Engage the Unchurched

Evangelism Ministry

Parish Evangelism Leader

Parish Renewal Leader

Teacher of Evangelism Consultants

Teacher of Visitors

Visitation of Lapsed

Geographical Areas

Africa

Africa, Central
Africa, East
Africa, North
Africa, Southern
Africa, West

Asia

Far East Asia
South Asia
Southeast Asia

Australia

Canada

Caribbean

Central America

Europe

Northern Europe
Southern Europe

Foreign, Anywhere

Mexico

Middle East

Pacific Islands

Ministry Skill/Experience Manual

Geographical Areas (cont.)

South America

USA

- Great Plains
- Mid-Atlantic
- Midwest
- New England
- Rocky Mountains
- South
- Southwest
- West Coast

Languages

American Sign Language

French

- a. Native Tongue
- b. Bilingual/Multilingual
- c. Translator/Interpreter
- d. Conversational Ability
- e. Read and Write
- f. Function Professionally
- g. Education or Training only

German

- a. Native Tongue
- b. Bilingual/Multilingual
- c. Translator/Interpreter
- d. Conversational Ability
- e. Read and Write
- f. Function Professionally
- g. Education or Training only

Japanese

- a. Native Tongue
- b. Bilingual/Multilingual
- c. Translator/Interpreter
- d. Conversational Ability
- e. Read and Write
- f. Function Professionally
- g. Education or Training only

Korean

- a. Native Tongue
- b. Bilingual/Multilingual
- c. Translator/Interpreter
- d. Conversational Ability
- e. Read and Write
- f. Function Professionally
- g. Education or Training only

Mandarin

- a. Native Tongue
- b. Bilingual/Multilingual
- c. Translator/Interpreter
- d. Conversational Ability
- e. Read and Write
- f. Function Professionally
- g. Education or Training only

Other Languages

- Afrikaans
- Albanian
- American Indian Languages
- Arabic
- Armenian
- Braille
- Bulgarian
- Burmese
- Cantonese
- Congolese
- Creole
- Czech
- Danish
- Dutch
- English as a 2nd Language
- Estonian
- Finnish
- Flemish
- Gaelic
- Greek
- Hebrew
- Hindustani
- Hungarian
- Icelandic
- Indonesian
- Italian
- Latin
- Latvian
- Lituanian
- Norwegian
- Persian or Farsi
- Philippine, Ilocano
- Philippine, Tagalog
- Polish
- Portuguese
- Rumanian
- Russian
- Serbo-Croatian

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Languages (cont.)

Other Languages (cont.)

Slovak
Swahili
Swedish
Tamil
Thai
Turkish
Ukrainian
Vietnamese
Welsh

Spanish

a. Native Tongue
b. Bilingual/Multilingual
c. Translator/Interpreter
d. Conversational Ability
e. Read and Write
f. Function Professionally
g. Education or Training only

Leadership Development

Coaching/Mentoring

Laity
Lay Vicars
New Deacons
New Priests
Seminarists

Conference Leader

Conflict Resolution

Develop Lay Leaders

Group Leadership

Group Dynamics
Group Facilitation

Interim Consultant

Ministry Development

Identify & Train Leaders
Intern Program Participant
Intern Supervision
Recruit & Select Volunteers
Recruit Clergy

Specialized Ch. Training Prog.

Alpha Team Leader
DOCC
EFM
EFM Mentor
Fresh Start Trainer
LAND

Upward Bound

Training

Anti-Racism
Training Coordination
Training Program Development

Women's Leadership Dev.

Licenses/Certificates

Abuse/Harassment Awareness Trainer

Accounting

Certified Public Accountant
Commercial Public Accountant

Anti-Racism Trainer

Architect

Assn. of Professional Chaplains

Attorney

Clinical Pastoral Education

1 Quarter
2 Quarters
3 Quarters
4+ Quarters

CPE Residency

CPE Supervisor

CREDO Faculty

Critical Incident Stress Mgt.

Education Administration

Fellow, College of Preachers

Fresh Start Faculty

Godly Play Trainer

Guidance Counselor

Interim Ministry

Interim Consultant
Interim Ministry Specialist
Interim Pastor

Interpreter for the Deaf

LAND Instructor

Law

Church/State Law
Civil Liberties Law
Human Rights Law
Mediation
Naturalization/Immigration Law

Librarian

Library Science

Licensed Lay Ministries

Eucharistic Minister

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Licenses/Certificates (cont.)

Licensed Lay Ministries (cont.)

Eucharistic Visitor
Lay Catechist
Pastoral Leader (Special Circ.)
Preacher
Worship Leader

Mediator/Arbitrator

Medical

Medical Administration
Midwife
Nurse Practitioner
Paramedic/EMT/First Aid
Physical Therapist
Physician
Practical Nurse
Registered Nurse

Myers-Briggs

Nursing Home Director

Organist, AGO

Pastoral Care Intervention

Pilot, Aircraft

Psychologist

Psychotherapist

Sexual Misconduct Prevention Trainer

Social Worker

Substance Abuse Counselor

Teacher

Teacher (College/Graduate School Level)
Teacher (Elementary/Secondary Level)

Therapist/Counselor

Marriage/Family/Child Counselor
Pastoral Counselor
Psychotherapist

Liturgy

Planning and Design

Festivals & Gatherings
Innovative Liturgical Forms
Liturgical Forms, General
Liturgical/Sacred Dance
Liturgies with Media
Train Acolytes
Train Lay Eucharistic Ministers
Train Lay Readers
Train Worship Leaders

Work with Worship Committees

Verger

Worship Leader

Anglo-Catholic Services
Broad Church Services
Charismatic Renewal Services
Daily Eucharist
Evangelistic Services
Evensong
Home Eucharists
Household Celebrations
Prayer & Praise
Public Daily Offices
Rite I Services Only
Rite II Services Only
Sunday Eucharist
Sunday Morning Prayer
Sung Services

Military Experience

Active Duty

Air Force
Army
Coast Guard
Foreign Military Service
Marine Corps
National Guard
Navy

Other Duty

Alternative Service

Reserve Duty

Air Force
Army
Coast Guard
Foreign Military Service
Marine Corps
National Guard
Navy

Ministry Setting

Community Church (Non-Denom)

Composition of Congregation

Professional/Managerial
White Collar
Working Class

Location of Congregation

Metro Region
Rural

Ministry Skill/Experience Manual

Ministry Setting (cont.)

Location of Congregation (cont.)

Suburban

Town/Village

Urban

Style of Congregation

Family Church

Pastoral Church

Program Church

Resource Church

Transitional Church

Type of Community

College Center

Economically Depressed

Ethnic

Indian Reservation

Island

Military

New Residential

Resort/Recreational

Retirement/Seniors

Transitional Neighborhood

Working Class Neighborhood

Type of Congregation

Cluster/Regional

Episcopal/ELCA

Ethnic Congregation

Federated Church (Ecumenical)

Multicultural

Overseas

Retired/Seniors

Single Congregation

Working Class

Yoked Congregation

Multi/Cross-Cultural Ministry

Bilingual Liturgical Ability

Cultural Bridge Building

Cultural Sensitivity

Ethnic Ministries

American Indian

Asian

Black

Latino/Hispanic

Native Alaskan

Pacific Islander

West Indian/Caribbean

Language Emersion

Minority Groups

Music & Arts Ministry

Canon Precentor

Choir Director

Adult

Bell Choir

Children

Youth

Church Architecture

Church Art

Church Music

Composer/Arranger

Contemporary Church Music

Iconography

Instrumentalist

Organist

Pianist

Music Ministry Specialist

Performing Arts

Religious Drama

Renewal Music

Parish Ministries

Assistant/Associate/Curate

Christian Ed. Assistant/DRE

Community Relations Assistant

Director of Christian Formation

Music Assistant

Parish Administrator

Pastoral Calling Assistant

Pastoral Counseling Assistant

Special Assistant

Youth Assistant

Bi-Vocational

Cathedral Ministry

Church Planter

Cluster Minister

Deacon in Charge

Interim Pastor

Lay Ministry Coordinator

Ministry Developer

Missioner

Rural Missioner

Urban Missioner

Nonstipendiary

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Parish Ministries (cont.)

Parish Nurse
Parish Officer
Priest in Charge
Rector/Vicar
Supply Minister

Pastoral Care

Addictive Persons
 Alcoholics
 Substance Abusers
Clergy/Clergy Families
Codependent Persons
Correctional Ministry
Crisis Intervention
 After Pastor
 Clergy Misconduct Crisis Interv.
Divorced/Widowed
Gay/Lesbian/Transgender Ministry
Healing Ministry
HIV/AIDS
Hospice Ministry
Hospital Calling
Lay Caring/Calling Ministry
Member Visitation
Ministry with Men
Ministry with Women
Persons with Disabilities
 Emotionally Disabled
 Hearing Impaired
 Mentally Disabled
 Physically Disabled
 Visually Impaired
Stephen Ministry
 Leader
 Minister
Terminally Ill/Dying
Visiting Convalescent/Nursing Homes
Visiting the Homebound

Preaching

Anecdotal Sermons
Biblical Sermons
Children's Sermons
Contemporary Issues Sermons
Daily Living Sermons

Evangelistic Sermons
Illustrated Sermons
Lectionary Based Sermons
Pastoral Sermons
Prophetic Sermons
Sermon Preparation/Evaluation
 Lectionary Study
 Long-Range/Seasonal Planning
 Sermon Evaluation/Feedback
Story Telling
Teaching Sermons
Theological Preaching

Spiritual/Prayer Life

Celtic Prayer Leader
Centering Prayer Leader
Classical Christian Spirituality
Confessor
Cursillo Leader
Cursillo Participant
Daily Offices
Diocesan Spiritual Renewal
Faith Alive Leader
Household Spiritual Disciplines
Kairos Leader
Labyrinth Leader
Marriage/Engaged Encounter Leader
Parish Missions
Parish Spiritual Renewal
Personal Spiritual Disciplines
Quiet Day Leader
Retreat Leader
Schools of Religion/Conferences
Spiritual Director
Spirituality Conference Leader
Spirituality in the Workplace
Taize Prayer Service Leader
Teaching People to Pray

Stewardship

Environmental Stewardship
 Building Energy Audits
 Congregational Recycling Prog.
 Environmental Education
Every Member Canvass Training
Fund Development

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Stewardship (cont.)

Fund Development (cont.)

- Capital Funds
- Cultivating Donors
- Identifying/Developing Sources

Fund-Raising

- Capital Campaign
- Grant Writing
- Local Church
- Within Denomination

Identifying Gifts for Ministry

Offering Gifts for Ministry

Planned Giving

- Endowed Congregations
- Legacy Societies

Resource Allocation

- Building Use

Stewardship Consultant

Stewardship Education

- Biblical Stewardship
- Teaching the Tithe

Stewardship Program Design

Theology of Stewardship

Teaching (Academic/Professional)

Level of Teaching Experience

- a. Pre-School
- b. Elementary School
- c. Middle School
- d. High School
- e. College/University
- f. Seminary/Divinity School
- g. Extension
- h. Adult Education
- i. Trade School
- j. Military Training Center
- k. Other Teaching Experience

Subject Areas Taught

- Art
- Bible-NT
- Bible-OT
- Business Administration
- Christian Education
- Church History
- Clinical Pastoral Education
- Community Development
- Comparative Religion

- Drama
- Education
- English
- English as 2nd Language
- Ethics
- Human Relations
- Information Science/Computers
- International Relations
- Languages-Other than Romance
- Languages-Romance
- Law
- Liturgics
- Music
- Music, Organ
- Pastoral Theology
- Philosophy
- Practical Theology
- Psychology
- Religion
- Religious Education
- Sign Language
- Social Studies
- Social Work
- Sociology/Social Sciences
- Speech/Homiletics
- Theology

Ministry Skill/Experience Manual

Ministry Specialties

In all ministries in the Church there are certain broad specialties. Many ministers, lay and ordained, bring a combination of special strengths from among the larger list. This is your opportunity to highlight the areas which are most important to you, as a minister or as a community. These are general categories of ministry. Choose 6. "Other" is a 7th category, not necessarily a Specialty.

Administration	the ability to exercise oversight of all aspects of congregational, diocesan, or institutional ministries, including programs, organizations, finances, etc.
Christian Formation/Education	the ability to lead in the identification, design and implementation of comprehensive programs of Christian formation and education.
Church Growth/Development	the ability to reshape, redevelop or restart existing congregations or to plant new congregations and ministries with church growth resulting.
Communications Ministry	the ability to clearly understand and use the appropriate tools to communicate the story and mission of the Church or institution as fundamental to the success of its work.
Consulting/Transition Ministry	the ability to provide guidance to congregations or organizations in change or at critical points in their life and ministry.
Counseling	professionally certified ability to assist persons facing problems or decisions. (This specialty should only be used by or for those who are trained and licensed or certified by professional or governmental oversight groups.)
Ecumenical/Interfaith	the ability to exercise leadership in interdenominational or interfaith programs and ministries.
Evangelism	the ability to train and lead persons to proclaim by word and action the Gospel of Jesus Christ, and to invite others into Christian fellowship, including the domestic and foreign mission field.
Leadership Development	the ability to strengthen the capacity of church leaders to engage in mission and ministry, discern potential leaders, and make provisions for ongoing leadership education, formation and training.
Liturgy	the ability to plan and conduct liturgical services of corporate worship.
Multi/Cross-Cultural Ministry	the ability to create and sustain an environment and processes that honor and celebrate diversity through cultural sensitivity training, strategic planning, shared mutual ministry and leadership development.
Music Ministry	the ability to lead and support congregational ministry through music e.g. lead, inspire, perform, compose, train, coordinate.
Outreach/Social Justice Advocacy	the ability to empower and equip persons within the congregation to become aware of and participate in ministry to individual and community needs and concerns beyond the faith community.
Pastoral Care	the ability to nurture and equip people for growth within the community of faith, and provide pastoral response at significant life stages, e.g., death, dying, sickness, birth, crisis, success, including caring through home and hospital calling.
Preaching	the ability to preach effectively by making the Gospel relevant to people's lives.
Spiritual Guidance	the ability to lead and encourage others in the formation and development of a deeper spiritual life.
Stewardship	the ability to lead congregations and individuals in the identification, development and offering of their gifts and resources.
Teaching	the ability to help persons of all ages understand and live the Christian faith.
Theology	the ability to demonstrate and impart a disciplined understanding of biblical and historical revelation and the perception of God's activity in the world.
Ministry With Youth	the ability to inspire and incorporate youth into the full life and ministry of the Church and to encourage and equip leaders to work with youth.
Other	a 7th category is available to list skills that are not necessarily identified as part of one's personal specialty.