

LEADERSHIP ASSESSMENT TOOL

Assess yourself on a scale from 1 to 10 for each sub-point

Number Markers:

1 = Clearly Weak; 4 = Present but Needs Work; 8 = Sufficient; 10 = Exemplary

Simply add a number at the end of each sub-point

1.Sure Event & Calling from God

- 1.1.Level of personal confidence that he is called
- 1.2.Objective assessment of his call by spouse, if married
- 1.3.Objective assessment of his call by pastors & small group leaders

2.Evident Love for God

- 2.1.Consistent private spiritual life: Bible reading and study
- 2.2.Consistent private spiritual life: prayer
- 2.3.Displays passion for God in corporate worship
- 2.4.Takes initiative in pursuing fellowship for the purpose of sanctification

3.Proven Character

- 3.1.Sees his need for oversight and shows appreciation for it
- 3.2.Pursues input from others
- 3.3.Receives correction graciously and gratefully
- 3.4.Confesses his sins and pursues accountability
- 3.5.Holds on to his position lightly; is not selfishly striving or selfishly ambitious
- 3.6.Does not allow his ministry to define him. Puts to death striving, selfish ambition, self-promotion, and self-protection of one's place, authority, or reputation
- 3.7.Sees himself as a learner, and student
- 3.8.His life and doctrine are in close proximity, pays equal attention to both
- 3.9.Demonstrates a growing servant's heart

4.Exemplary Home & Wife's full Support

- 4.1.Both are clear on their roles as biblically defined
- 4.2.They are in unity as a couple
- 4.3.His wife appears well led and cared for
- 4.4.Wife reflects husband's leadership and care
- 4.5.Wife understands and models submission and adapting to her husband as a helper
- 4.6.Children are respectful of both parents and under their authority
- 4.7.Spends adequate time discipling his children spiritually
- 4.8.Leads children by grace; encouraging, patient, not harsh or legalistic
- 4.9.Manages family's time well; pace of life is peaceful and ordered
- 4.10.Manages personal finances well, maintains and adequate budget
- 4.11.Home life is above reproach, "exportable"

5.Proven Pastoral Fruit

- 5.1.Loves people
- 5.2.Has displayed ability to bring God's word to bear in people's lives so as to help them grow
- 5.3.Approachable, warm, peaceful
- 5.4.Likes being with people, a "people person"
- 5.5.Conversational skills: easy to talk to and to understand
- 5.6.Strong listening skills
- 5.7.Can relate to a broad spectrum of people
- 5.8.An encourager
- 5.9.Does not manipulate to win loyalties of people

- 5.10. Does not flatter to remain in good graces with people
- 5.11. Does not dilute the truth when it is necessary to confront
- 5.12. Has been able to pastor people by helping them apply God's word and wisdom to the affairs of their lives
- 5.13. Is not just "a nice guy," but his counsel, teaching, and example has been helpful to inspire others to grow

6. Has an Aptitude for Sound Doctrine

- 6.1. Has a passion for study
- 6.2. Can grasp theological issues and communicate them clearly
- 6.3. His discernment is fashioned by, and based on, sound doctrine, not subjective preferences
- 6.4. Displays basic skills for exegesis and hermeneutics
- 6.5. Has a basic understanding of biblical and systematic theology

7. Level of Vision, Faith, and Ability to Impart This to Others

- 7.1. Possesses vision and growing faith for the responsibility
- 7.2. Able to interpret and communicate this vision and our mission in an inspiring, compelling way
- 7.3. Doesn't just have "style" or "charisma" to do this, but a real grace gifting
- 7.4. Displays an enthusiasm and excitement for the future and mission

8. Gathering Ability

- 8.1. Takes godly initiative towards people
- 8.2. Is hospitable, has an open home

9. Cares for and carries people in his heart

- 9.1. Proactive in taking an interest in people
- 9.2. Relatable—conveys interest, good listening skills, accessible and approachable. Not aloof, distant, preoccupied, or unable to relate and understand
- 9.3. People seem to want to be around him, naturally drawn to him
- 9.4. Though an intangible quality, it is clear God's grace is upon him

10. Must Be Able to Preach and Teach

- 10.1. Able to state his thoughts in public, clearly and forcefully
- 10.2. Displays the ability to theologize and transmit sound doctrine
- 10.3. Can handle the Scriptures accurately and expound them with passion
- 10.4. Illustrates spiritual truths well
- 10.5. Is engaging and easy to listen to

11. Must Have the Gift of Leadership in Some Capacity

- 11.1. Ability to identify, train, and position others in a way that makes them eager to serve
- 11.2. Has the ability to prioritize, and delegate with clear direction and expectations
- 11.3. In administration and decision-making, can make accurate assessments of the needs
- 11.4. Can prioritize those needs properly
- 11.5. Can determine a strategy that will move forward situations requiring attention
- 11.6. Able to monitor and evaluate along the way
- 11.7. Can perceive when and what course corrections might be needed

12. Displays Ability to Develop Other Leaders

- 12.1. Attracts and attains the confidence of other men of leadership caliber
- 12.2. Able to help disciple men into maturity and ministry
- 12.3. Can see their potential, what they can become, not merely what they currently are
- 12.4. Has the discernment to pick the right people for the right jobs
- 12.5. Can also recognize when leaders aren't fitted in the right roles

13. Possesses Commitment to Evangelism and Growth.

- 13.1. Has vision and faith for growth and advancement of our gospel mission
- 13.2. Makes sure evangelism is a priority for the church
- 13.3. Sees that strategies are in place for it, (Alpha, E-Teams, neighborhood outreaches, etc.)

14. Certain Degree of Administrative & Organizational Ability

- 14.1. Possesses strategic planning skills
- 14.2. Sees the church as a whole
- 14.3. Can manage multiple tasks and responsibilities
- 14.4. Displays ability to innovate and exploit opportunities

15. Good Working Understanding of Key Doctrines & Practices

- 15.1. Doctrine of Grace
- 15.2. Doctrine of Sin
- 15.3. Conflict resolution

16. Team building with staff

- 16.1. Understands Leading While Cultivating Pastoral Team
- 16.2. Understands and can lead a plurality (both are necessary, leading and cultivating a plurality among the team)
- 16.3. Serves the team by helping position them for “fruitfulness and fulfillment”
- 16.4. Helps the team grow
- 16.5. Is humble towards them, not “lording it over” them

17. Church Budget and Financial Management

- 17.1. Possesses a general working knowledge of budgetary process and financial mgmt
- 17.2. Immoveable commitment to financial integrity
- 17.3. Commitment to financial accountability