



# LEADERFINDER TOOL

NAME OF CANDIDATE

\_\_\_\_\_

DATE

\_\_\_\_\_

NAME OF LIFEGROUP LEADER & NETWORK COACH

\_\_\_\_\_

## PART I: THE RIGHT PEOPLE

*This section helps to identify whether a potential leader is aligned to FGA's Guiding Principles.*



Assess whether the following Behavioural Standards Statements applies to the candidate, and put a tick (✓) at each Guiding Principle using one of these indicators:

- (+) **Possess these standards**
- (+/-) **Possess some of these standards**
- (-) **Does not possess these standards**

Then, respond to the questions under "The Bar" to determine if the candidate has met the requirements.

| GUIDING PRINCIPLES   | BEHAVIOURAL STANDARDS STATEMENTS  | INDICATOR |     |   |
|--|---|-----------|-----|---|
|  |   | +         | +/- | - |
| <b>A. SPIRIT EMPOWERMENT</b> <ul style="list-style-type: none"> <li>• Hears God's Voice</li> <li>• Leverages Spiritual Gifts</li> <li>• Prayerful</li> </ul>   | <ul style="list-style-type: none"> <li>• The candidate prioritises personal time with God.</li> <li>• The candidate is discovering, developing and deploying his/her spiritual gifts for the sake of this Body.</li> </ul>  |           |     |   |
| <b>B. UNITED HEART</b> <ul style="list-style-type: none"> <li>• Gets Along with Others</li> <li>• Draws Others Together</li> <li>• Builds Community</li> </ul> | <ul style="list-style-type: none"> <li>• The candidate gathers people.</li> <li>• The candidate accepts others as they are.</li> <li>• The candidate gets along with others.</li> </ul>   |           |     |   |
| <b>C. MORAL EXCELLENCE</b> <ul style="list-style-type: none"> <li>• Honesty</li> <li>• Integrity</li> <li>• Pursues the Right Thing</li> </ul>                 | <ul style="list-style-type: none"> <li>• The candidate does what is right.</li> <li>• The candidate owns and resolves problems.</li> <li>• The candidate serves with an above expectation attitude.</li> <li>• The candidate learns and continuously improves.</li> </ul> |           |     |   |

| GUIDING PRINCIPLES  | BEHAVIOURAL STANDARDS STATEMENTS   | INDICATOR |     |   |
|---|--|-----------|-----|---|
|   |  | +         | +/- | - |
| <b>D. TAKES CARE OF SELF</b> <ul style="list-style-type: none"> <li>Emotional Maturity</li> <li>Healthy Boundaries</li> </ul>   | <ul style="list-style-type: none"> <li>The candidate takes care of his/her soul.</li> <li>The candidate honours his/her body.</li> </ul>   |           |     |   |
| <b>E. APOSTOLIC VISION</b> <ul style="list-style-type: none"> <li>Outward Looking</li> <li>Missions Oriented</li> <li>Builds a Bridge to Others</li> </ul>  | <ul style="list-style-type: none"> <li>The candidate looks out for and talks to people outside of his/her circle.</li> <li>The candidate is interested in people of other ethnicities and nationalities.</li> <li>The candidate is not afraid to do something new in service of our mission and vision.</li> </ul> |           |     |   |
| <b>F. COMMUNITY CARE</b> <ul style="list-style-type: none"> <li>Good Listener</li> <li>Serving Others</li> <li>Sacrificial</li> </ul>   | <ul style="list-style-type: none"> <li>The candidate listens to others because he/she is interested in their lives.</li> <li>The candidate does whatever needs to be done to help others when he/she can.</li> </ul>   |           |     |   |
| <b>G. FAITHFUL DISCIPLES</b> <ul style="list-style-type: none"> <li>Committed</li> <li>Influencer</li> <li>Discipler</li> <li>Builds Others</li> <li>Teachable</li> <li>Open to Change</li> </ul> | <ul style="list-style-type: none"> <li>The candidate makes disciples of a few at a time, all the time.</li> <li>The candidate chooses to let God change him/her through His Word and this community.</li> </ul>  |           |     |   |
| <b>H. IS ENTHUSIASTIC</b> <ul style="list-style-type: none"> <li>Positive Outlook</li> <li>Passionate</li> </ul>  | <ul style="list-style-type: none"> <li>The candidate is a raving fan of this House.</li> </ul>   |           |     |   |

| THE BAR  | MET | NOT MET |
|--|-----|---------|
| Did the candidate score a (+) on Guiding Principles lettered A to D?                     | YES | NO      |
| Did the candidate score five or more (+) in total on Guiding Principles lettered A to H? | YES | NO      |
| Did the candidate score any (-) ?  | NO  | YES     |

# PART II: THE RIGHT SEAT

This section helps to identify whether a potential leader possesses the gifting, skills and passion for the particular leadership role.



Circle 'Yes/No' for each of the following descriptors. You may write your observation(s) and justify your response to each descriptor under the 'Remarks' column. The description, commitment and expectations of the leadership roles in FGA are given on pages 4 and 5.

**This candidate is suitable for the role of:**

LifeGroup Leader

Ministry Team Leader of \_\_\_\_\_

(Name of Ministry Team)

|  | YES | NO | REMARKS |
|--|-----|----|---------|
| <p><b>GETS IT</b></p> <p>The candidate understands the leadership role and responsibilities. He/she recognises the importance of the role and is willing to be equipped to grow in this area of leadership.</p>    | Y   | N  |         |
| <p><b>CALLED</b></p> <p>The candidate receives God's call and invitation to leadership. He/she understands the importance of the role and is willing to step forward to serve in a leadership capacity.</p>        | Y   | N  |         |
| <p><b>COMPETENT FOR IT</b></p> <p>The candidate understands and receives God's call to leadership. He/she possesses the gifting, skills and passion for the leadership role and is ready to serve as a leader.</p> | Y   | N  |         |

LEADERSHIP ROLES IN FGA

|                             | DESCRIPTION  | COMMITMENT   | EXPECTATIONS   |
|-----------------------------|--|--|--|
| <b>LifeGroup Leader</b>     | <ul style="list-style-type: none"> <li>• Leadership + Management</li> <li>• Shepherding</li> <li>• Discipling + Raising</li> </ul> | <ul style="list-style-type: none"> <li>• Make daily, living connection with Jesus Christ a priority — being in community with Him is the foundation for all community</li> <li>• To lead an exemplary Christian lifestyle and model Christ-likeness</li> <li>• To gather and meet the group regularly (2 to 4 times a month)</li> <li>• To grow as an intentional leader by shepherding the flock under your care</li> <li>• To pray for my LifeGroup members regularly</li> <li>• To disciple my members and help them grow in their relationship with Christ</li> <li>• To create a relational environment for my members where people feel safe to belong</li> <li>• To assist in the identification and development of potential LifeGroup leaders within my group and empower them to lead/serve</li> <li>• To attend scheduled gatherings for training and encouragement e.g. network huddles, churchwide leaders' training sessions etc.</li> </ul> | <ul style="list-style-type: none"> <li>• To pray regularly for the church and the leadership</li> <li>• To submit to the leadership authority of the church as long as it does not violate the Word of God</li> <li>• To attend the weekend services regularly</li> <li>• To prioritize prayer meetings and attend as far as possible</li> <li>• To prioritize the leaders' meetings and attend as far as possible</li> <li>• To be accountable to the leadership and be teachable and open for correction when necessary</li> </ul> |
| <b>Ministry Team Leader</b> | <ul style="list-style-type: none"> <li>• Leadership + Management</li> <li>• Shepherding</li> <li>• Execution</li> </ul>            | <ul style="list-style-type: none"> <li>• Make daily, living connection with Jesus Christ a priority—being in community with Him is the foundation for all community</li> <li>• To lead an exemplary Christian lifestyle and model Christ-likeness</li> <li>• To plan the monthly roster of the team (if needed)</li> <li>• To grow as an intentional leader by providing leadership and pastoral care to the volunteers under your care</li> <li>• To disciple volunteers and imparting the value of servanthood ↓</li> </ul>  | <ul style="list-style-type: none"> <li>• To pray regularly for the church and the leadership</li> <li>• To submit to the leadership authority of the church as long as it does not violate the Word of God</li> <li>• To attend the weekend services regularly</li> <li>• To prioritize prayer meetings and attend as far as possible</li> <li>• To prioritize the leaders' meetings and attend as far as possible ↓</li> </ul>  |

## LEADERSHIP ROLES IN FGA

### DESCRIPTION

### COMMITMENT

### EXPECTATIONS

- To create a relational environment for my team where people feel safe to belong
- To recruit and orientate new volunteers
- To assist in the identification and development of potential team leader(s) and empower them to lead/serve
- To schedule gatherings for training and encouragement (2 to 3 times a year)

- To be accountable to the leadership and be teachable and open for correction when necessary