



Assessment Guide for New Episcopal Community Leaders

What Are We Looking For?

Assessing participants will always be a balance of objective data we have gathered during the sessions, interviews and exercises plus our subjective intuition and judgement about this person. However, we want to ensure that our assessments are as fair and consistent as possible. We've identified 13 qualities, divided into 3 categories, that we believe anyone "fit" for point leadership of a new worshiping community should exemplify.

I. The Person

1. Faithfulness: *Demonstrates a vibrant and compelling relationship with God; responds to the power of the Holy Spirit in daily life; is obedient to Christ's mission to go and make disciples.*
2. Motivational Fit: *Demonstrates motivational fit for new worshiping communities including vision, and intrinsic motivation.*
3. Emotional Resilience: *Demonstrates ability to manage conflict and personal failure. Utilizes biblical principles in resolving conflict, is able to overcome failures and press forward. Is able to manage stress well. Demonstrates resilience.*
4. Emotional Maturity: *Demonstrates the ability to understand and manage emotions; possesses a realistic sense of self; knows own heart and spirit; demonstrates maturity in relationships with others.*
5. Social Base: *Operates from a base of healthy relationships who support the call to new worshiping community leadership. Is intentional about maintaining healthy family, collegial and friendship network.*

II. Missional Competencies

1. Entrepreneurial Experience: *Demonstrates interest in entrepreneurial activity. Has the ability to envision possibilities and take concrete steps to make that vision a reality. Is able to overcome obstacles and challenges with flexibility and courage. Has successfully started something from the ground up.*

2. Missional Practices: *Demonstrates ability to develop authentic relationships with unchurched people and engage in a local community.*

3. Risk Taking: *Initiating action that tries to achieve a recognized benefit or advantage when potential negative consequences are understood.*

4. Cross cultural skills: *Demonstrates appreciation for cultural differences, able to see own cultural bias, and works toward communication and cooperation with others from posture of humility, and affirmation of diversity in the body of Christ.*

I. Leading and Working With Others

1. Building a Successful Team: *Uses appropriate methods and a flexible interpersonal style to help build a cohesive team; facilitates the completion of team goals. Gains the trust of others.*

2. Human gathering: *demonstrated ability to gather people towards participation in a shared vision sustained over time.*

3. Grit: *Commits to a course of action to accomplish a long-range goal. Stays engaged over a long period of time despite setbacks. Plans ahead. Maintains perseverance and passion for long-term goals.*

4. Leadership Developer: *Empowers and equips others in the pursuit of a team's purpose and vision. Doesn't micromanage or hold tightly to control.*

Re-Visioning and Renewing: Discerning Leadership for Redeveloping Congregations

Discernment Grid

What Are We Looking For?

Evaluating participants will always be a balance of objective data gathered during the sessions, interviews and exercises plus the subjective intuition and judgement from the retreat team. We strive to ensure that our assessments are as fair and consistent as possible.

I. The Person

1. Faithfulness: *Demonstrates a vibrant and compelling relationship with God; demonstrates sustainable and current spiritual practices, responds to the power of the Holy Spirit in daily life; is obedient to Christ's mission to go and make disciples.*
2. Motivational Fit: *Demonstrates motivational fit for work of renewal and revision in existing congregations including hopefulness for future, a positive and realistic regard for the past, and vision to engage in change.*
3. Emotional Maturity : *Demonstrates the ability to understand and manage emotions; possesses a realistic sense of self; knows own heart and spirit; demonstrates maturity in relationships with others. Exhibits humility and willingness to learn.*
4. Emotional resilience: *Demonstrates resilience in difficult situations and practises excellent self care in managing stress. Able to handle personal conflict effectively. Seeks out and receives feedback for personal growth and development.*
5. Social Base: *Operates from a base of healthy relationships who support this call to leadership. Is intentional about maintaining a healthy family, collegial and friendship network. Willingness to have a flexible approach to work structure (ie bivocational, multi parish etc) and financial security.*

II. Leadership competencies:

1. Missional Practice: *Proven engagement with local context in practise. Listening posture. Comfortable engaging people outside the Christian community.*
2. Risk taking: *Demonstrates ability to engage imagination and take risks to experiment with new and creative initiatives. Willingness to fail.*
3. Vision formation: *Able to lead others in developing vision relevant to context, move from vision to practical strategies.*
4. Change management: *Able to lead others through change, conflict and tension towards productive growth, ability to use and adapt conflict management strategies to situations. Able to practise personal detachment from specific outcomes.*
5. Collaborative leadership style - *Demonstrates ability to engage others in leadership, share power and develop leadership capacity. Demonstrates agility in adapting leadership style to dynamic situations.*
6. Anti racism *Demonstrates internalized appreciation of race dynamics and commitment to anti-racism principles*
7. Human gathering: *Demonstrated ability to gather others to a shared vision. Capacity to establish, build and maintain trust in groups.*