



surface to soul
going deeper with vibrant faith

LEADERSHIP PRACTICES SELF-ASSESSMENT

MODEL the way

- I pray daily, worship weekly, give generously, and serve at - and beyond - the congregation.
- I have a plan for growing as a leader and gaining insights on how to create a vital congregation.
- Through my words and actions, I build up the body of Christ and help create a culture of ongoing regard.
- I am open explore new possibilities for ministry and take time to evaluate programs and ministries based on our mission.
- I extend hospitality by introducing myself to others and befriending guests when they visit our congregation.

INSPIRE a shared vision

- I know our church's mission, vision, values, and goals; and refer to them when making decisions.
- I know how our programs and activities are connected to our mission and vision.
- I share with others how our church helps me grow in faith and practice faith every day, everywhere.
- I regularly engage members in conversations about what matters most at our congregation.

CHALLENGE the process

- I raise questions during meetings that challenge our congregation's attitudes, assumptions, and actions.
- I am willing to explore new ways of doing ministry rather than only do what's been done in the past.
- I am willing to name the "sacred cows" and the "elephants in the room" in grace-filled ways.
- I share with other leaders about what's working and what's not working at church in constructive ways.
- I help create safe and healthy environments that allow people to share their truths in constructive ways.

ENABLE others to act

- I seek to place leaders in positions and roles that maximize their gifts and help them set 30-day and annual goals.
- I maintain and share accurate leadership lists for the Board, standing committees, and task forces.
- I have a process for regularly evaluating people, programs, partnerships, and ministries.
- I maintain current job descriptions for everyone serving in a leadership role.
- I help create systems for inviting and welcoming people as well as helping people grow in faith and serve others.
- I help ensure that meeting agendas generate conversation and action around the things that matter most.
- I address challenges and concerns of the congregation by offering proposals and solutions.

CELEBRATE people's callings and contributions

- I take time each week to publicly and privately affirm the contributions of our members and staff.
- I send notes of encouragement via mail, text, Facebook, and email.
- I learn members' life and faith stories, wondering with them what God is up to in their lives.
- I help individuals and teams set and celebrate their short-term wins and annual goals.

INTERPRET my ministry context

- I'm aware of ways that my personal and family life, as well as my life stage, may impact my ministry perspectives.
- I take time to check in with colleague in ministry, and to gauge people's energy, passion, and contributions.
- I've developed habits and systems for gathering feedback from all members of our faith community.
- I am aware of the changes taking place in our community and am aware of who is NOT connected to our church.
- I often consider how changes in society (demographics, technology, etc.) may impact our ministry.

SELECT and retain the right people

- I have the right individuals on the right teams, doing the right work.
- I have a plan for developing the skills and talent in ways that maximize their impact.
- I move people out of leadership roles who are not humble, proactive, and relationally adaptive

Which practice is my "strong suit?" Which practice needs more of my attention?