



ADVANCE COMMUNITY CHURCH

Leadership Assessment

Deacon Version



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INTRODUCTION

Leadership within the local church is a big deal. The Bible clearly communicates its importance in Scriptural passages such as Acts 20:28-31, 1 Timothy 3:1-7, Titus 1:5-16, Hebrews 13:17, and 1 Peter 5:1-4.

The following questions are primarily from the Acts 29 Network and their churches. Every Acts 29 pastor has completed an assessment much more thorough than this. They then are placed before a group of pastors and questioned for two days. It is common for Acts 29 churches to duplicate this model in vetting potential church leaders. Its intent is to gain and maintain the highest standard for those serving in leadership within the local church.

This assessment is not a “pass-fail” tool. Rather, it will reveal strengths and weaknesses of those who complete it.

It is a good thing for a Christian to pursue leadership in humility and with teachability. The strength of any church is first and foremost connected to the blessing of Christ over and among its people. It's His Church! Church leadership plays significant roles in shepherding and serving the people of God and its community.

Thank you for your willingness to submit to this process. It will test and grow you. Please know that your responses will be kept confidential among the elders and pastors of the Acts 29 region. May God richly bless you throughout this journey!

BACKGROUND

PERSONAL

Name: _____

Address: _____

Phone: _____

Email: _____

Blog: _____

Date of Birth: _____

Nationality: _____

Languages Spoken: _____

Social Network Information

Twitter: _____

Facebook: _____

Other: _____

Background Check

May we perform criminal and FBI background checks on you? Y | N

Driver's License #: _____

Are you a "partner" of Advance Community Church? Y | N

Member of another church? Y | N

If so, name and location? _____

FAMILY

Marital Status: Single | Married

Date of Marriage: _____

Spouse Name: _____

Age: _____

Occupation: _____

Email: _____

Blog: _____

Children - Name(s) and Age(s): _____

Have you or your spouse ever been divorced? Y | N

Do you or anyone in your family have any major health issues? Y | N

Education (institution | degree | year):

Spouse's education (institution | degree | year):

Do you have future family or educational aspirations? Y | N

* Explain: _____

GENERAL

Describe hobbies, special interests, favorite forms of recreation:

Who has made the biggest impact to your faith and why?

To what extent do you value missions? Please explain:

List your top three spiritual gifts:

1. _____
2. _____
3. _____

Have you completed the S.H.A.P.E. assessment through Advance or do you have the results from another church context? Y I N

* If you've completed it elsewhere, can you submit it to the elders? Y I N

* If not, would you be willing to complete it as part of this assessment? Y I N

What are your strong points of ministry life?

What are your weaknesses of ministry life?

CHURCH BACKGROUND

List the churches you have attended/served beginning with the most recent.

Church: _____

Location: _____

Worship attendance from _____ to _____.

Reason for leaving: _____

Church: _____

Location: _____

Worship attendance from _____ to _____.

Reason for leaving: _____

Church: _____

Location: _____

Worship attendance from _____ to _____.

Reason for leaving: _____

What are your favorite things about Advance?

What would Advance more effective?

SPIRITUAL VITALITY

How and when did you become a Christian?

If married, how and when did your spouse become a Christian?

How would you describe the vibrancy of your walk with Jesus over the past 3 months (include your devotional practices, prayer life, etc.)?

Who is spurring you on in faith? How do they speak truth into your life?

Describe the role of biblical authority in your life?

Describe the last time your faith was severely challenged?

To what extent does your life reflect the qualities of a deacon who is above reproach? (refer to 1 Timothy 3:8-13)

THEOLOGICAL CLARITY

Currently, who are your greatest influences theologically?

Outside the Bible, what book has profoundly shaped your faith?

Title: _____ Author: _____

Impact: _____

What teachers/mentors/leaders have most influenced your walk with God and thinking about ministry and why?

What are your beliefs regarding a person being saved "by grace through faith"? Are "works" part of this process?

Do you hold the church leadership model of Jesus as the Head of the Church, male elders/pastors as overseers for the local church, and to church membership/partnership being only for a regenerate person? Explain:

Describe how you are currently growing in the gospel of Jesus Christ.

DOCTRINAL CLARITY

God

What is your understanding of the Trinity?

Jesus

Describe who Jesus is, what He accomplished on the cross, and His mission.

The Holy Spirit

What is the role of the Holy Spirit today?

Humanity

Describe the doctrine of man:

The Gospel

What is the Gospel?

MARRIAGE & FAMILY LIFE

Please answer the questions that apply below.

Provide a brief narrative of your marital history.

Have you and your spouse always been faithful to each other? Y I N

* If no, has there been gospel-centered forgiveness and reconciliation?

Explain: _____

Describe a difficult situation you faced as a family. How was it resolved?

What does discipleship look like within your home?

Confidentiality is required of a leader within the church. Are you able to keep *sensitive* information from your spouse, your family, and friends? Y I N

What challenges do you anticipate regarding confidentiality of church matters within your family so to avoid gossip?

RELATIONSHIP BUILDING

What are healthy qualities of the Christian friendships in your life?

How do you take the initiative in meeting new people in your neighborhood, at work, and in the church? To the best of your ability, describe your reputation.

Describe a few of your current friendships. What makes these strong?

Tell of some difficult relationships. How did you deal with these situations?

How have you developed teamwork in the past?

What strengths and struggles have you faced working with a team?

How do you go out of your way to make guests feel welcome at church?

LEADERSHIP ABILITY

Provide two examples of someone in whom you recognized leadership potential. How did you equip, encourage, and develop them?

How have you led others to be leaders in their home, work, or community?

Describe any formal or informal leadership training you have received.

Do you have experience in formally training others?

Tell of a time when you as a leader felt like you were doing the right thing, but significant people were against you. How did you deal with the adversity?

How should your identity in Christ be applied to the above situation?

EMOTIONAL HEALTH & STABILITY

Which best describes the norm of your home: "we live on top of the mountain", "life is rather mundane", or "we live the valley"? Explain your answer.

Give 4 adjectives others have used to describe you and your spouse:

You: _____, _____, _____, _____

Your spouse: _____, _____, _____, _____

* Do you agree with these attributes? Y I N

**Why? _____

Describe the most difficult experience you've experienced as an adult?

Have you ever received professional counseling? If so, please explain:

MISSIONAL LIFESTYLE

Describe the ways you have engaged non-Christians in relationship and conversation in the last 3-6 months. What was/is the fruit of these relationships?

What things have you done to engage your un-churched neighbors?

Tell of how you've trained or led other Christians toward a missional lifestyle.

Describe a time when someone you know responded to the gospel as a result of your witness.

DISCIPLE-MAKING SKILLS

Describe some examples of how you have helped new believers grow into maturing followers of Christ.

How did you respond to their successes and set-backs?

What processes or systems have you used in making disciples?

As a follower of Jesus, describe a time when you failed to obey? How has this impacted your discipleship of others?

FINANCIAL PHILOSOPHY

What financial convictions have guided your life since becoming a Christian?

What are your beliefs about debt (as an individual and as a church)?

What percentage of gross household income do you annually give away (to church, charities, and mission work)? Please explain:

Other than a mortgage, do you currently have debt? Briefly explain:

What advice would you give a new believer regarding financial stewardship?

PERSONAL & SENSITIVE QUESTIONNAIRE

Have you or your spouse ever been arrested for, charged, or convicted of a criminal offense? Y I N

If so, indicate dates and please explain:

Have you or your spouse ever been physically or verbally abusive to each other (1 Timothy 3:3; Titus 1:7)? Y I N

If so, indicate dates and please explain:

Do you or have you or your spouse ever used illegal or narcotic drugs (including use of prescription medication)? Y I N

If so, indicate dates and please explain:

Have you or your spouse ever been involved in Eastern Religions or occult activities (i.e. - tarot cards, Ouija boards, witchcraft, Wicca, New Age, etc)? Y I N

If so, indicate dates and please explain:

Have you or your spouse ever been a victim of abuse, molestation, or rape? Y I N

If so, indicate dates and please explain:

To what extent have you or your spouse been involved in gambling activities (card games, sporting events, casinos, recreational activities, etc)?

Do you or your spouse (or have you and your spouse) ever drink to the point of drunkenness (1 Timothy 3:3; Titus 1:7)? Y I N

If so, please explain:

Have you or your spouse ever been arrested for, charged, or convicted of a criminal offense? Y I N

If so, indicate dates and please explain:

Sexual Abuse:

1. Have you or your spouse ever abused anyone? Y I N
2. Have you or your spouse ever been sexually involved with a minor while you were legally considered an adult? Y I N
3. Have you been caused of or participated in any form of sexual harassment? Y I N

If "yes" to any of these 3 questions, please explain:

When was the last time (if any) you purposely looked at pornography (including cable channels, soft-core porn)?

Do you use any Internet protection software? If so, who gets the results?

Have you or your spouse ever had same-sex desires and/or same-sex experience?

Are you now, or have you or your spouse ever been under a physician's care for mental or emotional treatment and/or met with a counselor for anything?

Have you or your spouse ever participated in a 12-step program or any other type of recovery program for addiction or codependency issues? If so, explain:

If any of these areas in this entire section are unresolved at this time, are you open to get help with resolution? Y I N

Is there anything else in your personal life (past or present) that would *potentially* disqualify you from church leadership? If so, please explain:

Have you told the truth about all of the above questions? Y I N

My spouse and I hereby certify that all of the information submitted in connection with this section is true and correct.

Your Signature: _____ Date: _____

Your Spouse's Signature: _____ Date: _____

MISC.

Have you read and do you affirm the beliefs, mission, and vision of Advance Community Church? Y I N

Are you fully committed to leading by example in the local church:

- with your time? Y I N (You will prioritize corporate worship.)
- with your talents? Y I N (You will actively serve.)
- with your treasure? Y I N (You will consistently give.)
- with your attitude? Y I N (You will model maturity in Christ.)

Knowing that this assessment and leadership process is a thorough journey, are you committed to being patient and teachable? Y I N

If confirmed and installed as a leader, will you guard and protect the pastor and his family against various attacks within and outside the church? Y I N

** This does not mean you are a "yes man". It simply means you will honor and esteem the pastoral position of Advance Community Church.*

If confirmed and installed as a leader, will you speak your mind in grace and truth within the church and community? Y I N

If confirmed and installed as a leader, will you pursue unity and support to the elders? Y I N

Do you have any comments and/or concerns regarding your assessment?

Is there anything else the elders and Acts 29 should know about you?

Thank you for working through and submitting this assessment. We will be praying for God's will and would ask for you to do the same.