

Part 4

POTENTIAL LEADER ASSESSMENT

Leadership Criteria

Persons are usually selected for church leadership positions for a variety of reasons. Often it is based on availability, willingness to serve and familiarity with church policies. However, much more is involved in discerning who should be leaders of a local congregation. Specific criteria can be used to ensure that those the Lord has chosen are identified. Biblical, cultural, personal, denominational and traditional criteria are all parts of the process. The following "Potential Leader Assessment" tool addresses them all.

Biblical criteria

Scripture has much to say about leadership, and it must provide the most important basis for leadership selection. If a potential leader fails to meet the criteria for leadership found in the Bible, the person should not be considered, regardless of how well he or she measures up with reference to other criteria.

The biblical criteria used in the leader assessment tool is drawn primarily from passages in 1 Timothy, Titus and 1 Peter. In these passages the Lord is very clear that the quality of one's character, lifestyle and relationships is of utmost importance to effective leadership. While skills, interests and experience play a part, they are secondary.

Cultural criteria

The "Potential Leader Assessment" form can be used by any church, but its unique value lies in its specificity to Asian American congregations. It includes consideration of cultural characteristics and values which seem to affect the way Asian Americans relate to one another and the way they perceive and respond to leaders. If persons are to be effective in leadership, it is important to consider how their values and styles compare to those in the church they serve.

Traditional/Denominational criteria

In addition to biblical and cultural criteria, it is important to consider a person's familiarity with denominational issues and the church's history. These things are not as important as the biblical and cultural criteria, but they should be a part of the leadership selection process if it is to be comprehensive.

Personal criteria

Personal criteria are included because, in addition to cultural values, personal characteristics determine a person's suitability for leadership. Included under personal criteria are questions related to personal ministry and growth and a list of factors that should be considered during assessment.