

This document is intended to identify strength and growth areas of an individual as they begin training and working toward Gospel Community Leadership. This document is not intended to validate your identity, produce pride, or inflict condemnation. Jesus alone is our Judge, Savior, and is rightfully the Senior Pastor of any church. We developed this process in order to discern the specific area of service to the body of Christ for an individual, not to determine their standing as given by the Gospel of Jesus Christ.

INSTRUCTIONS: Answer the questions with specific examples as much as possible. Do not answer with what you hope to do but with what you have done.

Baseline Expectations for GC Leaders:

Are the following statements true of you?

1. A committed partner of Grace Fellowship
2. Praying regularly for church and city
3. Helping to fund the mission of Jesus by giving sacrificially and regularly to Grace Fellowship
4. Regular participation in Sunday worship gatherings
5. Regular participation in Gospel Community gatherings (including attendance, attention, and preparedness)
6. Agreement with the values, vision, and doctrinal emphasis of Grace Fellowship

LEARNER

This Category Includes Questions Related to Spiritual Vitality, Character, Theological Clarity

- Share how you met Jesus including what your life was like prior, the key factors that led you to Jesus, and how your life changed after meeting Jesus (begin very briefly with your family of origin).
- Describe your devotional practice over the past month. Is this normal for you – if not what's normal?
- Describe specifically how the gospel has transformed your life.
- Describe a time when your faith was severely challenged – how did you navigate that time?
- Describe a time when you experienced the leading of the Holy Spirit in your life.
- What is your position on the inerrancy of Scripture?
- What did Jesus accomplish on the cross?
- Briefly explain your stance on the sovereignty of God in general, and regarding salvation, from the Scriptures.
- Has God designated different roles between men and women, if so explain?
- What is the Gospel?
- What does it mean to be gospel-centered?
- Describe how you cultivate your commitment to personal holiness and growth in your love for Jesus.

MISSIONARY

This Category Includes Questions Related to Missional Living, Disciple-Making Skills, and Relationship Building

- Tell me about times and ways that you have engaged non-Christians in relationship & conversation in the last 3-6 months. What was the fruit of these relationships?
- What things have you done to engage the unchurched in the city where you are living?
- Give some examples of how have you helped “newer” believers grow into maturing followers of Christ?
- Tell me about some current friendships that you have with non-Christians?
- Describe a difficult relationship you’ve had. How did you deal with this situation?
- How have you developed teamwork in the past?
- How will your Gospel community function as a team of missionaries as opposed to simply meeting for a Bible study, book study, or care group?
- How will you navigate the desire to lead people in their growth as believers while encouraging their growth as missionaries?

SERVANT

This Category Includes Questions Related to Service and Leadership

- Describe how you have used your gifts to help build Jesus’ Church.
- Describe how service, formally or informally, fits into your life inside of the church.
- Describe how service, formally or informally, fits into your life outside of the church.
- Give me an example of someone in whom you recognized leadership potential, and tell me how you equipped or encouraged them over time to develop and use their leadership abilities.
- Tell me about 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 disappointment, criticism, adversity?

FAMILY

This Category Includes Questions Related to Family, Marriage, Local Church, and Interpersonal Skills

- Describe specifically how you honor, love, and serve your spouse, and encourage your family to grow in their faith. (If not married, describe the above with regards to your church family).
- Tell me about a time that you dealt with “hurtful” criticism?
- Tell me about the most significant crisis you have faced in your adult life?
- Tell me about one or more relationships you maintain for the purpose of personal accountability.
- Tell me your thought process behind how and why you give financially to the local church.
- Tell me how you came to be involved at Grace and in your current Gospel Community?
- Tell me why you aspire to lead a Gospel Community at Grace Fellowship?

CHEMISTRY

While an individual may be Biblically qualified to be a Gospel Community Leader they may not fit as a Grace Fellowship GC Leader due to methodological differences. This section is intended to determine the chemistry of a specific leader and Grace Fellowship as it relates to strategy and culture.

- Explain your understanding of the mission and strategy of Grace Fellowship?
- What is a gospel community? How do they fit into the mission of Grace Fellowship?
- How do your personal gifts and convictions align with the mission of Grace Fellowship?
- What would you change about Grace Fellowship if given the opportunity?