



Application for Participating in Congregational LEAD Team to Create a Movement

Name (who is completing form)	Cell Phone Number	Email Address
Name (person recommend for this team other than yourself.)	Occupation / Hobbies	Reference: (Name and Phone number)

Please check all that describe you. Circle your top three gifts/passions:

- ☐ **Spiritual Maturity**—Active in faith practices (worship, giving, serving, praying, etc.)
- ☐ **Spiritual Openness**—Capacity to reflect and notice God moving in your own life
- ☐ **Interpersonal Skills**—Capacity to lead others, spirit of optimism, engage people positively
- ☐ **Biblical Study Skills**—Willing to lead others in studying the Bible using historical, critical analysis
- ☐ **Innovation**—Ability to do big-picture thinking, imagine new ministries, and cast vision
- ☐ **Healthy Boundaries**—No hidden agendas, understand the process, work well with others
- ☐ **Engender Trust**—Track record is respected, keep commitments, outward focus
- ☐ **Work Ethic**—Get things done, follow through on plans
- ☐ **Plans Ahead**—Organizes, plans, and prepares for meetings, works ahead
- ☐ **Team Player**—Promotes team collaboration, respects diversity of opinions as valid
- ☐ **Attention to Detail**—Maintains records, minutes, etc.
- ☐ **Skilled Public Speaker**—Comfortable speaking to groups, inspirational storyteller
- ☐ **Promote Change**—Encourage new things to happen, open to change
- ☐ **Communicator**—Identify and promote critical priorities, ability to articulate key points
- ☐ **Connector**—Listen at all levels of the system, actively build relationships with others
- ☐ **Innovative**—Visionary, participate in brainstorming, enjoy new ideas
- ☐ **Creative**—Make the link between external concepts/ideas and possibilities for internal application
- ☐ **Reflective**—Discern underlying challenges and opportunities, see possibilities, ponder deeply
- ☐ **Curious**—Ask relevant questions to move conversation forward, wonder about new ideas
- ☐ **Discerning**—Uncover differences between current and aspirational values and/or identity
- ☐ **Strategic**—Create a concrete plan for moving people from point A to point B
- ☐ **Curator**—Research ideas, search for meaning, find new resources easily
- ☐ **Technical Competency**—Comfortable with email, Dropbox, and learning new technology
- ☐ **Leadership**—Effectively lead others, people turn to you to make things happen
- ☐ **Wisdom**—People trust your advice, others count on you to help make solid decisions
- ☐ **Learner**—Constantly seek out new information, well read, follow blogs, listen to podcasts, etc.
- ☐ **Good Humor**—Enjoy life, laugh easily, see the humor in things others miss
- ☐ **Open Minded**—Appreciate new thoughts, consider others' perspectives as valid, question status quo
- ☐ **Friendly**—Engage in relationships easily, open to meeting new people

Please explain your interest in serving on our congregation's LEAD Team.

Describe your faith practices and how you are personally trying to grow in your faith.

Is there anything else you would like us to know as we discern who will be called to this team?

Please indicate if you are already serving on the council or as paid or unpaid staff.

Please indicate if you are able to commit to the time needed to carry out this commitment. Specific meeting days and times will be set together as a team. LEAD's experience indicates that the process requires about three—four hours per month in meetings. There is an expectation for personal faith practices, including regular worship and prayer. Two of the ten steps include listening assignments that will be in addition to regular meetings. It is possible that this team will stay together for three years.



Building the LEAD Team

Essential Roles:	Gifts: What are examples, activities, and behaviors that you will observe in them?	3 Specific individuals with these gifts.
How do you recognize these people?		
Facilitator: Is skilled at and enjoys pulling people together to move in the same direction. With a strong organizer, it is easier to get things done, to maintain order along the way, and to preserve forward momentum.	Organizes, plans, and prepares for meetings Facilitates meetings Promotes team collaboration Promotes forward momentum by supporting the team's identification of key next steps	
Communicator: Has an ear for details and a knack for conjuring feelings in those they are speaking with. They understand how the pieces connect to say something more than they do alone.	Collects and distributes stories that incorporate key <i>Switch</i> * characteristics to the whole congregation Maintains records, minutes, etc.	
Champion: Is a respected leader from within the congregation who is capable of casting and selling the vision while at the same time supporting efforts to align teams with the vision.	Skilled public speaker Inspirational Storyteller, able to share successes Promotes forward movement Promotes change Identifies and promotes critical priorities	
Additional supporting roles needed across the remaining team members	Behaviors observed in people across the team (Not necessarily one person per gift.)	
Sharer: Is the one at a party listening to three conversations at once and quickly spotting the emergent theme. The more they take in, the higher the value of what they send out.	Listens at all levels of the system Invites and participates in brainstorming sessions Articulates key points	
Connector: Knows what everyone needs and has to offer. Adept room readers, they instinctively introduce people. They're valued for their clarity and seemingly boundless networks.	Actively builds relationships Invites and participates in brainstorming sessions Makes the link between external concepts/ideas and possibilities for internal application	
Curator: Has a practiced eye to see quality, even in chaos, and can articulate what is needed to achieve it. They form collections to reflect identity and help cultural values surface.	Discerns underlying challenges and opportunities Asks relevant questions to move conversation forward Uncovers differences between current and aspirational values and/or identity	
Builder: Brings order and structure wherever they go. They're already analyzing scenarios while others are still asking where to start. They spot opportunities and articulate risks.	Makes the link from concept to design Incorporates all aspects of <i>Switch</i> * into design Takes strategic plans and converts them into tactical steps * <i>Switch</i> (Heath and Heath)	

***Please Note:** Switch, by Heath and Heath, shows how everyday people have united both the rational and the emotional mind to achieve dramatic results. The rational mind wants to change something at work; the emotional mind loves the comfort of the existing routine. This tension can doom a change effort—but if it is overcome, change can come quickly. For more information refer to the Switch Reader's Guide. (heathbrothers.com)

Adapted from **The Practice Papers Edition 1: Movement Making

