

Leadership Capacity Assessment , Children in Christ

Capacity Areas	Definitions/Indicators
Vision/mission	There is a clear understanding of vision and priorities * operations/activities are within the vision, mission, and goals of the organization * every leader understands and is able to express the vision/mission
Servant leadership	* leaders are Christlike, characterized by servanthood, dynamism, trustworthiness, patience, and availability * leaders are equipped in leadership principles
Resource development	* leaders link with other organizations for resources
Collaboration and partnership	* collaboration with government, non-government organizations for information and services, explored adequately and utilized well * recognizes the value of interdependence through collaboration and partnership
Children's empowerment	* children are trained and mentored to take leadership * children are given consistent opportunities to lead in programs
Teamwork	* there is a commitment in working together as teams, peers, and colleagues in every area of programming * members motivate each other to achieve better performance
Spirituality, faith, and prayer	* leaders and ministry team are committed to being grounded in faith and kingdom values and to practice effective prayer
Communication	* freedom of expression exists; creativity is encouraged * team members are encouraged to contribute * transparency in program systems and procedures
Networking	* building relationships by seeking and availing of opportunities with many different sources for mutual support * regular communication with like-minded organizations
Stewardship	* responsibly use and manage resources in cost-effective ways * accountability in all expenditures * effective system of financial reporting and monitoring
Financial sustainability	* ability to generate resources and funding to support programs * demonstrated fundraising/marketing ability * balance of internal and external resources * has a plan for income generating activities

Training and development of children's workers	<ul style="list-style-type: none"> * children's workers have ministry-based training and prior ministry teaching experience * ministry team members are trained continuously using appropriate curriculum to improve skills * there is a standard training program provided for children's workers
Recruitment of children's workers	<ul style="list-style-type: none"> * a strategic system is utilized to reach and mobilize children's workers
Holistic	<ul style="list-style-type: none"> * programs promote the gospel in demonstration of God's love through support of basic needs and life development skills
Management	<ul style="list-style-type: none"> * group has defined and formulated goals and strategies to achieve results
Church linkages and relations	<ul style="list-style-type: none"> * programs are supportive of and enhance the ministry to children of neighboring churches * coordinates program activities with churches of different denominations
Community Christian witness	<ul style="list-style-type: none"> * strong local presence in communities and strength of Christian influence of children's program * change in specific values and beliefs by community members * emergence of hope as result of program * programs have good reputation in program communities