

Leader Application

The first step — and the opening text of the interview.

Fewer questions than you expect, and harder ones. This is not a form to be processed. It is the first thing you will read together in the interview.

THE BASICS

Name

Email

Phone

How long have you been part of this church?

THE REAL QUESTIONS

Why do you want to lead a group?

Write the honest answer, not the impressive one.

Describe a time you sat with someone in something hard. What did you do?

What is something you are still working through?

We are not looking for people without wounds. We are looking for people who know where theirs are.

Is there anything in your history we should know before placing you with people?

Asked of everyone. Answering honestly is not a disqualification — being surprised later is what harms people.

REFERENCES

Two people, one of whom has seen you at your worst.

Name and relationship

LEADER APPLICATION

Name and relationship

WHAT HAPPENS NEXT

Give the applicant this. A process people can see is a process people trust — and the transparency is itself part of what you are teaching them to build.

01 A conversation

About 45 minutes. We will read this form together. There is nothing to prepare.

02 Two references

We will call them. We will tell you before we do.

03 Training

Before you are given a room, not after. You will not be handed something you were not prepared for.

04 The covenant

We sign it too. It names what we owe you as much as what you owe us.

05 Placement — and a person to call

Not an inbox. A name and a number, who answers.

MINISTRY PRACTICE

This form is not the screen. The conversation is. If your process ends when the form is returned, you have built a filing system, not a pipeline.