

QYU Leadership Evaluation

An explanation of each category and line

PART 1 – 5 Key Areas: These are the five expectations of a good ministry leader with YFC. Measurement based on 5 Criteria listed below summarized from YFC Canada and USA guiding principles, and evaluation quantified based on past accomplishments, not future ideas or plans.

PRAYER

1. **Widespread from community** – Encourages and mobilizes the local Christian community to pray for youth generally and specifically.
2. **Saturated personal prayer & fasting** – Motivated and actively takes special attention to come aside with Jesus with days of prayer and fasting
3. **Sees answers to prayer** – Often receives and gives feedback about how God is answering prayers
4. **Ongoing and without ceasing** – Practices prayer more than just special prayer times but exemplifies dependence on God in prayer throughout the day

MINISTRY

1. **Wide reach to all youth in the community** – Actively reaching out to many youth to engage all youth throughout the community into the ministry
2. **Responsible & bleeding evangelism** – Practices good and effective evangelism to youth with a deep passion for lost souls and commitment to win youth to Christ
3. **Practice of 9 relational ministry activities** – Actively engaged in...
 - Contacting - Meeting kids on their turf, wherever they are. During a contacting event, the goal is to promote ministry, initiate new relationships, and grow existing relationships.
 - Club (weekly program) - meets regularly, is high energy, safe, fun, and non-Christian friendly. The content is applicable to student's everyday life and introduces the relevance of a personal relationship with Christ.
 - Building Time - Getting to know kids by using a variety of activities that provide opportunities to live out the Christian lifestyle, and to create the potential to take relationships to a new level.
 - Appointments - A 1 on 1 meeting to give individual attention to a student's specific need, including where they stand in their relationship with Christ.
 - Small Groups - Targeting a specific group of students for the purpose of spiritual growth through caring relationships.
 - Follow-Ups - Establishing the basics of the Christian life with a new believer and assisting them into the local church. Minimum Plan: Six follow-up appointments or small group meetings, two times to church, and the student has a Bible.
 - Student Leadership - Christian students who represent Christ on their Campus, and are committed to using Campus Life as a tool for them to see their friends come to Christ.
 - Trips and Events - Taking students out of their environment for a shared experience to build image, create memories, to provide opportunities to share Christ.
 - Community Relations - Development of community ownership of the local YFC ministry, through contacts and involvement with Christian adults (steering committee), volunteers, churches, parents, local businesses, school faculty, and staff.
4. **Sees results in transformation stories** – Youth people respond to their relational ministry and are moving closer / declaring faith in Jesus
5. **Faithful bible teaching** – Spends significant time sharing the Word of God from personal conversations to speaking to larger groups

LEADERSHIP

1. Recruits adults who empower & building team – Spends time creating teams of adults who care for youth and mobilizes them to do ministry
2. Operates at a management level – Doesn't get preoccupied with details but keeps looking at the big picture and uses appropriate leadership
3. **Effective delegation** – Spends time giving tasks to others with training, follow up, encouragement, and correction, instead of doing all duties alone.
4. **Exemplifies healthy & resilient staff** – Has a positive attitude, rests regularly, good work life balance, bounces back well when difficulties arise, strong walk with God
5. **Activates student leaders and helps them grow** – Develops youth into leaders and walks along with them as they learn and develop both as leaders and Christians

COMMUNITY PARTNERSHIPS

1. **Overall attitude that loves the church** – Speaks positively personally and professionally about the local and universal church
2. **Treats donors as partners** – Treats every donation as a partnership demonstrated by calling and visiting and praying for those who contribute to the ministry
3. **Demonstrates effective communication** – Speaks clearly and effectively both individually and corporately and through email, phone, and face to face.
4. **Has successful fundraising locally and deputation** – Majority of positive response as the community hears vision and is asked to partner with funds
5. **Collaborative community strategy for ministry** – Makes deliberate attempts to connect with the local community as in churches, individuals and businesses for partnership to accomplish ministry goals and vision.

ADMINISTRATION

1. **Submits reports with metrics and stats** – regularly recording numbers and stories from programs and events for monthly and yearly reports
2. **Captures stories and growth** – focus and observations on individual students for the purpose of with planning and documenting their growth
3. **Appropriate preparation & time usage** – proper balance of time spent daily, weekly and monthly between tasks & people ministry, and minimizing time wasters
4. **Uses smart & strategic goals & strategic plans** – not random but prayerful and thoughtful execution of short & long term agreed to goals that align with the vision

PART 2 – Performance Feedback: These are point form commentary regarding the leaders activities that you have observed this past year. These general categories provide a simple analysis of where the leader has succeeded or come short in tasks and behaviours. Please include 3 or more examples for each area.

Accomplishments – List what the leader has successfully accomplished this past year

Misses – List where the leader has set out to do but not been successful

Strengths – List qualities and skills of this leader that are most helpful for this ministry

Development Areas – List qualities and deficiencies where the leader needs to grow more

Comments – Include any other remarks that may be helpful but do not fit in the categories above