INTERSECTION INSTITUTE · PARTNERSHIP KIT

FOR PRESIDING BISHOPS, PASTORS AND BOARDS

Leadership Readiness Self-Assessment

Thirty honest statements about the leaders you carry and the systems that protect them, and what your answers point to

SELF-ASSESSMENT · SCORING GUIDE · REFLECTION

Version 1.0 · 28 September 2026

About 20 minutes · Private to you unless you choose to share it

Intersection Institute · Intersection Church, East Point, Georgia

The place where Human Preparation meets Divine Destiny

Whosoever. Always.

Before you begin

This is not a test, and no one grades it but you. It is a mirror. It asks thirty questions that most fellowships and churches never have time to ask themselves, about the pipeline of leaders God has given you and about the structures that protect the people in your care.

Answer for the house you actually lead, not the one on paper. Where you are unsure, the honest answer is usually the lower number.

HOW TO SCORE EACH STATEMENT

- **1 = Not in place.** We do not have this.
- **2 = Informal.** It happens, but it depends on a person rather than a process, or it exists only in someone's memory.
- **3 = Written.** It is documented, but not consistently practiced or known by the people who need it.
- **4 = Written and practiced.** It is documented, known, used, and reviewed.

YOUR ANSWERS ARE YOURS

You do not need to share this with Intersection Institute to have a conversation with us. If you choose to share it, we will treat it in confidence and use it only to understand how we might help.

Section A · Calling and the leadership pipeline

#	Statement	Score (1–4)
A1	We have a consistent way of recognizing and testing a call to ministry, beyond one leader's impression.	
A2	Emerging leaders receive biblical, doctrinal, and character formation before they are placed in responsibility.	
A3	There is a clear pathway from "called and serving" to "prepared and placed."	
A4	People who are called but not ready to lead alone have a supervised place to grow, and a way to build ministry within our house instead of leaving it.	
A5	We train operations leaders and care leaders, not only preachers.	
	Section total (5–20)	

Where this points: Pathway One (Terms 1–3) · Leadership Concentration · Trio Track

Section B · Founding and launching new works

#	Statement	Score (1–4)
B1	Before a church or nonprofit is launched from our fellowship, the founders complete a written community analysis and a mission, vision, and values statement.	
B2	New works are incorporated with bylaws, a conflict-of-interest policy, a budget, and an independent board before they receive money.	
B3	Founding teams sign a written agreement covering roles, decision rights, and what happens if the team dissolves.	
B4	Founders are supervised by a named mentor through their first year.	
B5	We have a way to decide whether someone should found something new or build within an existing church.	
	Section total (5–20)	

Where this points: Pathway One Founding Concentration (Term 4) · Trio Track

Section C · Governance and financial integrity

#	Statement	Score (1–4)
C1	Our board is meaningfully independent: it is not controlled by the senior leader's family or staff, and it can correct or remove the senior leader.	
C2	Compensation for the senior leader is set by an independent body using a documented procedure.	
C3	Designated and restricted funds are tracked separately and are never borrowed for general expenses.	
C4	Our financial controls are written (two signatures, reconciliation, separation of duties) and actually practiced.	
C5	Board minutes, governing documents, and filings are kept in an archive that does not depend on one person.	
	Section total (5–20)	

Where this points: Pathway One Term 4 · Fellowship Term 4 (non-waivable)

Section D · Safeguarding and care

#	Statement	Score (1–4)
D1	We have a written safeguarding policy for children and vulnerable adults, and our volunteers have been trained in it.	
D2	A person can report harm without having to report it to the person accused.	
D3	We know exactly what we would do in the first 48–72 hours after an allegation.	
D4	Background checks are completed for everyone who serves children or vulnerable adults.	
D5	Our pastors know the limits of pastoral counseling and when to refer to a professional.	
	Section total (5–20)	

Where this points: Pathway One Term 6 · Fellowship Term 5 (non-waivable)

Section E · Clergy care, discipline, and power

#	Statement	Score (1–4)
E1	Our senior leaders each have named accountability partners who have permission to tell them the whole truth.	
E2	We have a written discipline process with notice, a hearing, evidence, written findings, appeal, and recusal.	
E3	We distinguish restoration to fellowship from restoration to office.	
E4	When a leader fails, our process cares first for the person harmed, then the congregation, then the leader's family, and then the leader.	
E5	We actively watch for spiritual abuse, including the misuse of covering, authority, or giving.	
	Section total (5–20)	

Where this points: Fellowship Terms 2, 3 (non-waivable), 6, and 8

Section F · Oversight, succession, and durability

#	Statement	Score (1–4)
F1	Our polity, orders, credential standards, and register of orders are documented accurately and could withstand inspection.	
F2	Those who carry oversight received formation for the office, before or after consecration.	
F3	We have an adopted succession plan for our senior leader or presiding bishop.	
F4	We have an incapacity plan covering bank access, records, authority, and communication if a leader cannot serve tomorrow.	
F5	Our fellowship could continue faithfully beyond the leadership of one person.	
	Section total (5–20)	

Where this points: Fellowship Terms 1, 6, and 9

Your results

Section	Total	Reading
A · Calling and the leadership pipeline		
B · Founding and launching new works		
C · Governance and financial integrity		
D · Safeguarding and care		
E · Clergy care, discipline, and power		
F · Oversight, succession, and durability		

Reading your totals

Section total	What it usually means
5–10 · Urgent gap	This area depends on goodwill and memory. If a hard day came, there is little structure to hold the people involved. This is where formation helps most, and where the cost of waiting is highest.
11–15 · Partial	Pieces exist, but they are not consistent across your house or are not known by the people who need them. A trained leader can usually close this gap within a year.
16–20 · Strong	This is a strength. Your leaders may have something to teach others, and a partnership might include them as mentors, guests, or fellows who strengthen the room.

A WORD ABOUT LOW SCORES

Low scores are not an indictment. Most independent fellowships and churches score lowest in Sections C, D, and F, not because their leaders do not care, but because no one ever taught them, and the cost of learning it alone has been high. *"Where no counsel is, the people fall: but in the multitude of counsellors there is safety."* Proverbs 11:14 (KJV)

Where the Institute can help

If your lowest section is…	Consider…	Who would enroll
A · Calling and pipeline	Pathway One, Certificate in Ministry Formation (Leadership Concentration for those who should build within your church)	Emerging leaders, ministry directors

If your lowest section is…	Consider…	Who would enroll
B · Founding	Pathway One (Founding Concentration), or the Trio Track for teams of three	Planters and nonprofit founders, founding teams
C · Governance and money	Pathway One Term 4 for new works; Fellowship Term 4 for those who carry oversight	Founders; bishops, overseers and senior pastors
D · Safeguarding	Pathway One Term 6; Fellowship Term 5	Every pastor; every bishop
E · Clergy care and power	Episcopal Formation Fellowship, especially Terms 3 and 8	Bishops, overseers, senior pastors discerning oversight (Class C)
F · Oversight and succession	Episcopal Formation Fellowship, especially Terms 1, 6 and 9	Presiding bishops, bishops-elect, overseers

Reflection

Take a few minutes with these before any conversation with us. They are the questions we will most want to hear you answer.

1. Looking at your lowest section, what is one story from your fellowship that explains the score?
2. Which gap, if left unaddressed for two more years, could become a crisis?
3. Who in your house right now is called, gifted, and not yet ready? Write their names.
4. Is there a team of two or three who keep talking about launching something together?
5. What would you need an outside formation partner to promise *not* to do?
6. If one leadership problem could be solved in the next twelve months, which would you choose?

Your notes	

What happens next

If you would like to talk about your results, return the reply form in your brief or contact us directly. The conversation lasts about 45 minutes, and we will mostly listen. There is no cost and no obligation.

> **THE FIREWALL**
>
> Intersection Institute awards certificates and diplomas. It does not grant degrees of any kind, and no holder of an Institute credential may represent it as one.
>
> Fees purchase instruction, mentorship, assessment, and the maintenance of student records. **Fees never purchase a title, an office, or a laying on of hands.**
>
> Completion of any pathway makes a person eligible to be *considered* for licensing or ordination under separately published criteria, on a separate calendar, with no fee attached. It confers nothing.

Bishop Shedrick Dwain Cade, M.Div.

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