

MINIMUM CRITERIA FOR DTS/CDTS STAFF APPOINTMENTS

Excerpt from the document entitled “Base Leadership Team Letter regarding DTS”:

We have found it necessary to ask (1) every base/operating location leadership team to prayerfully consider the different roles and responsibilities needed to run the DTS and the minimum criteria for those who will fill these roles when making appointments. IDTS Centre team members are available to assist any leadership team in this process. We have posted documents from the UofN Reference guide on our web site that identify the minimum criteria for DTS staff and leaders as well as some questions to consider when making appointments.

The following list is to assist base and DTS/CDTS leadership teams in the creating of DTS/CDTS staff teams. It identifies minimum criteria for leaders and staff in specific leadership roles of the DTS/CDTS.

Different roles require different levels of ability. The following key explains the graduation represented in the chart.

Key

- Demonstrated:** They must have demonstrated ability in the area mentioned (this does not suggest an expectation of perfection but rather an ability and general practice of using these skills)
- Growing:** The person is aware of the importance of this skill and is seen to be developing in the area
- Beginning:** The person is starting to understand and develop these skills
- Not required:** This skill is not required in order to fulfill the role they have been given. (This does not mean that they should not be given opportunities to experience this skill.)

Whilst this is a list of minimum requirements, **it is understood that in the DTS/CDTS, staff function as a team with complimentary gifts and therefore if one is less strong in a certain area another member of the team could be brought in to strengthen that area. For example, where a leader has less experience in drawing together what the Holy Spirit was doing, this would not necessarily affect their leadership if they were able to bring in and release a team member who was strong in this area.**

When considering the DTS/CDTS staff team as a whole in terms of being equipped to run the DTS/CDTS, leadership teams have found the following 2 basic questions helpful:

1. "Would I be happy for my son or daughter to be on this DTS/CDTS, with this DTS/CDTS staff team?"
2. "Would I recommend this DTS/CDTS for the children of my supporters and friends?"

We hope these questions will serve you as you prayerfully consider who is qualified and right to staff/lead a DTS/CDTS at your base/operating location.

Does/Is/Has the potential staff/leader...

	Criteria	School leader	Outreach Leader	Small Group &/or 1:1 Leader
1	Staffed a DTS/CDTS previously	Required	Not required	Not required
2	Know about what a DTS/CDTS is - the vision, values and ethos	Demonstrated	Demonstrated	Growing
3	Have vision, faith and passion for the whole DTS/CDTS, including the outreach	Demonstrated	Demonstrated	Growing
4	Actively live YWAM values	Demonstrated	Growing	Growing
5	Have demonstrated leadership ability in some context	Demonstrated	Demonstrated	Must have shown potential
6	Show servant leadership	Demonstrated	Demonstrated	Demonstrated
7	Able to draw together all that the Holy Spirit is doing and saying, leading in personal application.	Demonstrated	Growing	Not required
8	Able to gather, inspire, motivate and challenge people	Demonstrated	Growing (not so much to gather)	Not required
9	Able to release people into ministry and team functions	Demonstrated	Growing	Beginning
10	Able to draw people out from a variety of cultural, linguistic, national and interdenominational backgrounds	Demonstrated	Growing	Beginning
11	Teachable (open, correctable and self-aware)	Demonstrated	Demonstrated	Demonstrated
12	Have no major character flaw that is likely to damage people and/or the ministry	Demonstrated	Demonstrated	Demonstrated
13	Able to hear God's voice	Demonstrated	Demonstrated	Demonstrated
14	Dependence upon God in one's own life direction and for the direction of the school	Demonstrated	Demonstrated	Demonstrated
15	Able to help people grow	Demonstrated	Demonstrated	Demonstrated

16	Able to think on their feet and act quickly particularly in a crisis (even if it is not their natural preference)	Demonstrated	Demonstrated	Not required
17	An understanding of the principles of conflict resolution and an ability to put them into practice	Demonstrated	Demonstrated	Growing
18	Able to handle the Word of God correctly	Demonstrated	Growing	Beginning
19	A passion for the word and a desire to apply it personally and to help others apply it	Demonstrated	Demonstrated	Demonstrated
20	An ability in a one on one context to ask questions, listen and give appropriate input and feedback.	Demonstrated	Demonstrated	Demonstrated
21	A lifestyle of intercession and a commitment to see it expressed in the whole school.	Demonstrated	Demonstrated	Growing
22	Ability to share their faith with others <i>and lead people to Jesus</i>	Demonstrated	Demonstrated	Growing
23	A desire and ability to see people released and mobilized into the nations	Demonstrated	Growing desire and ability	Growing desire
24	Is trustworthy with finances (appropriately, with wisdom, and is able to give an account of how money is spent)	Demonstrated	Demonstrated	Demonstrated