

RECRUITING COMPASSIONATE LEADERS FOR GRACE-FILLED MINISTRIES

After a decade of successfully recruiting hundreds of key volunteer leaders into Polished, a network that gathers young professional women to navigate career and explore faith together, Kat Armstrong offers her tested-and-proven tips for recruiting compassionate leaders for grace-filled ministries.

We often think it's the type-A, get-things-done type of gal who runs and sustains a women's ministry. But I've found that recruiting women who can empathize and respond with compassion and grace transcends any other trait of a great leader.

Qualities of a compassionate leader:

- She's an active listener, carefully listening to understand
- She keeps track of prayer requests, because she genuinely cares
- She's empathetic, imagining walking a mile in someone else's shoes
- She's slow to judge, assuming the best about everyone

Interview questions to find compassionate leaders:

- How do you relate to women who are different than you?
- What does compassion mean to you?
- One of our values is compassion; how do you think our ministry could be more compassionate?

Marks of a grace-filled ministry:

- A diverse group of women united in the name of Jesus
- A broken past is not treated like a scarlet letter
- Vulnerability is modeled in conversations and from the front
- Following up on prayer requests is a regular part of ministry interactions



Kat ARMSTRONG

Kat Armstrong has been encouraging professionals to love God and others with their all for almost 20 years as a Bible teacher. Kat holds a Master of Christian Education from Dallas Theological Seminary and is the cofounder of Polished, a network to gather young professional women to navigate career and explore faith together, and the host of the Polished Podcast.

You can find more from Kat on KatArmstrong.com
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For more information about Polished visit PolishedOnline.org, [@polished.online](https://www.instagram.com/polished.online)

