



AFM LEGACY

Leadership Program

Aimed at developing a generation of God-fearing, Christ-like, Holy Spirit filled leaders who will live, lead and leave a legacy for the church, the kingdom and society at large

THE WHY

The world is going through a period of great and unprecedented volatility, uncertainty, complexity and ambiguity and in times such as these strong leadership is required to help navigate paths to greater clarity, sustainability and viability. The current challenge confronting the world, however, is that at the very time that the conditions in society and the world at large require this elevated level of leadership, it is also the time when the world appears to be suffering a critical shortage and vacuum of such leaders.

Our Continent with its unique and massive challenges also requires leaders and not just managers – management is required when resources, systems and structures that drive desired outcomes have been acquired, developed and commissioned. In the absence of such resources, systems and structures, it falls upon pioneers and leaders to envision alternative, better realities; chart new paths towards them, develop and acquire new capabilities and lead people towards the establishment of new contexts that can eventually be handed over to managers to sustain. We have yet, as a country and as a continent, to put in place economic, social, political and religious systems in place that drive the continent and its people towards the realisation of their full potential.

Therein lies the imperative to raise up Christ-knowing, Christ-fearing, and Christ-like leaders who will serve the church, society, the continent and the world under the leadership and filling fullness of the Holy Spirit. Part of the church's mandate is the development and equipping of people to serve God's Kingdom and its purpose on earth including serving as leaders and discipling others. It is from the church, therefore, that such Holy Spirit filled leaders that are fit-for-the-purpose of driving us towards solutions for today and tomorrow, need to be drawn and yet even within the church there is a leadership vacuum.

Our mission, therefore is to develop, raise up and nurture a community of leaders for the church, the continent and the world at large.





LEADERSHIP PROGRAM

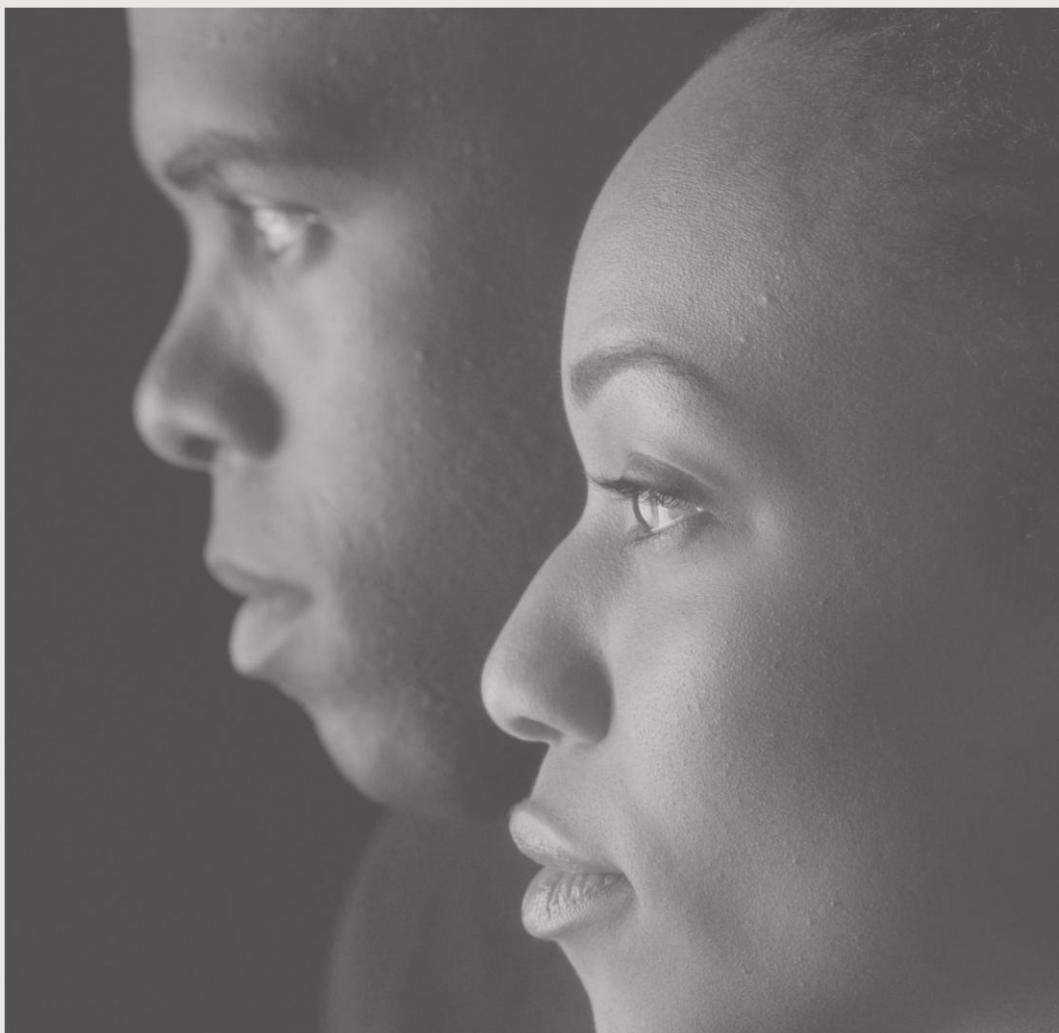
The Leadership Program is a fellowship programme that brings 12-carefully selected, diverse individuals together to embark on an immersive leadership development programme that is focused on whole-person growth, including self-leadership and the leadership of others. The relatively small cohort size is deliberate and meant to ensure effective whole-person growth and maximum impact. Through the programme associates will be taught, taken through and apprenticed in the disciplines, practices and applications of self-reflection, life-purpose, focus and resilience.

The programme is structured as an intensive 12-month journey for each fellowship cohort taking place through four in-person engagements where they will share space and fellowship with one another and experienced visiting leaders and scholars. In the periods between the in-person sessions, virtual sessions will serve to expand and enhance the overall development experience through online learning and engagement.

The programme will provide the associates (who become fellows upon successful completion of the programme) with practical enrichment to enhance and reach their leadership potential in a manner that is fit-for-purpose and fit-for-impact within the context of the challenges and opportunities that confront the world today. The programme will focus on guiding associates towards embodying core leadership competencies, including those of self-awareness, self-leadership, critical analysis, interpersonal skills, situational awareness and holistic communication.

Associates will be required to complete assignments in which they apply the lessons learnt in the programme to their real-world contexts. This will both provide the opportunity to practice what they have learnt, while also enabling them to benefit from the insights gained from their practical experiences in order to share with their fellow associates.

The Leadership Program is an enrichment program and is not SAQA accredited.



CRITERIA

In order to be eligible for selection into the program you need to:

- 25 and 35 years old.
- Have AFM membership.

Further aspects of the criteria are included in the essays and videos that form part of the application process.

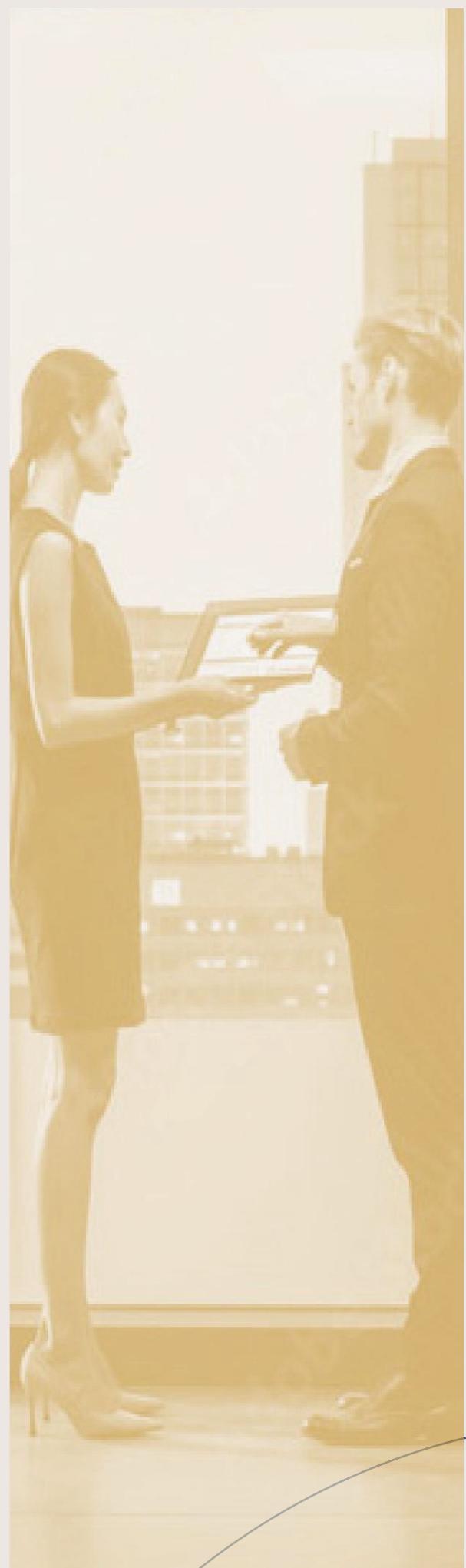
THE APPLICATION PROCESS

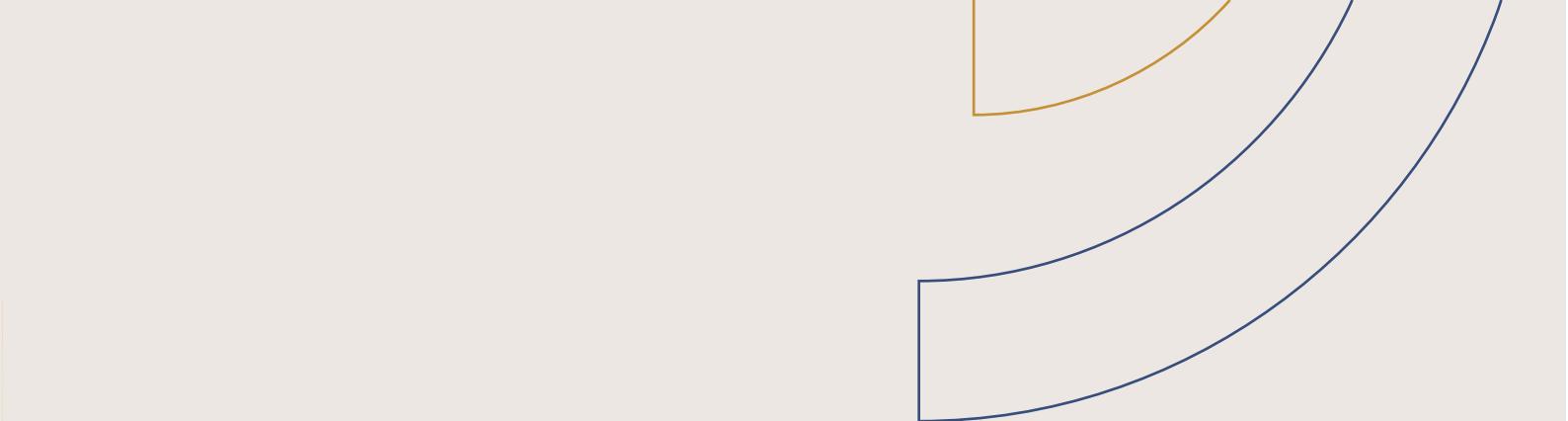
The process of being considered for selection to form part of the 2025/2026 cohort of fellows is made up of three rounds:

Round 1: Overcome imposter syndrome

In this round you are the judge, and you have to convince yourself that you are worthy to put your name forward to be considered for selection to form part of the 2025/2026 cohort.

All leaders have moments of self-doubt and feeling that they are not qualified for the roles that they must play, the difference between those that make it and those that do not often rests in who was bold enough to overcome their self-doubts and take the risk.





Round 2: Submit Personal Portfolio of Leadership which comprises of:

- A) Completed basic information form (i.e. Name, ID, contact details, etc.);
- B) Most recent Curriculum Vitae;
- C) Essays and video clips:

Candidates must submit all of the following:

i. Tell your story

Shoot a short video clip (maximum 2-minutes) that describes what makes you who you are. Include within it what your loves, hates, dreams and fears are.

ii. What you hope to gain

Write an essay of a maximum of 150-words describing what you hope to gain from the leadership programme. Include your top-5 priorities in life and how you believe that the programme would serve in support of them.

iii. Current impact

Shoot a short video clip (maximum 2-minutes) that describes and demonstrates your current impact within your church and community and how you hope to grow that.

iv. Strengths and development areas

Write an essay of a maximum of 150-words describing what you believe your strengths are and what you believe the areas that you need to grow in are.

- D) Attach two or three written recommendations from people that can provide testimony on your behalf on why you would make an ideal candidate for the fellowship.
- E) Clear head and shoulders colour picture of yourself.
- F) Submit your application to henri@afm-ags.org or tsholo@afm-ags.org before 28 November 2025.

Round 3: Attend interview

Should your application successfully make it through Round 2, you will be invited to participate in an interview with the fellowship's selection panel.



AFM Leadership Legacy program

Frequently Asked Questions:

1. **Why is there an age limit?**

The AFM Legacy Leadership Programme is specifically aimed at candidates between the ages of 25-35 years old. Candidates in this age group will generally (though not necessarily) be at a stage of their lives where they have completed or are in the process of completing their tertiary education and getting ready to embark upon the substantive parts of their professional, entrepreneurial and vocational journeys or beginning to assume levels of leadership responsibility in their work, family and community lives. Development psychologists indicate that we generally reach the peak of our professional productivity in our early-40s. The programme thus seeks to impact the targeted cohort at a stage where they have gained meaningful life experience and while there is still time to make interventions that can still alter their leadership development trajectories materially.

Should you fall outside of the targeted age range please remember that this is not the only programme aimed at leaders in the church, there are and will be multiple other programmes and activities available for you to participate in at a local, regional, national and departmental level.

2. **How much will it cost me?**

Should you be selected for the class, your participation in the programme will be fully sponsored and therefore it will be at no cost to you. Your travel and accommodation for programme sessions will also be fully sponsored.

This however, places a responsibility on you to commit and plan your schedule in such a way that you will be able to attend all in-person engagements. Failure to do so may necessitate refurbishment of expenses incurred on your behalf.

3. **Do I need to have a particular academic qualification or work experience?**

No.

4. **Is it virtual?**

The programme contains both in-contact elements and virtual elements. Fellows will be required to be present for the in-person contact sessions.

5. **When will the sessions happen?**

Three contact sessions are planned for the duration of the programme. While dates will be confirmed closer to the start of the programme. Dates will be confirmed closer to the start of the programme and will be communicated to you.

6. **May I attend a work meeting while at the contact session?**

Full participation is a key requirement of remaining in the programme and graduating. Associates who miss activities and sessions may be excluded from the programme and have their further participation terminated. Please make sure that you can be fully present for all the sessions.

7. **Will we be paid a stipend?**

Not at all. You will also not be reimbursed for any costs incurred to apply and participate in the programme.

8. **Must my video submissions be professionally done?**

No, shooting your video with your phone camera will be sufficient. The fanciness of your video will not be a determining factor for selection. The important thing is that the sound be audible and that the images be visible.

9. **How are you going to select the class?**

There are three rounds of selection:

(1) Vetting on basic selection criteria (e.g. age, submission of ALL essays and videos, etc.)

(2) Shortlisting of candidates by a shortlisting panel based on your video and essay submissions;

(3) Interviews of shortlisted candidates by an interview panel and selection of the final 12 associates.

10. **Do I need to get permission of my church, Pastor or youth leaders to apply?**

No, you do not.

11. **Who must write the recommendations?**

Recommendations can be written by any person of significance in the applicant's life.

12. **I am a Pastor of the AFM of SA, may I apply?**

Yes, as long as you meet the qualifying criteria.

13. **I am not a Pastor, may I apply?**

Yes, as long as you meet the qualifying criteria.

14. **If I am not selected for the 2025/2026 class, may I apply for next year?**

Yes, if you still meet the qualifying criteria you may apply for the next intake.

15. **I know the National Office Bearers or NLF members personally, can they get me into the programme?**

Not at all. Selection is not based on who you know or who knows you. It is based on whether you meet the qualifying criteria, an assessment of your video and essay submissions, and how you perform in your interviews.

Candidates Details:

Name and Surname:

ID Number:

Contact Details:

Cell Number: _____ E-mail Address: _____

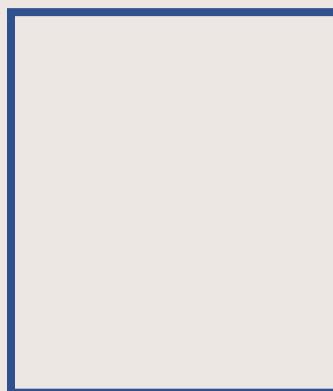
Physical Address: _____

Postal Address: _____

Postal Code: _____

Name of Local Assembly/ Pastor or Leader:

Attach Photocopy of ID Document or Card:





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