

{Church Name} Leadership Expectations

{Church purpose statement}

At {Church Name}, we often say that all of us are a bunch of messed up people who fall short of God's hopes for us. Each of us is on a journey to understand, pursue and take our next steps of faith with God. As leaders, this journey includes a commitment to becoming more Christ-like in each of the following areas:

1. **A Commitment to a growing relationship with Jesus Christ:** This is evident in the following ways:

a. ***A Commitment to the Lordship of Christ:*** God's offer of salvation through Jesus Christ calls for a response of faith. That response is demonstrated throughout the New Testament by repentance, acceptance of Jesus Christ as Lord and Savior, and baptism by immersion. Repentance involves a change of heart and mind that causes us to want to make Jesus the absolute Leader of our lives. When we commit our lives to Christ, we put our faith in Him to receive forgiveness of sins, eternal life and the gift of the Holy Spirit. Baptism is the public demonstration by which a believer is identified with Christ, His body the church, and a life of discipleship. The act is one done in faith and submission to the Lordship of Christ. (Mark 1:9-11, Acts 2:38, Romans 6, Colossians 2:12)

b. ***Development of Prayer and Other Spiritual Disciplines:*** In order to grow in a relationship with Jesus Christ, a leader will begin to incorporate specific disciplines into his/her life. No relationship can grow without communication. As much as we need to communicate with our heavenly Father, He desires to communicate with us. In fact, he created us to fellowship with Him. The growing spiritual life of the leader will include disciplines such as regular prayer, Bible reading, fasting, and meditation on the Word. (James 5:13-16, 1 Thessalonians 5:16-18).

c. ***Finances/Stewardship (moving toward at least 10%):*** The Old Testament teaches the principle of tithing – giving to God the first 10% of everything you have. In the New Testament, we see a shift toward total stewardship of one's life and resources. God expects us to live conscious of the fact that everything we have belongs to Him. We are simply stewards/managers of the resources he gives to us while we are on earth. With this in mind, certainly giving 10% of our income to God would be a minimum expectation for many people. For others, it would be a goal to work toward. Whatever the case, a leader will be a model of stewardship to those who follow him/her. (Luke 12:13-21; 18:18-30; 21:1-4, Matthew 25:14-28).

d. ***Speech:*** As a leader, what we say has great influence. It is expected that a leader will be a model to those who follow him/her in his/her speech. The Bible speaks of our tongue as having tremendous power – both for good and evil (James 3). A leader is expected to guard his/her speech carefully, being positive and encouraging, building up the body – always “speaking the truth in love”. (Ephesians 4:15).

e. ***Home/Family Life***: The first ministry responsibility for every leader is his/her family. {Church Name} is committed to building strong families. A leader will model an authentic commitment to his/her family, an example that is consistent both in the home and in the church. (Ephesians 5 & 6).

2. A Commitment to Increasing Knowledge of Jesus Christ Through Prayer, Personal Study of the Bible and Application to Every Day Life: This is evident in the following ways:

a. ***A Working Knowledge of Spiritual Principles in the Bible***: One of the best ways to grow in our knowledge of Jesus is through a better understanding of the principles found in Scripture. A leader will continually seek to increase his understanding of Scripture. (II Timothy 2:15).

b. ***An Ability to Effectively Communicate His/Her Faith***: A leader will have many opportunities to communicate the meaning and significance of a relationship with Jesus Christ. This will encourage the believer and challenge the unbeliever. It is important that a leader is able to clearly and concisely communicate a Gospel message within the context of his/her own personal testimony. This will be a valuable tool for personal evangelism. (Matthew 28:18-20).

c. ***Submission to the Word of God***: A leader will seek to apply the principles learned from God's Word in his/her personal life. In addition, he/she should be capable of encouraging and exhorting to do the same.

d. ***Sacrifice (Philippians 1:3)***: The knowledge of Jesus prepares us to suffer. According to Paul, knowledge of Jesus means being well acquainted with His suffering and sacrifice.

3. A Commitment to the Body of Christ at {Church Name}: This is evident in the following ways:

a. ***Consistent Participation in Small Groups, and Celebration Services***: One of the best ways to continue to develop and grow in your relationship with Jesus Christ is to continue in fellowship with other believers. (Hebrews 10:25). This is not only beneficial to the personal spiritual life of the leader, but it is also an encouragement to other believers. {Church Name} offers several opportunities to regularly participate in fellowship with other believers. A leader will be a model as he/she communicates the importance of these activities by his/her own consistent participation in them.

b. ***Consistent Participation in Leadership Training***: A characteristic of a growing Christian is to be teachable. This is no different for the leader. A leader will model a teachable spirit through consistent participation in leadership training. {Church Name} is dedicated to providing excellent leadership training opportunities. Similar to participation in celebration services, small groups, and believers' worship, participation in leadership training opportunities is not only beneficial to the leader himself/herself, but also an encouragement to the body of leaders.

c. ***Development of an Apprentice Leader:*** The apostle Paul modeled for us the importance of apprentice leadership (II Timothy 2:2). One of the most effective ways to reproduce and maximize your ministry impact is to be committed to doing ministry in pairs, a leader developing an apprentice leader. In order for the body of Christ to continue to make a difference, each leader must take upon himself/herself the responsibility of leadership development. An excellent way to do this is through apprenticeships.

d. ***Facilitate Care and Spiritual Growth of Individuals Under Care:*** As a leader, you have accepted the responsibility to facilitate the care and spiritual growth of the individuals to whom you are ministering. (1 Peter 5:1-4). It is not your sole responsibility to care for these individuals. It is the leader's responsibility to see that the individuals in the group provide care for one another.

e. ***Efforts/Actions (Using giftedness):*** God gives every Christian gifts and abilities to be used to benefit His body, the church. A leader will seek to discover how God has gifted him/her to be most effective in ministry. In turn, the leader will encourage other Christians to seek out to discover their own gifts and abilities and use them in ministry to benefit the body of Christ. (1 Corinthians 12, Romans 12, Ephesians 4).

4. A Commitment to Increasing Competency as a Leader: This is evident in the following ways:

a. ***Commitment to {Church Name}'s Vision and Values:*** Leaders are enthusiastically committed to {Church Name}'s vision and values and they try to live them out in practical ways. Leaders continually strive to align their ministry area with the vision and values of {Church Name}. Within their ministry area, leaders strive to consistently and effectively communicate our vision and values in a compelling manner that inspires others to become more actively involved.

b. ***Attitude:*** Leaders have a positive, can-do attitude and enthusiasm that attracts and inspires others. People are naturally drawn to a leader's servant's heart and Christ-like character such as humility, patience, and self-discipline. Leaders have a "whatever it takes" attitude and are willing to sacrifice self for the good of the church body. They are able to laugh at themselves and admit their mistakes to others; Leaders are more critical of themselves than others are.

c. ***Integrity:*** Leaders are committed to being trustworthy, honest, reliable, and willing to stand-up for what they believe is right, regardless of the consequences. They value and persistently seek truth in all matters. They give every assignment their best effort without cutting corners as they seek to honor God and honor others through excellence.

d. ***Priority Setting/Time Management:*** Leaders use their time effectively and efficiently, concentrating their efforts on the more important priorities that will have a lasting impact on the church. Specifically, leaders spend considerable time on activities related to coaching, mentoring, and developing other potential leaders and on activities that will have a long-term, lasting benefit for the church.

e. **Action Oriented** – Leaders develop a strong drive to create a better tomorrow. They find creative and innovative ways to work through or around barriers. Leaders do not let things

fester. They learn to strike the right balance between planning and action. Others are energized and motivated by their can-do attitude.

f. **Team Player** – Leaders have a deep commitment to the team or group they lead, and to helping their team members to understand, pursue, and take their next steps with God. Leaders are willing to sacrifice self for the good of their team. They are good at collaborating with and promoting the creative ideas of others, resulting in a product that is consistently bigger and better than themselves. Leaders can quickly find common ground and solve problems for the good of all.

g. **Demanding Standards/Expectations** – Leaders demand and are passionate about high standards of excellence in their ministry areas and are not living with festering deficiencies. They communicate these standards to others in all that they do and inspire others to high levels of performance. Leaders pay close attention to details and are more demanding of their ministry area than others are.

h. **Teachable** – Leaders are relentless learners. They are aware of their personal strengths, weaknesses, and limits. Leaders continuously work to improve themselves. They are open to change without being defensive. They seek out and thrive on constructive feedback.