

LEADERSHIP PATHWAY

Have you ever considered the biblical call to leadership? After his resurrection, Jesus appeared to the eleven and called them to go and make disciples of all nations, teaching them to follow all the commands of the Lord (see Matthew 28:18-20, Acts 1:8). If you are a believer today, it is because an everyday person followed Jesus' command to lead others to follow Him. This kind of Christian leadership has been passed along from generation to generation throughout church history.

Each church is called to guard the good deposit of faith and truth, then pass it along to future generations (1 Tim. 6, 2 Tim. 1). So, who in the church is explicitly called to this kind of leadership? Everyone! Each member should actively guard the good deposit, pass it along, and lead someone to do the same. Another term for this is discipleship. No matter where you are in your faith journey, you can do this!

The Bible says that God calls certain people in the church to train up and equip the saints (all believers) for the work of the ministry (see Ephesians 4:11-16). That's why we say, "Every member is involved in the ministry." In 2 Timothy 2:2, we see a charge for men to train up trustworthy men who will train up other trustworthy men. Then, in Titus 2, we see a charge for experienced women to teach and train younger women. So, no one is off the hook here!

We want to be a church that values and pursues the biblical call to leadership, so we have created a pathway for anyone to begin walking toward the call to lead others as followers of Jesus. To fulfill our mission, we must seek this goal together. For sure, pastors play a role in building up the body, but the Bible is clear – the participation of each member is essential to our growth and maturity. We each have different gifts and capacities, and we all contribute to the mission! Of our members, some will grow in sharing their faith with a family member or friend, some will become deacons, some will become elders, and some may go on to plant new churches. This kind of all-in participation is remarkable in a church!

While our mission has a clear biblical mandate, the Bible does not spell out a particular pathway or process for developing leaders other than calling the believer to grow in maturity, faithfulness, holiness, relational health, and skill as a follower of Christ before becoming a leader (see 1 Timothy, Titus). Growing in personal health and obedience will always be the focus of our leadership. The Bible has left individual churches some freedom to create a leadership pathway that works best for each time and place.

The following lays out what we believe to be most helpful in this season of our church for growing as a leader at Redemption Church.

LEADERSHIP PATHWAY AT REDEMPTION CHURCH:

1. Attend a Connect Lunch (recommended but not mandatory)
2. Join a Redemption Group and/or find a place to serve on a Serve Team
3. Attend and complete a New Members Workshop
4. Connect with a Leadership Mentor¹ and articulate desire to grow as a leader

At this point the Leadership Mentor will help walk you through your next steps.

5. Assist other leaders as a Groups Co-leader or Serve Team Co-leader
6. Attend quarterly Leadership Equipping Workshops² and Equip Nights³
7. Complete a guided book study⁴ assigned by Leadership Mentor
8. Meet with a Leadership Mentor to review book study and discuss next steps
9. Work through ministry focused Leadership Guides and resources (Groups, Serve, Etc.)
10. Faithfully lead in ministry as a Group Leader, Serve Team Leader, or Equip Class Leader
11. Prayerfully consider further development as a Leadership Mentor, Deacon or Elder Candidate

¹ **Leadership Mentors** are Groups Leaders, Serve Team Leaders, Pastors, Deacons or Elders who have been in leadership development at Redemption for at least one year.

²**Equipping Workshops** are typically two hour long gatherings held three times a year and are open to anyone desiring to grow as a leader. Attendance is required for all current Group Leaders and Serve Team Leaders

³**Equip Nights** are shorter ninety minute classes typically held on Sunday nights and cover a variety of topics aimed to build up and equip every believer to grow in their faith.

⁴**Guided book studies include:** *"The Mark of a Christian"* - Francis Schaeffer, *"The Master Plan of Evangelism"* - Robert Coleman, *"Life Together"* - Dietrich Bonhoeffer, *"The "Explicit Gospel"* - Matt Chandler, *"Instruments in the Redeemer's Hands"* - Paul Tripp, *"The Praying Life"* - Paul Miller, *"Leading with a Limp"* - Dan Allender

Not everyone will be suited or called to jump into a specific leadership role listed above and that's okay. It may be that a person is simply called to step out and share their faith, or begin leading in their marriage, or as a parent. Also, there may be roles to fill that do not yet exist.

Example of a specified leadership pathway for a Redemption Group leader:

Let's say Anna wants to attend a group and is interested in leading a women's group. A leadership pathway for Anna looks like the following:

Starting the Path

- Attend connect lunch (recommended, not mandatory)
- Participate in a existing group
- Plan to attend and complete a New Members Workshop (if she has not yet done so)
- Talk to your group leader (Leadership Mentor) about your interest in co-leading

Along the Path

- Begin taking steps as a co-leader
- Complete assigned book study "*The Mark of a Christian*"
- Read through Leadership & Groups Guide
- Attend next Quarterly Leadership Equipping Workshop _____

What's Next?

- Meet with a Leadership Mentor about next steps *
- Launch group or continue growing as co-leader

***Example Groups Mentor Meeting with Co-leader | 60-90min**

- Talk through Master Plan of Evangelism 30-60min
- Talk through co-leading experience
- How are you doing spiritually? (Bible, prayer, repentance, forgiveness, joy)
- Do you have a growing sense of who God is asking you to lead? (neighbors, co-workers men, women, etc.)
- Who can you bring with you to help you lead these people?
- Are you ready to prepare for your new Group Launch?