

LEADERSHIP EXPECTATIONS

1. Character

Leaders love Jesus, delight in his grace, manage their own households well, and walk in daily faith and repentance so that their lives are an example to others.

★ 1 Timothy 3:1-7 (Titus 1:7-8)

Potential Indicators

(These indicators are not a checklist that people must 'pass'. They are an aid to assessing a person's potential as a leader and a description of the kind of leaders we aspire to be.)

1. Do they show joy, excitement, confidence, awe and gratitude when they talk about Jesus?
2. Are they confessing sin and welcoming accountability?
3. Are they respected by believers and unbelievers?
4. Does their mood affect their conduct?
5. Do they serve their wives so that their wives flourish spiritually and in ministry?
6. Do their children respect them?
7. Are they slow to contradict other people? Are they rarely in quarrels? Do they confront people with gentleness and humility?

Do they have a living confidence that:	<i>contrary indicators</i>
God is great – so we do not have to be in control	<ul style="list-style-type: none"> • they are over-bearing • they are inflexible or risk averse • they are impatient with people • they avoid responsibility
God is glorious – so we do not have to fear others	<ul style="list-style-type: none"> • they avoid confrontation • they crave approval • they behave differently around certain people • they pretend or hide their true self
God is good – so we do not have to look elsewhere	<ul style="list-style-type: none"> • they feel ministry is a burden • they often complain • they make people feel a burden of duty • they don't stick at things
God is gracious – so we do not have to prove ourselves	<ul style="list-style-type: none"> • they take criticism and failure badly • they find it hard to relax • they are proud or envy the success of others • they make people feel guilty

2. Bible

Leaders know and can teach the gospel to small groups and one-to-one, explaining the Bible, applying the Bible and addressing people's hearts.

★ 1 Timothy 3:2 (Titus 1:9-11)

Potential Indicators

1. Do they know the Bible story?
2. Are they constantly concerned to submit to the authority of the Bible?
3. Do their contributions to Bible studies show a good understanding of the passage?
4. Do their contributions to Bible studies show a concern to build up others?
5. Do their contributions to Bible studies show an ability to draw out practical implications?
6. Are they often speaking the gospel into other people's lives?
7. Do they address the beliefs and affections of people's hearts as well as their behaviour?

3. Vision

Leaders are enthusiastically committed to the vision expressed in our ten core values and live that vision by practicing our five rhythms.

★ Ephesians 4:11-16 (Titus 2:1-15)

Potential Indicators

1. Are they enthusiastic about our ten core values?
2. Are they able to explain the values to others?
3. Do their contributions to team discussions reflect an understanding of the values?
4. Do they make decisions with regard to the community and consult over major decisions?
5. Do they take responsibility when other leaders are absent?
6. Do they use the language of 'we' and 'our' when they talk about our network?
7. Are they involved in mission? Do they have friends who are unbelievers?

4. Servanthood

Leaders take responsibility for the life of the church at the expense of their own interests and agendas.

★ 1 Peter 5:1-5 (Philippians 2:1-5)

Potential Indicators

1. Are they eager to serve and do they serve without complaining?
2. Do they show submission to, and respect for, existing leaders and the wider community?
3. Do they lead in prayer and contribute to discussions?
4. Do they avoid making general discussions about their issues?
5. Do they show a concern for other people's walk with God?
6. Are they generous with their time and money?
7. Are they regularly showing hospitality?

A leader won't feel overwhelmed by these expectations, nor self-confident, because they have living knowledge of:

God's grace – which means we can acknowledge our failures without having to prove ourselves
God's power – which gives us true confidence