

Kiokee Baptist Church

Leadership Path

Leading under the Lordship of Jesus

Knowing my role within the Body of Christ at Kiokee



Introduction

We want to develop a leadership process that will identify, equip, challenge, and empower leaders in ministry areas that fit their gifting and growth. The process should reflect the time and intentionality that it takes to develop leadership and should be informed by Scripture above all other sources. Godly leadership has a different look and feel than that driven by worldly motives. Therefore we will identify and encourage Christ-like qualities in leaders above all else.

We have identified Ephesians 4:1-16 as the key passage for leadership development.

“Rather, speaking the truth in love, we are to grow up in every way into him who is the head, into Christ, from whom the whole body, joined and held together by every joint with which it is equipped, when each part is working properly, makes the body grow so that it builds itself up in love.” (v.15-16)

The passage speaks to the attitude, process, and results of effective leadership under the Lordship of Jesus. The passage also compliments our church mission and vision statement and provides a biblical platform for communicating these truths to developing leaders.

In addition to the passage, we have identified **four key values** that we expect to see developing in and demonstrated by leaders at all levels. These values speak to our motivation, attitude, and posture in leading. These values reflect Jesus as he lead his disciples.

The values are:

- Soli Deo Gloria - For God’s glory and greatness
- One Body - Unity in Christ
- You Before me - Humility and selflessness in serving
- Who’s Going To Wear Your Shoes? - Dedication to mentoring and training

Progress along the leadership path should not be construed as spiritual growth; however, spiritual maturity is expected biblically for leaders. We will recommend standards for each step along the path and specific ministry areas can incorporate additional standards as needed. These standards will ensure the process is effective for developing leaders and serve to protect the health of the church body.

Leadership Path

Contributor

Contributors are volunteers at an entry level position in a ministry area. The role allows people to get connected, provide a valuable service, and see the heart of the ministry and its overall role at Kiokee. Contributors may be new to church or long-time members.

1. *Spiritual interest - new believer or seeking God*
2. *Willingness - to be led and to serve*
3. *Regular attendance - faithful to show up and thoughtful in working with Leaders in scheduling*
4. *Interest in the mission and vision of the church and the ministry area*

Leader

The next step on the path is Leader. These folks are given responsibility and expectations for helping their ministry area and should lead a team of contributors including organizing, equipping, and encouraging the team.

1. *Followers of Jesus and members of Kiokee*
2. *Growing in the leadership values of the church and ministry*
3. *Contributor for an effective amount of time to understand the ministry and ready to "buy in"*
4. *Intentional attendance to church and ministry area*
5. *Show leadership interest and character*

Coach

Coaches will serve leaders by praying for, being available for coaching and training, encouraging leaders through difficult and new experiences, and serving as a resource in any other way.

1. *Maturity in the leadership values of church and ministry area*
2. *Experienced Leader*
3. *Able to effectively communicate the mission and vision of church and ministry*
4. *Dedicated attendance*
5. *Aptitude for gracious coach, advising, and providing accountability*

Coordinator/Counselor

These roles do not have to be mutually exclusive, but special gifting becomes especially important at this level of leadership. For larger ministries, a group of coordinators, counselors, and coaches will likely serve as a leadership team.

1. *Dedicated ministry leaders with coaching experience*
2. *Administrative gifting and able to help organize and facilitate major ministry elements (coordinators)*
3. *Pastoral gifting and spiritual insight and vision for ministry area and how it fits within the church (counselor)*

Leadership Path

Staff

For each ministry area, there will be a staff person who will help guide the ministry, encouraging and equipping the leadership team. In certain cases, this may be a high capacity lay leader rather than paid staff. The staff will also serve on the leadership team.

Ministries within the church vary in size, and this leadership path is scalable to fit each ministry's specific needs. For example, a smaller ministry may only have Contributors, Leaders, and Staff, while a larger ministry will incorporate the Coach and Coordinator roles.

Goals

We will know the process is working effectively by keeping an eye on certain goals and cultural cues.

First, we want new church attenders and members to have a clear path to joining a ministry area. Along with that, we want ministry leaders available to serve, encourage, and build up these new participants as they are welcomed into the group. A good measure of this will be how quickly contributor and leader level needs are filled. Also, we will need to observe how well we adapt to growth (ex: adding classes/groups).

Second, we want the development of leaders to be focused on the heart more than natural gifts or talents. This idea is central to Jesus teaching and will be fostered by dedicated leaders holding themselves and each other to the high standard of lowly servant-leadership. This culture can be best observed by the attitude and unity of church leadership.

Third, we want there to be sufficient support available for ministry leader transitions to happen with proper timing and preparation. Change is constant. We want to be ready for change as the Lord directs individuals and families in our body to new roles. We can best observe this by observing leadership turnover and ask if it is happening often enough or too often and are new leaders properly prepared.