

# Leadership Foundations - I

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FULL GOSPEL CHURCH OF LAS LOMAS

*Student's Manual*

Pastors Esteban & Lorena Talavera  
EDITION | 2021

# Welcome!

Welcome to Leadership Foundations - I. We're glad you're here. This course is the first step for those who want to explore leadership at Full Gospel Church of Las Lomas. These lessons are designed for potential leaders to look at what it means to lead at FGC of Las Lomas.

The following are the topics we cover:

- Lesson One
  - Definition of leadership
  - The qualities of a leader
- Lesson Two
  - The heart of a growing leader
  - The lifestyle of a leader
- Lesson Three
  - The vision, values and direction of the church
  - Understand the organization of the church
  - Commit to developing as a leader

Once this course is finished you will have a basic foundation of leadership at Full Gospel Church of Las Lomas. You'll be given the opportunity to work within a ministry area that you feel God is calling you towards. After completing 6 months within your new leadership role you will be ready to move on to the next leadership course.

Remember, don't ever feel embarrassed or shy about asking questions. It is through your questions that we all will grow to better equip the church.

Pastors Esteban & Lorena Talavera

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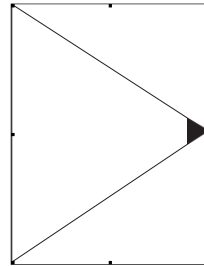
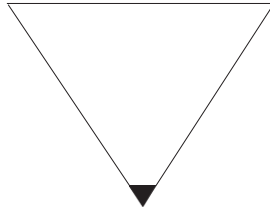
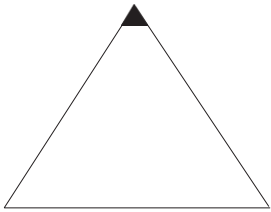
**LESSON ONE**

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**Definition of Leadership**

**Leadership** – The process of influencing God’s people to accomplish God’s purposes.

**Models of Leadership**



- Circle which of the above leadership models is the best?
- Why do you think that is the best leadership model?

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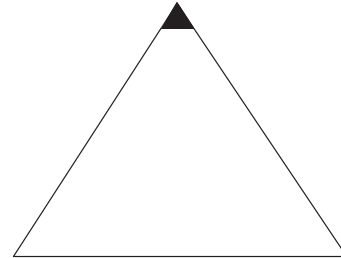
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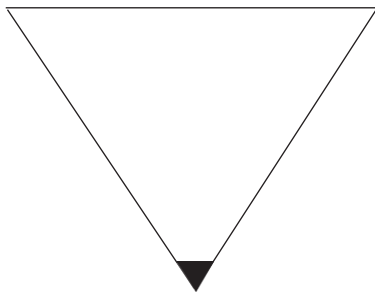
# Models of Leadership

## 1) Oversight

**Hebrews 13:17** Obey your leaders and submit to their authority. They keep watch over you as men who must give an account. Obey them so that their work will be a joy, not a burden, for that would be of no advantage to you.



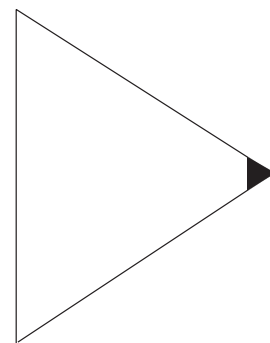
## 2) Attitude



**Mark 10:42** Jesus called them together and said, "You know that those who are regarded as rulers of the Gentiles lord it over them, and their high officials exercise authority over them. 43 Not so with you. Instead, whoever wants to become great among you must be your servant, 44 and whoever wants to be first must be slave of all. 45 For even the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many."

## 3) Function

**1 Corinthians 11:1** Follow my example, as I follow the example of Christ.



## Leadership in God's Church

**1) Leadership in the church is \_\_\_\_\_ than leadership in other organizations.**

**Mark 10:42** Jesus called them together and said, "You know that those who are regarded as rulers of the Gentiles lord it over them, and their high officials exercise authority over them. 43 Not so with you. Instead, whoever wants to become great among you must be your servant, 44 and whoever wants to be first must be slave of all. 45 For even the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many."

**2) In God's kingdom, the \_\_\_\_\_ person can become the \_\_\_\_\_ leader.**

**1 Cor. 1:26** Brothers, think of what you were when you were called. Not many of you were wise by human standards; not many were influential; not many were of noble birth.

**Acts 4:13** When they saw the courage of Peter and John and realized that they were unschooled, ordinary men, they were astonished and they took note that these men had been with Jesus.

**3) Spiritual Leadership doesn't come from title or position or personality, but from \_\_\_\_\_ in the life of the leader.**

**John 5:5** "I am the vine; you are the branches. If a man remains in me and I in him, he will bear much fruit; apart from me you can do nothing.

## Qualities and Qualifications for a Leader

Paul has planted a church in Ephesus and they need leaders, so He writes to his on-site point person – Timothy and tells him what to look for:

- Must be above reproach
- The husband of but one wife
- Temperate
- Self-controlled
- Respectable
- Hospitable
- Able to teach
- Not given to drunkenness
- Not violent but gentle
- Not quarrelsome
- Not a lover of money
- He must manage his own family well and see that his children obey him with proper respect
- He must not be a recent convert
- He must also have a good reputation with outside

***Q – By looking at this list, what does Paul seem to be saying about leadership selection?***

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## LESSON TWO

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### The Heart of Successful Leader

1) Few leaders \_\_\_\_\_.

2) One study of leaders shows that \_\_\_\_\_ well.

#### God Puts a Priority on Heart Issues

Saul – **1 Sam. 13:14** But now your kingdom will not endure; the Lord has sought out a man after his own heart and appointed him leader of his people, because you have not kept the Lord's command."

David – **1 Sam. 16:7** But the Lord said to Samuel, "Do not consider his appearance or his height, for I have rejected him. The Lord does not look at the things man looks at. Man looks at the outward appearance, but the Lord looks at the heart."

Solomon – **1 Kings. 11:4** As Solomon grew old, his wives turned his heart after other gods, and his heart was not fully devoted to the Lord his God, as the heart of David his father had been.

Abijah – **1 Kings. 15:3** He committed all the sins his father had done before him; his heart was not fully devoted to the Lord his God, as the heart of David his forefather had been.

Asa -**2 Chron. 16:9** For the eyes of the Lord range throughout the earth to strengthen those whose hearts are fully committed to him. You have done a foolish thing, and from now on you will be at war.

3) Most people who don't finish well do so because of \_\_\_\_\_ issues.

## Two Sides to Being a Leader with Spiritual Impact

**Psalm 78:70** *He chose David his servant and took him from the sheep pens; 71 from tending the sheep he brought him to be the shepherd of his people Jacob, of Israel his inheritance.*

*72 And David shepherded them with integrity of heart; with skillful hands he led them.*

### 1) Psalm 78:72 points out two needed resources:

- Integrity of heart – Leadership \_\_\_\_\_
- Skillful hands – Leadership \_\_\_\_\_

### 2) Ultimately, who you \_\_\_\_\_ is more important than what you \_\_\_\_\_, because what you do \_\_\_\_\_ from who you are.

**1 Tim. 4:16** *Watch your life and doctrine closely. Persevere in them, because if you do, you will save both yourself and your hearers.*



## God is Developing You as a Leader from the Inside Out

### 1) God is teaching you to hear and respond to \_\_\_\_\_.

Leaders need to be able to get direction from God. Usually, the way He teaches us to get direction for our ministries is by learning to get direction for our own lives.

### 2) God is testing our \_\_\_\_\_.

Luke 16:10 tells us that if we won't be faithful in little, we won't be given much. Here is where emerging leaders kill themselves. They never make it past the "little" hurdle.

### 3) God is testing our \_\_\_\_\_.

Often times, no one around you will know you're going through an integrity check – that's because of its inward nature. But God knows. You'll either pass or fail in His sight. Leaders often put an emphasis in image and managing appearances. If you are this type of person, you need to value the truth that God builds a great leader from the inside out.

#### Different Kinds of Integrity Checks:

- 1) Temptation – Conviction testing
- 2) Restitution – Honesty Testing
- 3) Value Check – Tests heart priorities
- 4) Guidance – Offer of a better way after a Spirit led commitment to a course of action
- 5) Loyalty – Allegiance testing

#### Uses of Integrity Checks:

- To allow confirmation on inner convictions
- To see follow through on a vow
- To insure burden for a ministry or vision
- To establish inner values needed for future ministry
- To teach submission

## Will You Accept this Leadership Invitation?

**2 Tim. 2:20** In a large house there are articles not only of gold and silver, but also of wood and clay; some are for noble purposes and some for ignoble. 21 If a man cleanses himself from the latter, he will be an instrument for noble purposes, made holy, useful to the Master and prepared to do any good work. 22 Flee the evil desires of youth, and pursue righteousness, faith, love and peace, along with those who call on the Lord out of a pure heart

# The Lifestyle of Leader

Q - How does the lifestyle of a Christian leader impact the church?

**1) Christian leaders are called to \_\_\_\_\_.**

**1 Timothy 4:12** Don't let anyone look down on you because you are young, but set an example for the believers in speech, in life, in love, in faith and in purity.

**1 Cor. 11:1** Follow my example, as I follow the example of Christ.

**2) With greater \_\_\_\_\_ comes greater \_\_\_\_\_.**

**James 3:1** Not many of you should presume to be teachers, my brothers, because you know that we who teach will be judged more strictly.

Q – What are some activities that Christians might have different opinions on?

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Q – As a leader, what should my approach be on these areas?

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## **Leadership Bible Study**

**Rom. 14:1** Accept him whose faith is weak, without passing judgment on disputable matters. 2 One man's faith allows him to eat everything, but another man, whose faith is weak, eats only vegetables. 3 The man who eats everything must not look down on him who does not, and the man who does not eat everything must not condemn the man who does, for God has accepted him....

19 Let us therefore make every effort to do what leads to peace and to mutual edification. 20 Do not destroy the work of God for the sake of food. All food is clean, but it is wrong for a man to eat anything that causes someone else to stumble. 21 It is better not to eat meat or drink wine or to do anything else that will cause your brother to fall. 22 So whatever you believe about these things keep between yourself and God. Blessed is the man who does not condemn himself by what he approves. 23 But the man who has doubts is condemned if he eats, because his eating is not from faith; and everything that does not come from faith is sin.

1) If a behavior \_\_\_\_\_ on Christ or the church– don't do it.

(Vs. 20) "Do not destroy the work of God for the sake of food."

2) If a behavior causes someone to \_\_\_\_\_ avoid it.

(Vs. 20) "...it is wrong for a man to eat anything that causes someone else to stumble."

3) If you sense a personal freedom on controversial behavior - keep it between \_\_\_\_\_.

(Vs. 22) "So whatever you believe about these things keep between yourself and God."

### **Putting it Into Practice –**

*Questions to ask yourself:*

- *Will you pay the price to be a leader?*
- *Will you embrace the Lifestyle of a Leader?*
- *Are there any gray areas in your life that need to get lightened up?*



## Review

### Seven Commitments of an Emerging Leader

- Understand our view of leadership
- Commit to the qualities of a leader
- Have the heart of a growing leader
- Embrace the lifestyle of a leader
- Support the vision, values and direction of the church
- Understand the organization of the church
- Commit to developing as a leader

## **Bible Study - Having the Heart of the Good Shepherd**

**John 10:1** "I tell you the truth, the man who does not enter the sheep pen by the gate, but climbs in by some other way, is a thief and a robber. 2 The man who enters by the gate is the shepherd of his sheep. 3 The watchman opens the gate for him, and the sheep listen to his voice. He calls his own sheep by name and leads them out. 4 When he has brought out all his own, he goes on ahead of them, and his sheep follow him because they know his voice. 5 But they will never follow a stranger; in fact, they will run away from him because they do not recognize a stranger's voice." 6 Jesus used this figure of speech, but they did not understand what he was telling them. 7 Therefore Jesus said again, "I tell you the truth, I am the gate for the sheep. 8 All who ever came before me were thieves and robbers, but the sheep did not listen to them. 9 I am the gate; whoever enters through me will be saved. He will come in and go out, and find pasture. 10 The thief comes only to steal and kill and destroy; I have come that they may have life, and have it to the full. 11 "I am the good shepherd. The good shepherd lays down his life for the sheep. 12 The hired hand is not the shepherd who owns the sheep. So when he sees the wolf coming, he abandons the sheep and runs away. Then the wolf attacks the flock and scatters it. 13 The man runs away because he is a hired hand and cares nothing for the sheep. 14 "I am the good shepherd; I know my sheep and my sheep know me-- 15 just as the Father knows me and I know the Father--and I lay down my life for the sheep. 16 I have other sheep that are not of this sheep pen. I must bring them also. They too will listen to my voice, and there shall be one flock and one shepherd.

## **A Good Shepherd...**

1. Enters the \_\_\_\_\_ . (Vs. 1)
2. Waits for the \_\_\_\_\_ . (Vs. 3)
3. Has a \_\_\_\_\_ with the flock. (Vs. 3)
4. Is willing to lead \_\_\_\_\_ . (Vs. 4)
5. Has a God-given sense of \_\_\_\_\_ for ministry. (Vs. 12)
6. Genuinely \_\_\_\_\_ for those entrusted in His care. (Vs. 13)
7. Has a heart for those still \_\_\_\_\_ . (Vs. 16)

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## LESSON THREE

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### God's Lead Time for Leaders

- It's normal for emerging leaders to experience a sense of call before others do. It's part of the preparation process.
- The first work that God does is in you, before working through you.

### Three Phases in God's Releasing of a Leader

- 1) \_\_\_\_\_ – You know you're called by God.
- 2) \_\_\_\_\_ – That's when others know you're called by God.
- 3) Then there's the \_\_\_\_\_ time.
  - Case Study – David in the wilderness.
  - Waiting time doesn't need to be \_\_\_\_\_ time.
  - God is \_\_\_\_\_ \_\_\_\_\_ preparing you for His purposes.



## They Must First Be Tested

**1 Tim. 3:10** They must first be tested; and then if there is nothing against them, let them serve as deacons.

**Luke 16:10** “Whoever can be trusted with very little can also be trusted with much, and whoever is dishonest with very little will also be dishonest with much.

### Questions to Think About:

- Are they \_\_\_\_\_ ?
  - To the church (attendance, financially, etc.)
  - To their family
  - To their community
  
- Are they \_\_\_\_\_ ?
  
- Do they have a \_\_\_\_\_ for God?
  
- Do they have \_\_\_\_\_ \_\_\_\_\_ ?
  
- Is God \_\_\_\_\_ through them?

**Our purpose is to reach people for Christ and.... Get them grounded, growing and on mission for Christ**

**Someone who is grounded in Christ...**

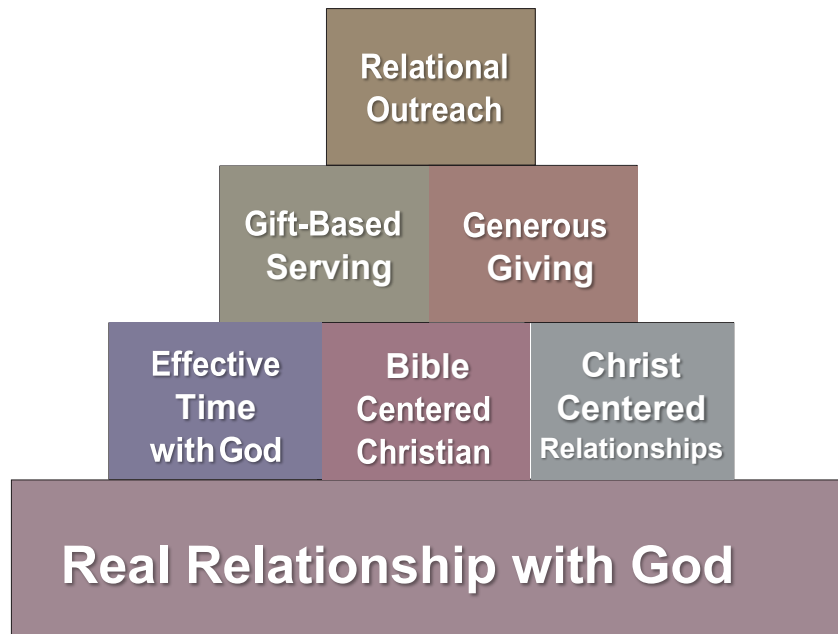
- Places their faith in Christ's finished work
- Experiences assurance of salvation through the indwelling presence of the Holy Spirit.
- Publicly declares their faith through Baptism

**Someone who is growing in Christ...**

- Understands the faith essentials
- Embraces the discipleship essentials
- Pursues opportunities for growing together in Christ

**Someone who is on mission for Christ...**

- Make a commitment to the body of Christ
- Makes a contribution to the cause of Christ.
- Pursues their unique role in the mission of Christ



## Principles That Guide Our Approach

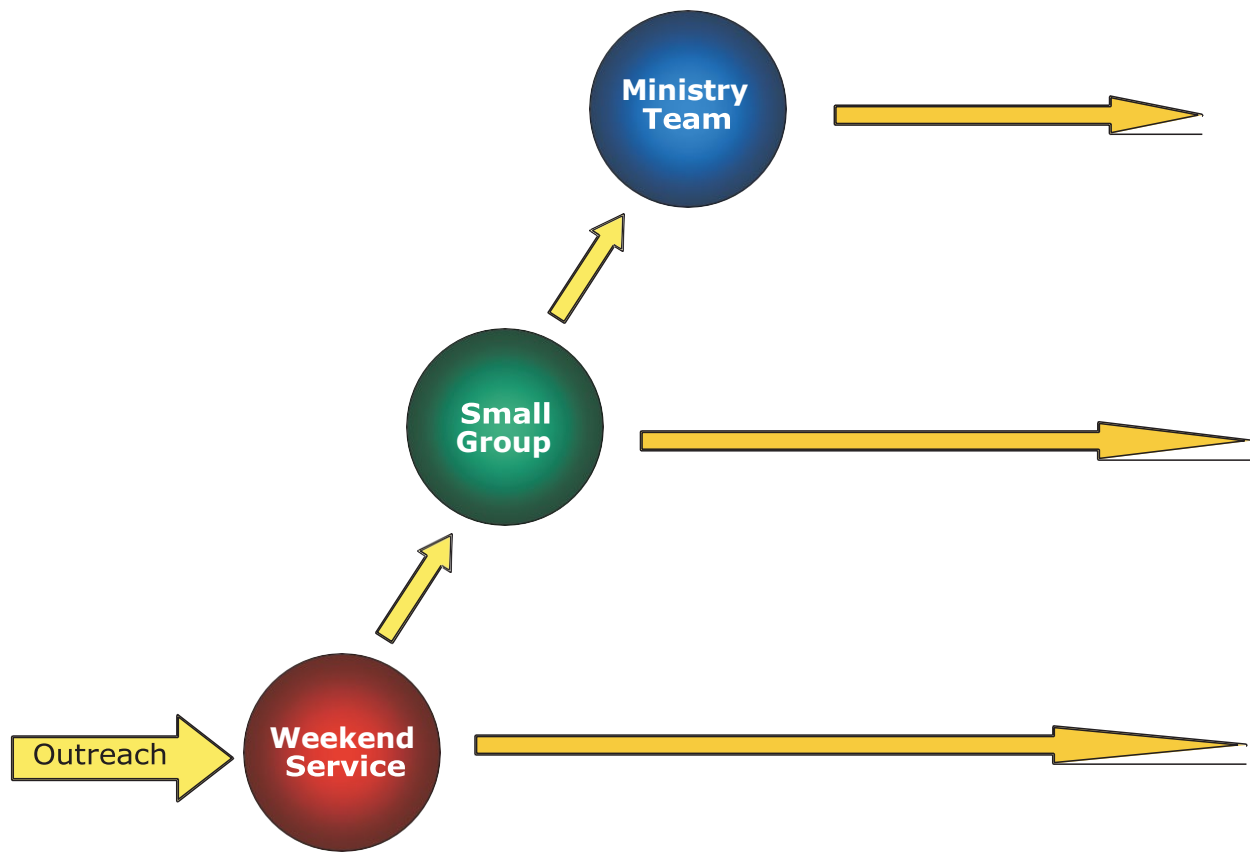
Over the next few pages, we'll share our approach to making disciples. The "what" of our mission is making disciples who are grounded, growing and on mission. The "how" of our mission is shaped by the following thoughts.

1) Keep it \_\_\_\_\_

2) Keep it \_\_\_\_\_

3) Keep it \_\_\_\_\_

## Church Path



In order to make disciples who are grounded, growing and on mission. We encourage three involvements for everyone who calls New Life “home.”

- 1) Attending a Weekend Service** – Attendance at the weekend service is a baseline for staying grounded as a believer.
- 2) Joining a Small Group** – Small groups are our primary opportunity for the “growing” part of our mission. The first small group we encourage everyone to attend is our Growth Track (4-week small group).
- 3) Participating in a Ministry Team** – Participating in a ministry team offers an opportunity to be on mission and make a contribution to the cause of Christ.

## Outreach

### 1) God calls us to share Christ \_\_\_\_\_ and \_\_\_\_\_ .

**Matthew 28:19** Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit

**Acts 1:8** But you will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth."

**Revelations 5:9** And they sang a new song: "You are worthy to take the scroll and to open its seals, because you were slain, and with your blood you purchased men for God from every tribe and language and people and nation.

**Revelations 7:9** After this I looked and there before me was a great multitude that no one could count, from every nation, tribe, people and language, standing before the throne and in front of the Lamb.

They were wearing white robes and were holding palm branches in their hands.

### 2) God calls us to share Christ by both \_\_\_\_\_ and \_\_\_\_\_ .

**Colossians 3:17** And whatever you do, whether in **word** or **deed**, do it all in the name of the Lord Jesus, giving thanks to God the Father through him.

**1 Peter 3:1** Wives, in the same way be submissive to your husbands so that, if any of them do not believe the word, they may be won over without words by the behavior of their wives 2 when they see the purity and reverence of your lives.

**Matthew 5:16** In the same way, let your light shine before men, that they may see your good deeds and praise your Father in heaven.

**Matthew 25:35** For I was hungry and you gave me something to eat, I was thirsty and you gave me something to drink, I was a stranger and you invited me in,

## Outreach – Four Sides

	Local	Global
Sharing	Bring Your ONE	AG World Missions
Serving	FGCLL Food Pantry	Teen Challenge Monterey Bay

## Outreach – Global/Serving

**Purpose:** To share Jesus Christ across cultures by offering tangible forms of God's love to those in need.

**Value** - We believe the Biblical mandate of caring for the needy is best met through efforts that offer the cup of cold water in Jesus' name and connect people with a local church.

### We will prioritize a Christian organization that...

- Is likeminded and Biblically sound
- Financially Responsible
- Offers the cup of cold water in "Jesus' name". Which is to say, sharing the gospel is part of mission.

### **Our Current Partnership – Teen Challenge Monterey Bay**



**For More Info:** <https://teenchallengemb.org/>

## Outreach: Global/Sharing

**Purpose:** The purpose of Global Sharing is to participate in Christ's command to take the gospel to all the nations with a focus on planting churches among un-reached people groups

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**Priority:** For Global Outreach we support organizations that prioritize reaching the lost and enfolding them into local churches.

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**Specifically we focus on supporting organizations with which we have...**

- **Mission Alignment** – We'll support organizations which prioritize:
  - Evangelizing un-reached people
  - Church Planting
  - Raising local leadership
- **Organizational Confidence** – We'll support organization which are:
  - Biblically Centered
  - Financially Responsible
  - Faithful and Fruitful
- **Connection Opportunities**
  - The organization should communicate in a way that creates connection for our members.
  - The organization should help connect the dots for members who "stay and support" to see that they're directly connected to those who "go and serve".
  - Creates opportunities for members who want to "go"



**For More Info:** <https://www.agwm.org/>



## Outreach – Local/Serving

**Purpose:** To share Jesus Christ by offering tangible forms of God's love to those in need.

**Value:** We believe the Biblical mandate of caring for the needy is best met through efforts that offer the cup of cold water in Jesus' name and connect people with a local church. Therefore, we will prioritize our support to church connected organizations that care for those in need.

**Partnership Model<sup>1</sup>** - Instead of setting up an "In-house" organization, we will care for the needy by teaming up with an existing organization to effectively serve the poor in our community.

**We will partner with a Christian organization who:**

- Is likeminded and Biblically sound.
- Offers the cup of cold water in "Jesus' name". Which is to say, sharing the gospel is part of mission.
- Allows an outlet for our members to serve.
- Focuses on the community within our sphere of ministry.



**Current Focus:** Establishing FGCLL Food Pantry

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<sup>1</sup> **Partnering with an existing group allows us to...**

- Fulfill the Biblical mandate to care for the poor and needy even though we don't have the infrastructure for our own ministry.
- Provide workers, resources and encouragement for an existing ministry, which can use a helping hand.
- Model Christian unity in our community by teaming up with other believers.
- Give our members experience serving in a ministry to the needy.

## Outreach: Local/Sharing

**Purpose:** The purpose of local/sharing is to reach people in our community and invite them to a relationship with Christ and our church.

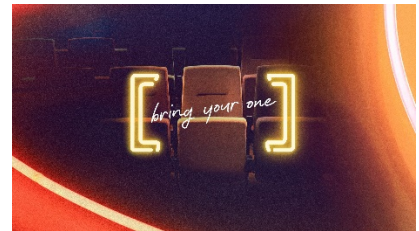
### Two important varieties of outreach

- **Go and Tell** – Where believers go out and share Jesus in their world
- **Come and See** – Where believers go out and invite people to a place where Christ is present and the gospel is shared.

### Our focus for relational outreach is called “One”

“Bring Your One” flows from the Biblical truth that each person matters to God. Our hope is that each member of FGC-Las Lomas would have one person they are praying for and reaching out to with the love of Christ.

**Whose Your One?** Who could that person be for you? A friend? A family member? Someone you work with? That’s what one life is all about, finding that one person to share God’s love with.



**Getting Started:** Sharing God’s love can never be reduced to a step by step formula. But there are some helpful concepts. To provide a framework we’ve chosen three “I” words: Identify, Invite and Invest.

**Identify:** Ask God to show you one person you can share His love with.

The starting point is prayer. “God, who have you put in my life that you want me to reach out to?” Look around at people you know, or people you might be passing by every day. Determine at least one person you can share God’s love with.

**Invest:** Take time to share God’s love in real life ways that let your light shine.

Pray for the person, hang out together. Take time to be a friend. Let God’s love shine through you. Take opportunities to let Christ come through in your conversations.

**Invite:** Help that person take the next step toward Christ.

It might be a big step or small step; it might even be the first step. It might be a simple as inviting them to listen to a book or our YouTube channel; it could be inviting them to church, or a Christian concert. It could be inviting them to surrender their life to Jesus. The key is that you’re helping them take the next step toward a real relationship with Christ.

## **Weekend Service Values**

Our goal is to offer services where God's presence is real and lives are changed. The following are three core activities that we'll focus on at our weekend services.

- 1) Warm, welcoming fellowship where God's \_\_\_\_\_ is real and people are connected in Christ-centered relationships.
  - 2) Celebrative worship where God's \_\_\_\_\_ is experienced.
  - 3) Bible-centered teaching where God's \_\_\_\_\_ comes alive and people experience life change.
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### **Our weekend services play a role in a large group/small group model**

#### **Large Group Activities**

- Presentational Bible-Centered Teaching
- Celebrative, God directed Worship
- Warm, Welcoming Fellowship

#### **Small Group Activities**

- Interactive Bible Study
- One Another Sharing
- One Another Prayer

## Weekend Fellowship Values

Weekend fellowship should...

**1. Flow from genuine, warm-hearted, “one another” relationships** – it should be relationally driven, but program supported.

- **John 13:35** By this all men will know that you are my disciples, if you love one another.
- **1 Peter 1:22** Now that you have purified yourselves by obeying the truth so that you have sincere love for your brothers, love one another deeply, from the heart.
- **1 Peter 5:14** Greet one another with a kiss of love.

**2. Intentionally account for including the disconnected.**

- **Matthew 5:47** And if you greet only your brothers, what are you doing more than others? Do not even pagans do that?
- **Matthew 25:35** ...I was a stranger and you invited me in...
- **Leviticus 19:34** The alien living with you must be treated as one of your native-born. Love him as yourself, for you were aliens in Egypt. I am the LORD your God.
- **Acts 9:26** When he came to Jerusalem, he tried to join the disciples, but they were all afraid of him, not believing that he really was a disciple. 27 But Barnabas took him and brought him to the apostles.

**3. Connect people to the church in Christ-centered, spiritually sustaining relationship** (small groups).

**Acts 1:14** They all joined together constantly in prayer.

**Acts 2:44** All the believers were together and had everything in common.

**Acts 2:46** Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts.

## Weekend Worship Values

Weekend worship should be....

1. \_\_\_\_\_ – Worship that draws us into the presence of the one true God.

**Psalm 30:4** Sing to the LORD, you saints of his; praise his holy name.

**Acts 16:25** About midnight Paul and Silas were praying and singing hymns to God, and the other prisoners were listening to them.

**Luke 4:8** Jesus answered, “It is written: ‘Worship the Lord your God and serve him only.’”

2. \_\_\_\_\_ – Worship that invites and enables all members to worship God.

**Psalm 150:6** Let everything that has breath praise the LORD. Praise the LORD.

**Psalm 47:1** Clap your hands, all you nations; shout to God with cries of joy.

**Psalm 66:8** Praise our God, O peoples, let the sound of his praise be heard;

3. \_\_\_\_\_ – Upbeat, energetic, joyful music that causes people to engage God with all their heart, all their minds and all their strength.

**Psalm 100:2** Worship the LORD with gladness; come before him with joyful songs.

**Psalm 145:7** They will celebrate your abundant goodness and joyfully sing of your righteousness.

**Psalm 86:12** I will praise you, O Lord my God, with all my heart; I will glorify your name forever.

**Mark 12:30** Love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength.

## Weekend Message Values

### Messages change lives when they have ...

**1. Biblical Resonance** – The speaker is saying what God's word is saying.

- **Hebrews 4:12** For the word of God is living and active. Sharper than any double-edged sword, it penetrates even to dividing soul and spirit, joints and marrow; it judges the thoughts and attitudes of the heart.
- **2 Timothy 2:15** Do your best to present yourself to God as one approved, a workman who does not need to be ashamed and who correctly handles the word of truth.

**2. Life Relevance** – That takes God's word into people's worlds and helps them put it into practice.

- **Matthew 28:20** Teaching them to obey everything I have commanded you...
- **Matthew 7:24** Therefore everyone who hears these words of mine and puts them into practice is like a wise man who built his house on the rock.

**3. Empowered and prepared deliver** – That comes from a spiritually prepared speaker who is ready to share God's word.

- **1 Thessalonians 1:5** Because our gospel came to you not simply with words, but also with power, with the Holy Spirit and with deep conviction.
- **Luke 24:32** They asked each other, "Were not our hearts burning within us while he talked with us on the road and opened the Scriptures to us?"
- **Acts 19:8** Paul entered the synagogue and spoke boldly there for three months, arguing persuasively about the kingdom of God.
- **Acts 18:4** Every Sabbath he reasoned in the synagogue, trying to persuade Jews and Greeks.

## **FGCLL Kids**

FGCLL Kids exists to equip, empower, and encourage future leaders through our kids by igniting a passion in their hearts for Jesus. We are focused on raising an awareness of the vital need to minister to children and successfully reach kids for Christ and in turn those children will reach others for Christ.

The Kids Ministry at FGCLL entails the following programs (can be changed):

- Jungle Zone (Birth to Pre-school)
- Adventure Zone (Grades K-2)
- Kid's Zone (Grades 3 to 6)
- Danger Zone (Grades 7-8)
- Teen Zone (Grades 9-12)

**Staff Contact** – Ezequiel & Natasha Rodriguez –

### **Three Values for Our Children's Programs**

- 1) We are committed to a children's program which intentionally equips children to be fully devoted followers of Jesus Christ.
- 2) Follows our large group/small group model with their core activities and core values.
- 3) Offers a safe, fun, quality learning environment.

## Connection Team

**Overview:** The purpose of the Connection Team is to welcome people to the life of the church, ground them in Christ and move them a place where they are growing and on mission for Christ.

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**Growth Track** –a 4-week small group that’s offered each quarter or as needed. This group is designed to welcome people to the church, ground them in Christ, and introduce them to what it means to be growing, and on mission for Christ. In Growth Track, you’ll have an opportunity to learn about FGC-Las Lomas steps:

- Step ONE – Become a Member
- Step TWO – Discover Your Design
- Step THREE – Develop Your Leadership
- Step FOUR – Join the Team





## Bible Study

**Exodus 18:13** The next day Moses took his seat to serve as judge for the people, and they stood around him from morning till evening. 14 When his father-in-law saw all that Moses was doing for the people, he said, "What is this you are doing for the people? Why do you alone sit as judge, while all these people stand around you from morning till evening?" 15 Moses answered him, "Because the people come to me to seek God's will. 16 Whenever they have a dispute, it is brought to me, and I decide between the parties and inform them of God's decrees and laws." 17 Moses' father-in-law replied, "What you are doing is not good. 18 You and these people who come to you will only wear yourselves out. The work is too heavy for you; you cannot handle it alone. 19 Listen now to me and I will give you some advice, and may God be with you. You must be the people's representative before God and bring their disputes to him. 20 Teach them the decrees and laws, and show them the way to live and the duties they are to perform. 21 But select capable men from all the people--men who fear God, trustworthy men who hate dishonest gain--and appoint them as officials over thousands, hundreds, fifties and tens. 22 Have them serve as judges for the people at all times, but have them bring every difficult case to you; the simple cases they can decide themselves. That will make your load lighter, because they will share it with you. 23 If you do this and God so commands, you will be able to stand the strain, and all these people will go home satisfied." 24 Moses listened to his father-in-law and did everything he said. 25 He chose capable men from all Israel and made them leaders of the people, officials over thousands, hundreds, fifties and tens. 26 They served as judges for the people at all times. The difficult cases they brought to Moses, but the simple ones they decided themselves. 27 Then Moses sent his father-in-law on his way, and Jethro returned to his own country.

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1) Read verse 14, when one person tries to do it all "alone" what do the rest of the people end up doing?

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2) Jethro asks Moses a question "why do you alone sit as judge"? Look at Moses' response in verse 15 and 16 – based on that response, why do you think Moses was doing all the work all by himself?

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3) In verse 15 – why do you think everyone took their problems to Moses and not to anyone else?

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4) Read verse 17 and 18. Why is Moses' method "not good"?

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5) What change does Jethro prescribe in verse 21?

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6) What process does Jethro suggest in verse 22?

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7) What good results are pointed to in verse 23 – what is the benefit for the leader? What is the benefit for the people?

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## Observations from Exodus 18

- 1) Caring for people's needs is a not a " \_\_\_\_\_  
\_\_\_\_\_ ". Vs 13-14
- 2) When one person does all the ministry everybody else tends to  
\_\_\_\_\_ . Vs 14
- 3) The "one-man show" results when people have not been given  
another \_\_\_\_\_ . Vs 15-16
- 4) Changing the "one-man show" approach may require changing the  
\_\_\_\_\_ of both the followers and the leader. Vs 15-16
- 5) When one person provides all the care, people get tired of  
\_\_\_\_\_ and the leader gets tired of \_\_\_\_\_ . Vs 18
- 6) God's places capable people in our midst that can turn around and help  
\_\_\_\_\_ . Vs 21
- 7) It's best to get the care as close to the people as possible. Vs 22
- 8) Caring for people happens effectively when people can get the level of  
help they really need. Vs 22
  - Lower level needs are meet at lower levels without unnecessary waiting
  - Higher level needs are effectively by higher level leaders who  
aren't drowning in entry level issues.
- 9) A decentralized, layered approach to meeting needs results in  
healthy, \_\_\_\_\_ for followers, and healthy, \_\_\_\_\_  
leaders. Vs 23
- 10) Groups of ten are a great starting point for \_\_\_\_\_ . Vs 24-26

## Small Group Model

1) Small Groups are the primary gathering point for the “ \_\_\_\_\_ ” part of our mission.

2) Small Groups and Weekend services are \_\_\_\_\_ - \_\_\_\_\_ of \_\_\_\_\_ - \_\_\_\_\_ in the Large Group/Small Group disciple- making process.

- Gather together to \_\_\_\_\_ God’s word (Weekend Service)
- Gather together to help each other \_\_\_\_\_ God’s word (Small Groups).
- Note: Small group content is purposefully aligned for our goal of making disciples.

3) Our small groups are more than a \_\_\_\_\_ \_\_\_\_\_ , they are one of the two primary settings where \_\_\_\_\_ takes place.

- **Acts 5:42** Day after day, in the temple courts and from house to house, they never stopped teaching and proclaiming the good news that Jesus is the Christ.
- **Acts 20:20** You know that I have not hesitated to preach anything that would be helpful to you but have taught you publicly and from house to house.

## Activities that mark the small group meeting

**Interactive Bible Study**– Small groups are a place where the Bible comes alive through participatory discussion. Instead of the classroom model, it’s the family room model. Small group leaders should be equipped to lead a Bible-centered discussion.

**“One Another” Sharing** - Small groups provide an opportunity for people to share what’s going on in their life, to share joys, burdens and life together and receive personal prayer and ministry.

**“One Another” Personal Prayer** – Small groups provide an opportunity for members to receive personal prayer and ministry.

## Ministry Teams

We want to multiply teams where team members are...

- Spiritually Growing
- Cared For
- Equipped

Four things we want everyone in ministry to experience...

### **I feel I'm being used by God when...**

- I'm serving in line with God's gifts and God's call
- I'm serving for God's glory
- I'm serving in God's power

### **I feel I'm making a difference when...**

- I have a clearly defined sense of mission
- I understand what a "win" looks like
- I'm seeing and celebrating "wins"

### **I feel equipped when...**

- I clearly know what's expected
- I'm trained for my ministry
- I receive helpful coaching and ongoing training

### **I feel I'm part of a team that cares when....**

- Someone takes time to see how I'm doing
- Someone makes an effort to show appreciation
- I feel connection with my team member

# Leadership Requirements

## In Order to Become a Leader an individual must...

- Be at least 18 years of age<sup>1</sup>.
- Be an active member of our church family
- Complete Intro to Leadership-I
- Complete the Spiritual Growth Assessment
- Fill out the Leadership Profile
- Serve first as a Leader in Training
- Complete any ministry specific training or requirements
- Agree to the Leadership commitments
- Be approved by the church pastor & board

## Leadership Commitments

- Be an active member of our church family (including a small group)
- Support the mission and direction of the church
- Commit to the Five duties of a leader
- Attendance at the monthly leader's check-in

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- <sup>1</sup> When serving with minors
    - a. All leaders must have at least four years age difference with the people they serve
    - b. All leaders must submit to and pass a background check authorized by the church

# Spiritual Health Check Up

Leader's name: \_\_\_\_\_

Date: \_\_\_\_\_

What are you doing to personally strengthen your relationship with Christ? Please describe.

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Are you involved in a small group? Which one?

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Are you faithful in financially-supporting our church?

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Do you sense that God has you in a place where now is the right time to be a leader at New Life?

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How will this ministry fit into your present work and family duties?

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How supportive is your spouse of your increased responsibility in ministry?

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In what way do you feel that you are prepared for the greater accountability that comes with a more visible role at church?

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What, if anything, in your life may reflect poorly on Christ and the church?

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What else would you like to share about your spiritual readiness to lead?

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Reviewed by \_\_\_\_\_ (name of staff member) \_\_\_\_\_



## Leadership Profile

Leader's name: \_\_\_\_\_

Date: \_\_\_\_\_

- Are you an active member of our church family?
  
- Are you in agreement with our statement of belief?
  
- Do you understand and support our mission as a church?
  
- Are there any differences you might have with the church (belief, policy, etc.) that would prevent you from fully supporting the church?
  
- Will you make a commitment to support the unity of the church?
  
- Have you received a position description for your leadership role, and are you prepared to full the expectations?
  
- Have you received a copy of the leadership expectations, and are you prepared to fulfill them?

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Reviewed by \_\_\_\_\_ (name of staff member) \_\_\_\_\_ (date)

## Small Group Leader

(Position Description)

**Overview:** The role of the Small Group leader is to help people grow in their faith by gathering together to study God's word, share God's love and support each other spiritually.

### Roles/Duties

- Invite new people to your group
- Lead the weekly meeting
- Facilitate care and one another ministry among group members
- Invest in a potential leader
- Promote unity within the church

### Expectations/Activities

- Invite one person to your small group (per session)
- Make one inviting reminder to small group members (per session)
- Participate in one Small Group visibility activity each session
- Spend time to pray and prepare for the weekly meeting
- Lead a weekly meeting that includes:
  - Interactive Bible study
  - One another sharing
  - One another praying
- Make a care contact with each group member (once per session)
- Invest in a potential leader by inviting a member to take on one new responsibility (per session) (see SG orientation for ideas)
- Record and report small group attendance (monthly)
- Attend the monthly leader's rally (monthly)

## Team Leader

(Position Description)

**Overview:** The team leader provides overall leadership for a ministry team in accomplishing its mission.

### Roles/Duties

- Champion your team's mission
- Invite people to play a part
- Equip the team for success
- Care for your team
- Invest in a potential leader

### Expectations/Activities

- Highlight the mission and celebrate "wins" via team update (monthly)
- Invite someone new to serve on your team (quarterly)
- Welcome new team members by bringing them through the "intro to serving" packet
- Schedule a fully staffed ministry team at each scheduled serving time.
- Evaluate your ministry team in action and provide coaching feedback (quarterly)
- Care for team members via a "care contact" (quarterly)
- Invest in a potential leader by inviting a team member to take on one responsibility that you do and train them to do it (quarterly)
- Attend the monthly leader's rally
- Hold two team meetings per year (bi-annually)

### What does a win look like?

- Team members understand the mission and feel like they are making a difference
- New members are being added to the team
- Team members are fulfilling their position expectations and collectively the team is accomplishing their mission
- Team members report feeling cared for
- A leader in training is being developed
- The team leader has a strong connection with their coach and the church's leadership community

## Leaders Meetings

- **Purpose** - A monthly opportunity to gather as leaders for the purpose of connecting, casting vision, celebrating wins and equipping for ministry.
- **Frequency:** Monthly
- **Who attends:** All Leaders and Leaders in Training
- **Time and Date:** 2<sup>nd</sup> Monday of the Month from 7:00 – 9:00 pm
- **Note:** Twice a year this includes everyone serving in ministry

# Path to Leadership

The following outlines a path toward becoming a leader at Full Gospel Church of Las Lomas.

**1) Be an active member of our church family** – The first step towards leadership is becoming an active member of our church family. This would involve attending the weekend service, joining a small group, attending meetings, and give financially on a regular basis (tithes, offerings & missions).

**2) Faithfully Serve as Team Member.** The next step is to serve faithfully as a team member or small group member. A potential leader should demonstrate a servant's heart by faithfully playing a part in the ministry at FGCLL.

**3) Attend Leadership Foundations - I** – This is an entry level workshop for emerging leaders at FGCLL. At the conclusion of the three-week course attendees have an opportunity to express interest in taking further steps toward leadership.

**4) Meet with a leader** – After attending Leadership Foundations-I, it's time for the potential leader to sit down with an existing leader to gauge interest and assess readiness in moving forward. The purpose of this meeting is to:

- **Connect**– *This is an opportunity to connect with an existing leader, build a relationship, and for the potential leader to share their story.*
- **Debrief from the Leadership Foundations-1** – *This is an opportunity for the potential leader to ask any clarifying questions from the course*
- **Assess readiness/fitness to move forward** – *This will be done in conjunction with having the potential leader fill out the Spiritual Health Questionnaire and the Leadership profile. Both of these are available at <http://fgcag.com/leadership-resources>*
- **Point the person to next steps** – *As part of this meeting a personalized plan can be developed regarding next steps that can aid the potential leader*

**5) Recognition as a Leader in Training** – The potential leader can be recognized as a leader in training when the following are completed

- Attendance at Intro to Leadership-I
- Successful review of the Leadership profile
- Successful review of the Spiritual Health Questionnaire
- Approval by the staff

**6) Gain On the Job experience** – The potential leader will be connected to a supervising leader who can give them on the job experience.

**Small Group** - If the person is interested in leading a small group they will serve in an existing small group. The leader that oversees them should give them experience in the duties found on the Small Group Leader position description. Some practical ideas for training can be found in the “invest in potential leader” section of the small group orientation material

**Ministry Team** – If the person is interested in leading a ministry team, they will be connected to an existing team leader and given experience in the duties outlined on the Team Leader position description. A good developmental step is having the leader in training serve in the point person role.

**7) Attend the Monthly Leader’s Rally** – The leader in training can begin attending the monthly Leader’s rally. This will help them connect with other leaders and provide another avenue for equipping.

**8) Receive Formal Leadership Training** – Leader’s in Training should receive any formal training available for their position. For small group leaders we have the Small Group Orientation material. For ministry team leaders we provide one on one training.

**9) Commit to the Leadership Expectations** – Prior to be recognized as a leader, the potential leader will meet with an existing leader to review and commit to the leadership expectations.

**10) Recognition as a Leader** - Once the leader in training has received necessary training and demonstrated any necessary faithfulness, skills, etc., they can be considered for the position of Leader. The New Leader Checklist outlines necessary

**Intro to Leadership Response Form** - Thanks for attending Intro to Leadership. Our goal is to help each interested person take the next step in learning more. The following questions will help us better assist you.

**1) Which of the following best describes your interest in moving forward?**

- I'm interested in taking the next step towards becoming a leader in training
- In order to figure out my interest level, I would first like to talk to a leader.
- I'm interested in learning more about becoming a leader, but now is not the right time for me to move forward
- At this point I do not plan to take additional steps towards becoming a leader

Other (please describe) \_\_\_\_\_

**2) If you're interested in learning more, what area of the church most interests you? (Check any that apply)**

- Growth Track Group Leader
- Ministry Team Leader
- Other (Please state) \_\_\_\_\_
- I'm willing to help wherever needed
- I would like to talk to someone to find the right place to serve

Name \_\_\_\_\_ Phone \_\_\_\_\_

Email \_\_\_\_\_