



Leadership Development Pathway

“For this very reason, make every effort to add to your faith goodness; and to goodness, knowledge; and to knowledge, self-control; and to self-control, perseverance; and to perseverance, godliness; and to godliness, mutual affection; and to mutual affection, love.

For if you possess these qualities in increasing measure, they will keep you from being ineffective and unproductive in your knowledge of our Lord Jesus Christ.”

2 Peter 1:5-8

**Review each position
description for detailed
ministry-specific
competencies.**

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Every Member in Ministry

(1 Peter 2:9)

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Worship

Inreach

Service

Disciplines

Outreach

Multiplying

min·is·try lead·er

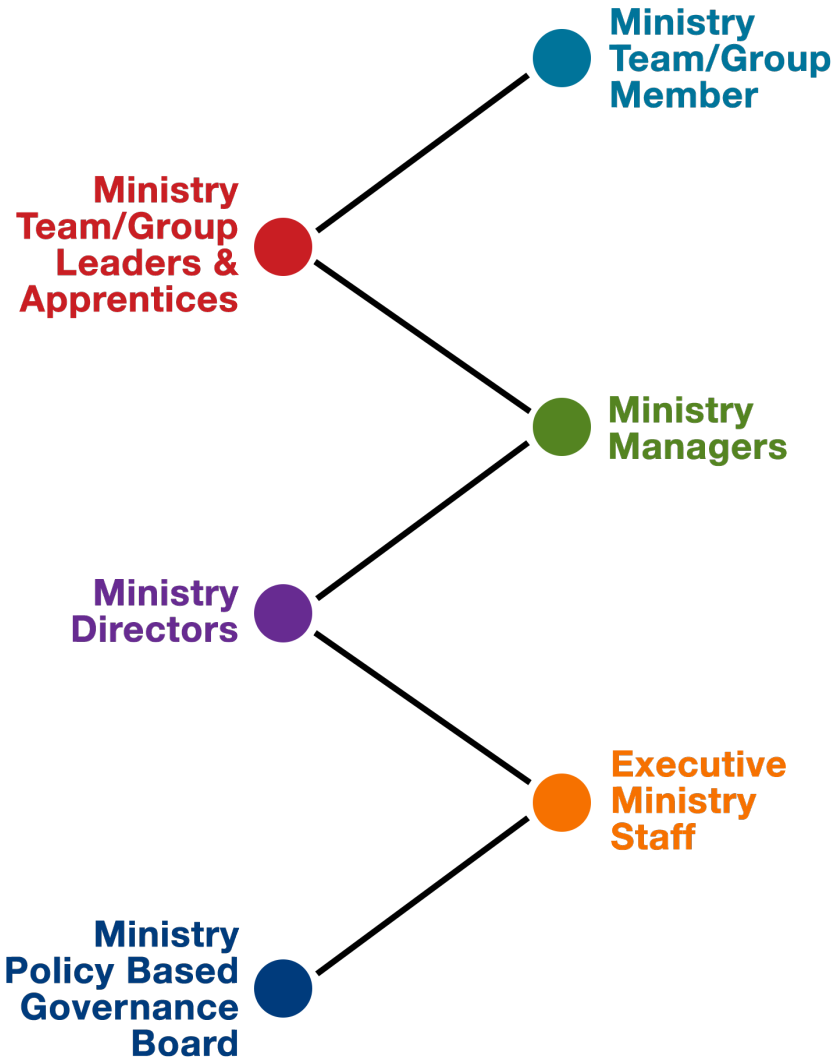
noun

A ministry leader is someone living above reproach and a voting member of New Beginnings Lutheran Church. A leader expresses the WISDOM lifestyle and disciples others to grow through Teams and Groups. Ministry leaders must exhibit:

- **Character** (growing Christlike)
- **Competence** (personal proficiency)
- **Chemistry** (we must get along)

“An elder must be blameless, faithful to his wife, a man whose children believe and are not open to the charge of being wild and disobedient. Since an overseer manages God’s household, he must be blameless—not overbearing, not quick-tempered, not given to drunkenness, not violent, not pursuing dishonest gain. Rather, he must be hospitable, one who loves what is good, who is self-controlled, upright, holy and disciplined. He must hold firmly to the trustworthy message as it has been taught, so that he can encourage others by sound doctrine and refute those who oppose it.” Titus 1:6-9

NBLC Ministry Leadership Pathway



What is a ministry leadership pathway?

Leadership is seeing all people created in God's image and fulfilling the call to build up the body of Christ. The pathway provides a step-by-step process of leadership development.

Growing as a leader allows us to better serve others. The diagram on page 6 illustrates growing expressions of service leadership. Serving others models the life and leadership of Jesus (Mark 10:45).

Success in a leadership pathway occurs when a person is becoming who God has created them to be, through growing in relationship with Him and leading others to do the same.

"We don't serve people well if we teach them how to lead without teaching them how to follow Him. We don't serve leaders well if we develop their skills without shepherding their character."

The following pages provide an in-depth explanation of each leadership role.

Ministry Team/Group Member

Leadership Responsibility:

Serves on a ministry team or group and supports the vision of the ministry area.

Ministry Areas:

Hospitality Team Member, Praise Team Member, Care Team Members, Stephen Ministers, NBLC Kids Team Members, Student Ministry Team Members, Mission Tactical Team Members

Discipleship:

Knows the gospel and takes responsibility for personal development.

Leadership Commitments:

Knows and supports NBLC mission slogan: "To know Christ & make Christ known."

Pathway Steps:

- Attend Q&A Session.
- Begin Cross Training Circuit:
 - New Directions (*Book of New Beginnings & Vision Framework*)
 - New PLACE Assessment & Coaching Session
 - Join a New Friends Group
- Identify "Your Five."

- Have Daily Devotions (Time, Place & Plan).
- Begin “Know Christ” memory verses.
- Lifestyle beyond reproach (2 Corinthians 6:3).

Read:

- The Renewed Mind by Larry Christenson
- Tale of Three Kings by Gene Edwards
- Building Up The Body of Christ by Bruce Hartung
- Boundaries by Cloud and Townsend

Ministry Team/Group Leaders & Apprentices

Leadership Responsibility:

Articulates and implements vision for the ministry area. Provides leadership for a ministry team/group. Main objective to cultivate teams and groups to grow together in Christ.

Ministry Areas:

Praise Team Leads, Praise Leader (has microphone and speaks to congregation), Stephen Ministry Leads, Serve Our Town Leads, OCC Lead, CFNA Lead, Sunday Teams Leads, ISM Lead, Big Idea Team Leads

Discipleship:

Knows basic Lutheran doctrine, practices spiritual disciplines, and exhibits the fruit of the Spirit.

Leadership Commitments:

1. Signs Leadership Affirmation.
2. Knows about & supports NBLC Vision Framework.
3. Introduced to Leadership Development Pathway.
4. Signs Membership Covenant.

Pathway Steps:

- ✓ Attend Q&A Session.
- ✓ Begin Cross Training Circuit.
- ✓ Identify “Your Five.”

- ✓ Have Daily Devotions (Time, Place & Plan).
- ✓ Begin “Know Christ” memory verses.
- ✓ Lifestyle beyond reproach (2 Corinthians 6:3).
- Knows “Your Five.”
- Can draw “Know Christ” wheel with verses from memory.
- Begin “Make Christ Known” memory verses.
- Attend a Changed Life Seminar.
- Connect Group Leadership Training to Lead a New Friends Group and/or Team.
- Attend Growing Deeper Seminars.

Read:

- ✓ The Renewed Mind by Larry Christenson
- ✓ Tale of Three Kings by Gene Edwards
- ✓ Building Up The Body of Christ by Bruce Hartung
- ✓ Boundaries by Cloud and Townsend
- Speaking of Jesus by Carl Medearis
- Armed & Dangerous by Jane Fryar
- Five Dysfunctions of Team by Patrick Lencioni
- eMyth Revisited by Michael E. Gerber
- Crucial Conversations by Patterson, et al.
- Purpose Driven Church by Rick Warren
- Designed to Lead by Geiger & Peck
- Switch by Chip Heath & Dan Heath

Ministry Managers

Leadership Responsibility:

Provides coaching/training for leaders and their teams/groups for regular ministry operations.

Ministry Areas:

Student Ministry/Youth Manager, Children's Manager, Music Ministry Manager, Care Team Manager, Events Manager, Serve Our Town Manager, Communications Manager, Community Engagement Manager, Office Manager

Discipleship:

Understands and applies Lutheran theology and teaches spiritual disciplines.

Leadership Commitments:

1. Signs Leadership Affirmation.
2. Knows about & supports NBLC Vision Framework.
3. Introduced to Leadership Development Pathway.
4. Signs Membership Covenant.
5. Can reproduce & explain NBLC Vision Framework.

Pathway Steps:

- ✓ Attend Q&A Session.
- ✓ Begin Cross Training Circuit.
- ✓ Identify “Your Five.”
- ✓ Have Daily Devotions (Time, Place & Plan).
- ✓ Begin “Know Christ” memory verses.
- ✓ Lifestyle beyond reproach (2 Corinthians 6:3).

- ✓ Knows “Your Five.”
- ✓ Can draw “Know Christ” wheel with verses from memory.
- ✓ Begin “Make Christ Known” memory verses.
- ✓ Attend a Changed Life Seminar.
- ✓ Connect Group Leadership Training to Lead a New Friends Group and/or Team.
- ✓ Attend Growing Deeper Seminars.
 - Memorize “Make Christ Known” memory verses.
 - Bachelor's Degree preferred, management experience.

Read:

- ✓ The Renewed Mind by Larry Christenson
- ✓ Tale of Three Kings by Gene Edwards
- ✓ Building Up The Body of Christ by Bruce Hartung
- ✓ Boundaries by Cloud and Townsend
- ✓ Speaking of Jesus by Carl Medearis
- ✓ Armed & Dangerous by Jane Fryar
- ✓ Five Dysfunctions of Team by Patrick Lencioni
- ✓ eMyth Revisited by Michael E. Gerber
- ✓ Crucial Conversations by Patterson, et al.
- ✓ Purpose Driven Church by Rick Warren
- ✓ Designed to Lead by Geiger & Peck
- ✓ Switch by Chip Heath & Dan Heath
- Teaching God's Children God's Teaching by Robert Kolb
- The Total Money Makeover by Dave Ramsey (or take Financial Peace University seminar)
- Who Moved My Cheese by Spencer Johnson
- The New One Minute Manager by Blanchard & Johnson

Ministry Directors

Leadership Responsibility:

Provides direction and fosters alignment for ministry areas, according to the Vision Framework.

Ministry Areas:

WISDOM Directors: Worship Pastors, Worship & Arts Directors, Family Life Director, Children's Ministry Director, Multiplication Director, Inreach/Outreach Director, Disciplines Director, Service Director, Business Director

Discipleship:

Understands and applies Lutheran theology and teaches spiritual disciplines.

Leadership Commitments:

1. Signs Leadership Affirmation.
2. Knows about & supports NBLC Vision Framework.
3. Introduced to Leadership Development Pathway.
4. Signs Membership Covenant.
5. Can reproduce & explain NBLC Vision Framework.

Pathway Steps:

- ✓ Attend Q&A Session.
- ✓ Begin Cross Training Circuit.
- ✓ Identify “Your Five.”
- ✓ Have Daily Devotions (Time, Place & Plan).
- ✓ Begin “Know Christ” memory verses.
- ✓ Lifestyle beyond reproach (2 Corinthians 6:3).
- ✓ Knows “Your Five.”
- ✓ Can draw “Know Christ” wheel with verses from memory.

- ✓ Begin “Make Christ Known” memory verses.
- ✓ Attend a Changed Life Seminar.
- ✓ Connect Group Leadership Training to Lead a New Friends Group and/or Team.
- ✓ Attend Growing Deeper Seminars
- ✓ Memorize “Make Christ Known” memory verses.
 - Begin “Rely on Christ's Resources” memory verses.
 - Bachelor's Degree.

Read:

- ✓ The Renewed Mind by Larry Christenson
- ✓ Tale of Three Kings by Gene Edwards
- ✓ Building Up The Body of Christ by Bruce Hartung
- ✓ Boundaries by Cloud and Townsend
- ✓ Speaking of Jesus by Carl Medearis
- ✓ Armed & Dangerous by Jane Fryar
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- ✓ Teaching God's Children God's Teaching by Robert Kolb
- ✓ The Total Money Makeover by Dave Ramsey (or take Financial Peace University seminar)
- ✓ Who Moved My Cheese by Spencer Johnson
- ✓ The New One Minute Manager by Blanchard & Johnson
 - Making Sense of God by Timothy Keller
 - Natural Church Development by Christian Schwarz
 - Church Unique by Will Mancini
 - Trust & Teams by Jane Fryar
 - Exponential by Dave Ferguson

Executive Ministry Staff

Leadership Responsibility:

Formulates strategy and tactics for fulfilling NBLC's defining documents. Creates vision for the church.

Ministry Areas:

Senior Pastor, Mission & Ministry Director, Faith Journey Director

Discipleship:

Teaches Lutheran theology and serves as a Christ-like example.

Leadership Commitments:

1. Signs Leadership Affirmation.
2. Knows about & supports NBLC Vision Framework.
3. Introduced to Leadership Development Pathway.
4. Signs Membership Covenant.
5. Can reproduce & explain NBLC Vision Framework.

Pathway Steps:

- ✓ Attend Q&A Session.
- ✓ Begin Cross Training Circuit.
- ✓ Identify "Your Five."
- ✓ Have Daily Devotions (Time, Place & Plan).
- ✓ Begin "Know Christ" memory verses.
- ✓ Lifestyle beyond reproach (2 Corinthians 6:3).
- ✓ Knows "Your Five."
- ✓ Can draw "Know Christ" wheel with verses from memory.
- ✓ Begin "Make Christ Known" memory verses.
- ✓ Attend a Changed Life Seminar.
- ✓ Connect Group Leadership Training to Lead a New Friends Group and/or Team.

- ✓ Attend Growing Deeper Seminars.
- ✓ Memorize “Make Christ Known” memory verses.
- ✓ Begin “Rely on Christ's Resources” memory verses.
- Continuing Scripture memorization pattern using TMS, catechism memory work, etc.
- Master's Degree preferable.

Read:

- ✓ The Renewed Mind by Larry Christenson
- ✓ Tale of Three Kings by Gene Edwards
- ✓ Building Up The Body of Christ by Bruce Hartung
- ✓ Boundaries by Cloud and Townsend
- ✓ Speaking of Jesus by Carl Medearis
- ✓ Armed & Dangerous by Jane Fryar
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- ✓ Making Sense of God by Timothy Keller
- ✓ Natural Church Development by Christian Schwarz
- ✓ Church Unique by Will Mancini
- ✓ Trust & Teams by Jane Fryar
- ✓ Exponential by Dave Ferguson
- The 4 Disciplines of Execution by Chris McChesney

Ministry Policy Based Governance Board

Leadership Responsibility:

Is gripped by and advocates the vision of the church. Confirms ministry strategies, tactics, and operations are undertaken in alignment with NBLC's defining documents: constitution, bylaws, policies, and Vision Framework.

Ministry Areas:

Vision & Values Leadership Team (and some Tactical Team Leads)

Discipleship:

Understands and embraces Lutheran Theology and serves as a Christ-like example.

Leadership Commitments:

1. Signs Leadership Affirmation.
2. Knows about & supports NBLC Vision Framework.
3. Introduced to Leadership Development Pathway.
4. Signs Membership Covenant.
5. Can reproduce & explain NBLC Vision Framework.

Pathway Steps:

- ✓ Attend Q&A Session.
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- ✓ Begin “Make Christ Known” memory verses.
- ✓ Attend a Changed Life Seminar.

- ✓ Connect Group Leadership Training to Lead a New Friends Group and/or Team.
- ✓ Attend Growing Deeper Seminars.
- ✓ Memorize “Make Christ Known” memory verses.
- ✓ Begin “Rely on Christ's Resources” memory verses.
- ✓ Continuing Scripture memorization pattern using TMS, catechism memory work, etc.
- Strive for balance of those with college degrees and those without (representative of congregation).

Read:

- ✓ The Renewed Mind by Larry Christenson
- ✓ Tale of Three Kings by Gene Edwards
- ✓ Building Up The Body of Christ by Bruce Hartung
- ✓ Boundaries by Cloud and Townsend
- ✓ Speaking of Jesus by Carl Medearis
- ✓ Armed & Dangerous by Jane Fryar
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- ✓ The New One Minute Manager by Blanchard & Johnson
- ✓ Making Sense of God by Timothy Keller
- ✓ Natural Church Development by Christian Schwarz
- ✓ Church Unique by Will Mancini
- ✓ Trust & Teams by Jane Fryar
- ✓ Exponential by Dave Ferguson
- ✓ The 4 Disciplines of Execution by Chris McChesney
- The Christian Faith by Robert Kolb
- Carver's Policy Governance

Contact
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to begin your ministry
leadership journey!