

LEADER GUIDE



WELCOME



You're holding this guide because you are either
currently a leader at the Church,
or you have been asked to consider leading.

At the Church we have been discovering together that leadership is not about having it all figured out. Rather, as this Guide explains, leadership is about being able to discern God's moment-by-moment leading, and respond with extravagance to His offer to participate with Him in His kingdom work.

In short, to be a leader is to be a missionary.

As missionaries we all get to reinterpret brokenness — personally and corporately — as the workspace for Almighty God. And, as God does His work of “picking up the disconnected pieces,” we get to be a part of maximizing those connections 1 person, 1 neighborhood, 1 region at a time until Madison is transformed.

We believe that leadership is about following Jesus
and connecting people to life in Him.

In the pages that follow, you are invited to process with us the WHYs and the HOWs of leading at the Church. May God bless you as you seek to respond to what He is doing in your life and in your world.

A handwritten signature in blue ink that reads "Pastor Jeff". The word "Pastor" is written in a cursive style, and "Jeff" is written in a more stylized, looped cursive.

Lead Pastor



AWARE

Welcome to the world of “I know.”

“I know,
I know.”

*Comfortable.
Safe.
Secure.*

CONFESSION

Our contentment with what we know keeps us from what we *could* know.

We are not teachable. Honestly, I think we use “I know” ...

...to shut out the active guidance of the Spirit.
...to excuse our disobedience.

*Only when we can be transparent about this reality in our hearts and its impact
can we begin to expose the lie and find restoration in Christ.*

Christ died on the cross because **we don't know**.

Jesus said, “Father, forgive them, for they don't know...”

We are carelessly unaware. We are unaware of our lack of understanding,
unaware of what **we don't know**. And, for the most part, we're good with it.

The reality is, we can't know until we **acknowledge that we don't know**.

But hope is at hand.

Jesus knows.

That's exactly why He came to **share His life** with us.

*I no longer call you servants, because a servant does not know His master's business.
Instead, I have called you friends, for everything that I learned from my Father I have made known to you.*
—Jesus [John 15:15]

SHARE HIS LIFE

In the World of “I Know” we are afraid to admit that we don't know.

Yet, it is precisely that acknowledgement that sets us free.

It is that acknowledgement that keeps us open to His guidance.

It is that awareness that keeps us open to share His life!

*My old self has been crucified with Christ. It is no longer I who live, but Christ lives in me.
So I live in this earthly body by trusting in the Son of God, who loved me and gave himself for me. [Galatians 2:20]*

Jesus shares His life...with ME.

STEP BY STEP

As a leader in the Church, “I don’t know” is expected.

In fact, it is desired.

You are free to lead in the reality that you are a work in progress.

You don’t have all the answers, and you don’t have it all figured out.

Jesus promised a Counselor, the Spirit of God, to guide us into all truth.
Jesus told us “the world cannot accept Him, because it does not see Him or know Him.” [John 14:17]

But, **YOU know Him.** He lives with you and will be in you.

He will be with you forever. He is the Spirit of truth. [John 14:17]

He will keep telling you about Jesus. [John 15:26]

So, since we have the Spirit, let us **keep in step** with the Spirit. [Galatians 5:25]

As leaders, we lay aside our “I Knows” in favor of His step-by-step guidance.

Then we invite others to **know** a power that is made perfect in weakness, to **know** the all-sufficient presence of Jesus, to **know** the joy arising from abandoned reliance on Almighty God.

It is impossible to lead others where you have never gone. So...

What “I knows” are you clutching?

What new thing do you suppose Jesus has been trying to teach you?

Blessed are those whose strength is in you,
whose hearts are set on pilgrimage. [Psalm 84:5]





[MISSION]

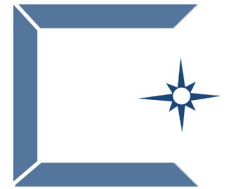
MISSION AS MISSIONAL MANDATE

where every person joins Jesus on His mission.

“connect people to life in Jesus.”

Even if we admit we don't know, without guidance we fail to move forward. Surely God wants to take us somewhere new, where we see His grace more clearly. He wants us to participate in His mission. We get to contribute to something that is much bigger than ourselves. That “something” is our **compass**.

It is what we are ultimately supposed to be doing no matter the terrain or environment. The mission is timeless. It expresses a direction and points everyone in that direction. The mission is like a thread that weaves through every activity of the church.



Mission illustrated
as a Compass

Jesus uses a word picture:

I am the vine; you are the branches. If you remain in me and I in you, you will bear much fruit; apart from me you can do nothing. If you do not remain in me, you are like a branch that is thrown away and withers; such branches are picked up, thrown into the fire and burned. [John 15:5-6]

Through faith in Jesus
people are grafted into the vine.
They are connected to the source of life.
Living among friends and neighbors who have not been
connected to the vine, it is our mandate to connect them to life in Jesus.

Are you living out your mission?

How will you connect someone to life in Jesus today?

Leadership begins with a resolve to personally obey this mandate. Acknowledging that there is no life apart from Jesus Christ, and maximizing all of our opportunities to connect people to life in Jesus, we joyfully embrace this mandate as our own. Connecting John 3:16 and John 20:21, we celebrate the gracious calling on our life to “connect people to life in Jesus.” There is no higher privilege.

The call to leadership at *the Church* is about faithfully connecting the people in our circles of influence to life in Jesus and helping others under our leadership to join us in this mandate.

**“As the Father has sent me,
so, now, I am sending YOU.” [John 20:21]**

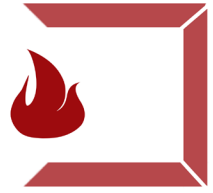
[VALUES]



VALUES AS MISSIONAL MOTIVES

where everyday life becomes so much more.

On any given day there are a thousand things clamoring for our attention, a multiplicity of motivations that move us. What we value will either direct us back toward center or divert us from what is truly worthwhile. Values are the **motivational flame** of the church. They are the shared convictions that guide actions and reveal our unique strengths. These motives answer “Why do we do what we do at our church?” They are springboards for daily action and filters for decision-making. They distinguish our philosophy of ministry and shape our culture and ethos.



Values illustrated
as a Flame

As a community of believers at the Church, we affirm five core values that we like to refer to as our missional motives.

Ordinary+

because ordinary people connected to Jesus share in Christ's extraordinary mission.

[Mark 1:16-18; John 4:1-30, 39-42; John 15:16; Acts 4:13]

Step+

because simple steps guided by Jesus accelerate the impact of new life.

[Joshua 1:1-9; Joshua 5:13-15; Matthew 14:13-21; Acts 8:26-27a]

Friendship+

because friendships infused with Jesus expand the reach of true community.

[Matthew 18:20; John 1:38-39; 1 Thessalonians 2:8; 1 John 4:10-12]

Generosity+

because generosity empowered by Jesus fuels a contagious, others-centered culture.

[1 Chronicles 29; Luke 21:1-4; John 12:1-8; 2 Corinthians 8:1-9]

Home+

because a home centered on Jesus becomes the epicenter of an active life of faith.

[Deuteronomy 6:1-9; Psalm 128; Luke 8:38-39; Ephesians 5:21-6:4]

As leaders,
we are compelled
and gripped
by these
values.

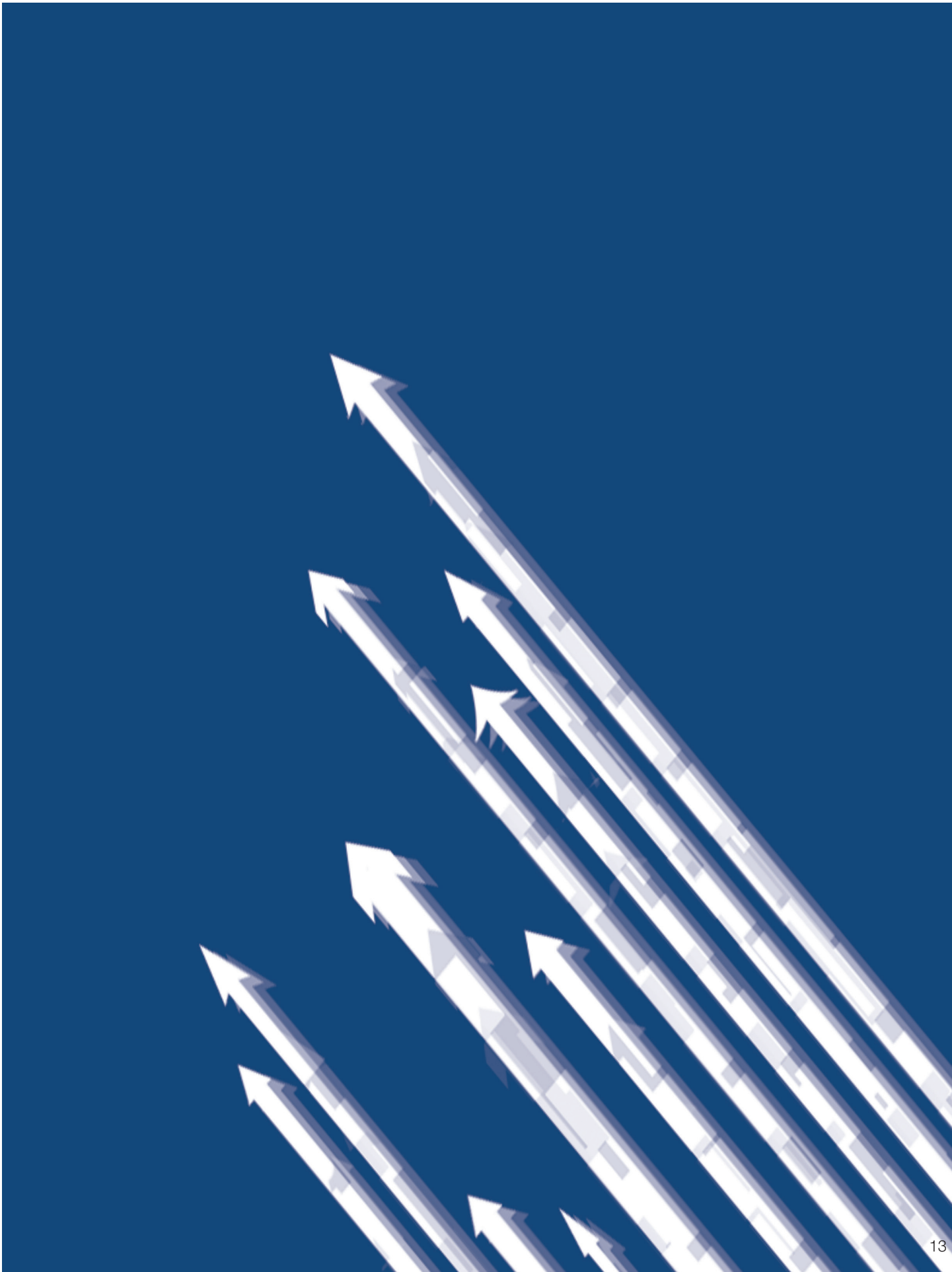
HOW DO THESE VALUES *lead and guide you?*

If you've gotten anything at all out of following Christ, if his love has made any difference in your life, if being in a community of the Spirit means anything to you, if you have a heart, if you care — then do me a favor: Agree with each other, love each other, be deep-spirited friends. Don't push your way to the front; don't sweet-talk your way to the top. Put yourself aside, and help others get ahead. Don't be obsessed with getting your own advantage. Forget yourselves long enough to lend a helping hand.

Think of yourselves the way Christ Jesus thought of himself. He had equal status with God but didn't think so much of himself that he had to cling to the advantages of that status no matter what. Not at all. When the time came, he set aside the privileges of deity and took on the status of a slave, became human! Having become human, he stayed human. It was an incredibly humbling process. He didn't claim special privileges. Instead, he lived a selfless, obedient life and then died a selfless, obedient death — and the worst kind of death at that — a crucifixion.

Because of that obedience, God lifted him high and honored him far beyond anyone or anything, ever, so that all created beings in heaven and on earth — even those long ago dead and buried — will bow in worship before this Jesus Christ, and call out in praise that he is the Master of all, to the glorious honor of God the Father.

-Philippians 2:1-11 [The Message]



STRATEGY AS MISSIONAL MAP

where people make intentional moves to grow.

A carefully crafted strategy is the essential ingredient to a successful mission. It is the picture that demonstrates how we will accomplish our mission on the broadest level. Strategy answers the question "How do we do what we do?" It is a **flashlight** that will help new people clearly see next steps and guide membership to a clear understanding of expectations. Strategy is like a container that holds all organization activities into one meaningful whole. Without this picture individuals within the church will forget how each work component fits into the mission. They will be lost in a programmatic soup of random activity. Think of strategy as a pattern of participation that clarifies places and rhythms of being involved. It is our operational logic. In that way it functions as a missional map.



Strategy illustrated
as a Flashlight

the Church's strategy or missional map has three components, which, when they are put together, build a connecting lifestyle.



In all of activity at the Church it is our purpose to lead people to demonstrate and share the love of God in Jesus. We are not merely interested in providing church programming for people, but in nurturing a connecting lifestyle in them. That's what we mean by "connecting lifestyles." It's not just a program or an event, it's a way of life!



We join together to focus on Jesus, offer Him praise, and allow Him the space to speak to us. lifeWorship is an exciting part of the Church experience.



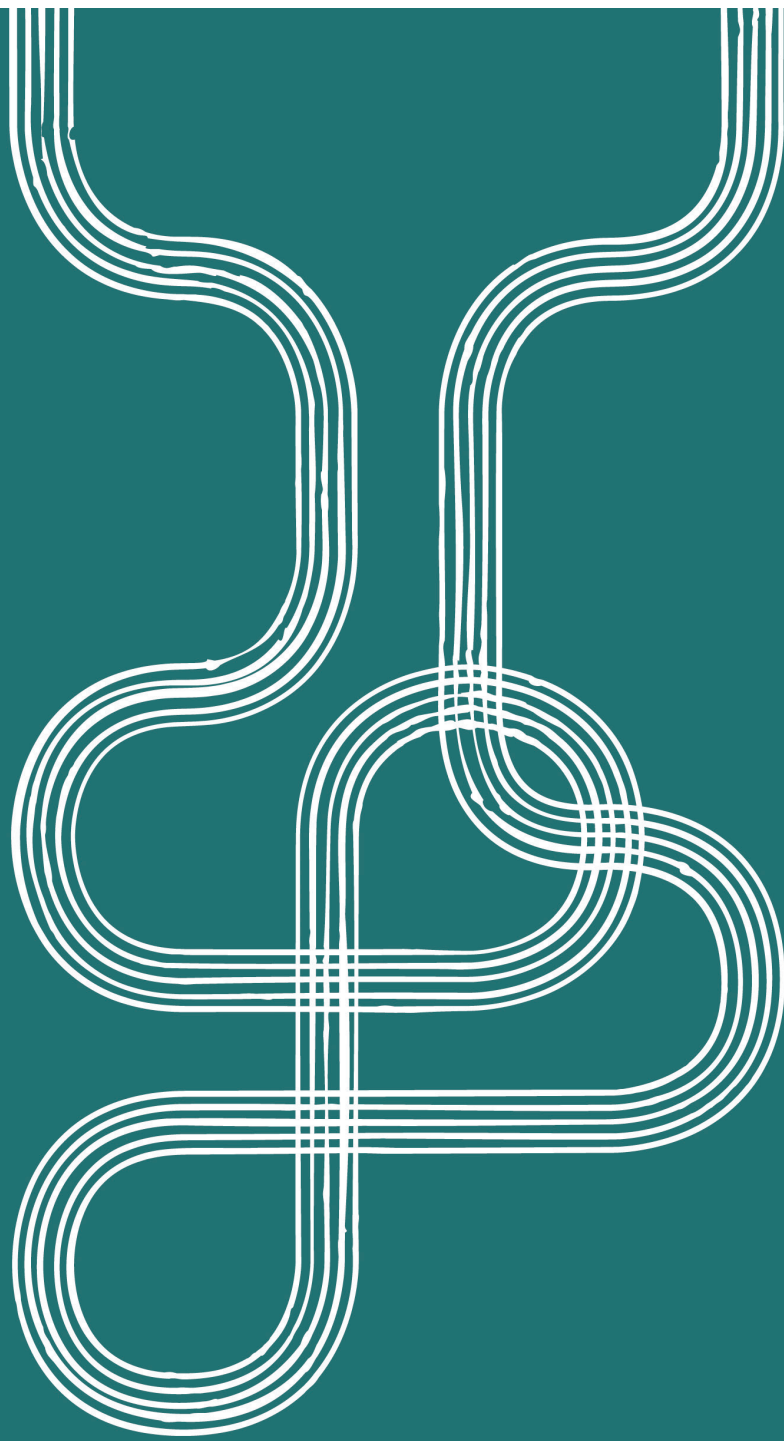
Authentic biblical community requires deep connections. Our connection to other people is at the heart of our Christian experience. Though we often experience worship in a large setting with many other people, authentic connections happen most effectively in smaller groups where there is opportunity for dialog and relationships. In lifeGroup, people at all different stages of their spiritual journey grow together in Christian fellowship as they worship, experience God, minister to one another, and serve together in their community.




We embrace giving as a way of life. It starts with the personal need within each of us to return to God a thankful portion of our time, talents and treasures to serve Him, serve His church and serve others. The Bible teaches that each of us has something to give [1 Corinthians 12:1-30]. God has designed each of us with a unique passion and desire to serve. We encourage you to discover a place to serve that fits the way God has wired you. When each of us does our part we can accomplish great things.

“Do what you can, with what you have, where you are.”

- Teddy Roosevelt



[STRATEGY]

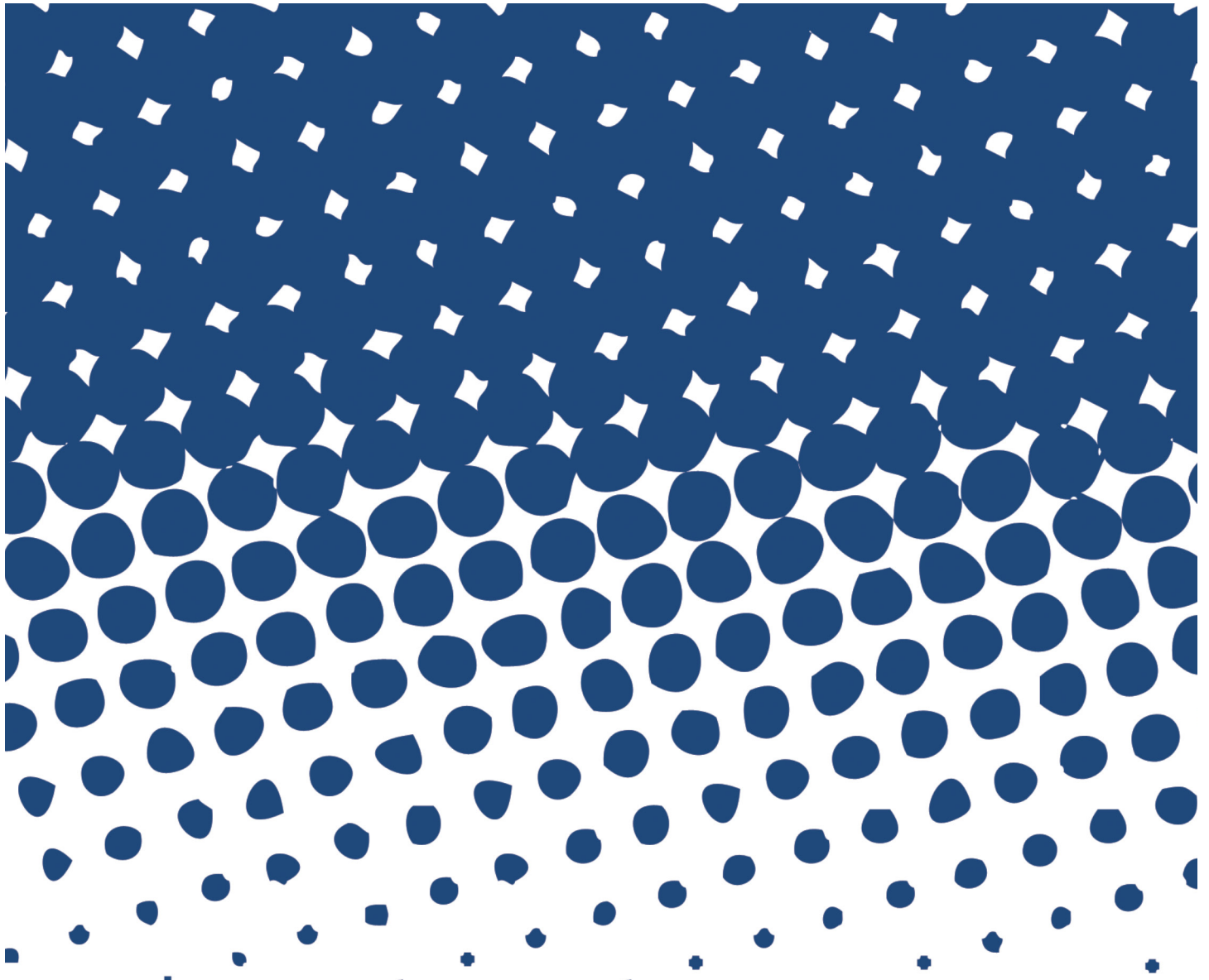


the Church's strategy isn't a three-step formula for "Being a good Christian." Our strategy describes the environments where we can actively participate and make ourselves available for God to do His work in us. Each environment is crucial for spiritual growth.

*How are you
embracing
our strategy?*

LET US THINK OF WAYS
TO MOTIVATE ONE ANOTHER
TO ACTS OF LOVE
AND GOOD WORKS.
AND LET US NOT NEGLECT
OUR MEETING TOGETHER,
AS SOME PEOPLE DO,
BUT ENCOURAGE ONE ANOTHER,
ESPECIALLY NOW
THAT THE DAY OF HIS RETURN
IS DRAWING NEAR.

[Hebrews 10:23-25]



[LIFE MARKS]

LIFE MARKS AS MISSIONAL MEASURES

where people become more like Jesus.

Is God really doing anything at *the Church* and how will we know?

We will never publish enough newsletters or send enough emails to validate God's work in our midst. This isn't about what "should be" based on our mission and our values. It's about what is — what is happening in your life? What is changing in our community as a result of being connected to life in Jesus?

Our Life Marks articulate the attributes of an individual's life that are evident when they are living life in Jesus. Our Life Marks act as missional measures and are visualized as a **bull's eye**. These provide the standard by which the mission can be measured.



Mission Measures
illustrated as a
bull's eye.

As a community of believers, we expectantly anticipate that as we follow God's leading, we will each see clear evidence of His work. As we "connect people to life in Jesus," things will change. Growth will take place. Lives will be restored. *So you should be able to say:*

• I am **SUSTAINED** by the Word.

Bible: Am I reading, reflecting on, and responding to God's Word daily?
[Exodus 16:13-21; John 6:32-35]

Grow: Would people closest to me recognize that I have a growing relationship with Jesus?
[Acts 4:13]

Worship: Does personal and public worship hold a sacred place in my life?
[Acts 2:42-47; Hebrews 10:19-22]

Community: Am I being sharpened by God's Word in relationship with other Christians?
[Acts 4:23-31; Hebrews 10:23-25]

• I am **DEPENDENT** on Christ.

Grace: Have I received Jesus by faith and do I allow Him to love and accept me in spite of who I am?
[Galatians 2:21]

Surrender: Am I giving up my idols to give Jesus center stage in my life?
[Genesis 35:1-2; Jeremiah 1:16; Romans 1:21-23; James 4:4; 1 John 5:20-21]

Focus: Do my calendar, relationships, and checkbook display that I am fully relying on God?
[Matthew 6:19-21; Matthew 7:16-17; James 1:22; James 2:14-26]

Prayer: Am I pursuing a more intimate relationship with God by allowing time for conversation with Him?
[Psalms 5:1-12; Daniel 6:10; James 5:13-18; Revelation 3:20]

• I am a visible **REFLECTION** of Jesus.

Love: Am I intentionally blessing neighbors and friends with a compassionate heart?
[Matthew 22:37-40; John 13:34-35; Romans 13:9; 1 John 4:11]

Obey: Am I listening for what God wants me to do and following through?
[Numbers 9:23; 1 Kings 19:11-13; Acts 10:1-48]

Purpose: Can I complete this statement: "I am making disciples and glorifying God by _____?"
[Esther 4:13-14; John 6:38; 2 Thessalonians 1:11-12; Titus 1:1-2]

Team: Am I playing my part well alongside others to make a Kingdom impact?
[Ephesians 4:16 & Nehemiah 2:18b]

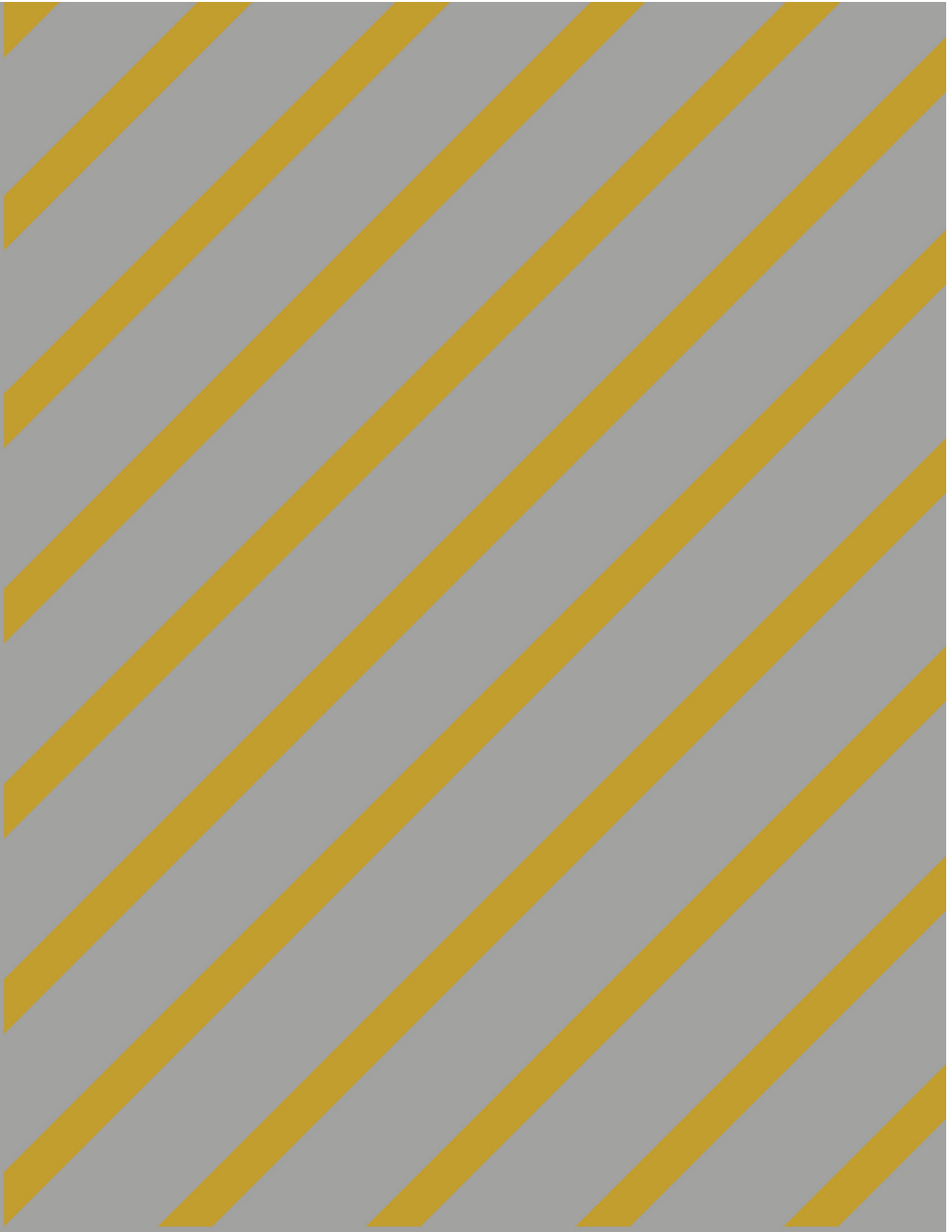
• I am the **MISSIONAL** heartbeat of God.

Discern: Who is God placing on my impact list?
[Acts 8:26-40; Acts 16:6-10]

Friend: Do I delight in sharing my life with others?
[1 Thess. 2:8]

Proclaim: Am I prepared and willing to speak the truth about Jesus when given the opportunity?
[1 Peter 3:15]

Teach: Am I helping another believer live life with Jesus?
[2 Timothy 2:2]



We want to be a church that relentlessly asks these questions of one another because we believe they prompt us to remember our life in Jesus and to evaluate how we are doing together at "Connecting people to life in Jesus."

“You yourselves are our letter, written on our hearts, known and read by everyone, revealing that you are a letter of Christ, delivered by us, written not with ink but by the Spirit of the living God, not on stone tablets but on tablets of human hearts.”

[2 Cor. 3:2-3]



NOTES

NOTES

Live.Life.
Together.



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