

LEADER EXPECTATIONS

Purpose

Leaders at Citizens Church exist to lead specific areas of ministry. Together, team leaders collaborate, plan, and encourage one another. It is the job of the team leaders to equip the saints for the work of ministry and to employ systems that will enable the same.

Why It Matters

"And he gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until we all attain to the unity of the faith and of the knowledge of the Son of God... to the measure of the stature of the fullness of Christ," -Ephesians 4

"Pay careful attention to yourselves and to all the flock, in which the Holy Spirit has made you overseers, to care for the church of God, which he obtained with his own blood." - Acts 20:28

Team leaders have a great responsibility in the church. Your primary aim is to equip the saints for the works of ministry. This requires a good example, diligence, faithfulness, and consistency.

Expectations

As Team Leaders and Area Coordinators at Citizens Church, you are expected to:

MUST HAVES:

- Attend all monthly Team Leaders Meetings.
- Attend the annual Leadership Retreat, typically in the summer.
- Set and meet Quarterly OKR's that align with the Church's OKR's and Vision
- Return team communication within 48 hours.
- Take responsibility for the volunteers on your team, including when they skip out.
- Work toward tithing at least (10%) of your income to Citizens Church.
- Create and maintain Role Descriptions for your entire team.
- Train your teams in their specific roles and your team's purpose.
- Cast the vision of the church to your teams.

FOR BEST OUTCOMES:

- Identify new team members who can take over specific responsibilities.
- Disciple new leaders and volunteers into deeper relationships with Christ.
- Promote all church events and posts on social media as much as possible.
- Seek God's specific direction for you life and ministry.
- Encourage and inspire your people to always be growing.
- If applicable, use Planning Center to establish workflows and follow up.
- Update your people's information on Planning Center, when needed.
- Consider other ministry and church initiatives in your planning.
- Collaborate with other leaders to find synergistic opportunities.
- Pray, worship, and study to increase your ministry effectiveness.
- Set aside at least five hours a week of personal prayer time.

Team leaders are responsible for everything that falls under the purview of their ministry team. However, they can – and are encouraged to – work with other team leaders as well as empower coordinators and volunteers to help them accomplish their mission.

Outcomes

As we all strive to stay consistent in communication, fervent in prayer, diligent in work, and faithful in discipleship, we will see Christ build his Church and will "attain to the unity of the faith and of the knowledge of the Son of God." Additionally, we will be built up as God provides strength and spiritual resource for us in our work.

You will be fulfilled in your calling as God provides the power and supplies the community support you need to stay faithful in the work you've been called to.

Ultimately, we will accomplish our mission to Reach Neighbors and Reveal Christ to Make Disciples.

I, _____, will honor my peers, my team, and this church by committing to make my best efforts to fulfill these expectations as a leader at Citizens Church. I desire to see: Life. Change. In Christ. And understand that my contributions will either be a contribution or a detriment to the vision and mission of this Church. We are in this together, and my signature is an affirmation of my intent.

