

VERITAS

Church-Based Leadership Development

Bringing All to Maturity, and *Many into Leadership*

A Philosophy of Training Leaders¹

First Central Bible Church
Chicopee, MA

¹ Adapted from “Church Based Leadership Training,” paper written by Tim Jack & Mark Wheeler, Crossroads Bible Church, Bellevue, WA, 2001

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A Philosophy for Training Leaders at First Central Bible Church

Foundational to our training philosophy is the concept of becoming what he have chosen to call an “Antioch Church,” after the believing community described by Luke in the Book of Acts:

An Antioch Church is...

- **An Acts 2:42-47 community** with ongoing ministry to itself and powerful outreach to the local geographic community.
⁴² And they devoted themselves to the apostles’ teaching and the fellowship, to the breaking of bread and the prayers. ⁴³ And awe came upon every soul, and many wonders and signs were being done through the apostles. ⁴⁴ And all who believed were together and had all things in common. ⁴⁵ And they were selling their possessions and belongings and distributing the proceeds to all, as any had need. ⁴⁶ And day by day, attending the temple together and breaking bread in their homes, they received their food with glad and generous hearts, ⁴⁷ praising God and having favor with all the people. And the Lord added to their number day by day those who were being saved. ²

- **An Ephesians 4:11-16 body** in that gifted leaders focus on equipping the Saints to carry out the ministry of God through the church—i.e., ultimately, the Great Commission.
¹¹ And he gave the apostles, the prophets, the evangelists, the shepherds and teachers, ¹² to equip the saints for the work of ministry, for building up the body of Christ, ¹³ until we all attain to the unity of the faith and of the knowledge of the Son of God, to mature manhood, to the measure of the stature of the fullness of Christ, ¹⁴ so that we may no longer be children, tossed to and fro by the waves and carried about by every wind of doctrine, by human cunning, by craftiness in deceitful schemes. ¹⁵ Rather, speaking the truth in love, we are to grow up in every way into him who is the head, into Christ, ¹⁶ 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.

- **An Acts 13 resource** in that we will send trained, equipped, and called men and women into service as God provides specific ministry opportunity. An established church establishing other churches.
¹Now there were in the church at Antioch prophets and teachers, Barnabas, Simeon who was called Niger, Lucius of Cyrene, Manaen a lifelong friend of Herod the tetrarch, and Saul. ² While they were worshipping the Lord and fasting, the Holy Spirit said, “Set apart for me Barnabas and Saul for the work to which I have called them.” ³ Then after fasting and praying they laid their hands on them and sent them off.

² *The Holy Bible: English Standard Version.* (2001). (Ac 2:42–47). Wheaton: Standard Bible Society.

An Antioch Church and Leaders

In order to function as an Antioch church it is essential that leaders be developed from within the local church, to serve the local church, by bringing believers to maturity within the local church. Leadership development in the church is actually an ongoing, overarching, “body-life” process that seeks to bring all immature (unestablished) Christians to ever-deepening maturity (which by definition includes broad service to the Body of Christ) so that some may be called by God to greater servant-leadership within the local church or as those who will work in other “mission” setting.

- ◆ Leadership development is a natural outgrowth of the establishing process in the church. It is the implicit precursor to missions as we seek to send servants from among our leaders. It **must** be an intentional practice of a sending church. Ultimately the church must develop its own leaders, at every level, in its own context, committed to its driving vision.
- ◆ 2 Timothy 2:2 is a mandate for leaders in the church to be continually developing other faithful men to handle the “deposit of faith.” Current leaders, at every level in the church must take this task seriously. Every recognized leader, especially elders and pastors should have at least one protégé. They **must** take the “point” in leadership training—mentoring, guiding and encouraging emerging leaders as to the specific direction they should go in order to be more fully equipped. They must make the identification and development of called leaders one of their highest priorities. 2 Timothy 2:2 should be a vital part of every pastoral job description.
- ◆ Leadership development must include
 1. skill development (*Competence*),
 2. academic training (*Content*),
 3. and growth in maturity (*Character*).

The biblical term “sound doctrine” encompasses these three categories³.

 4. At the highest levels there must also be a recognized *Call*.

Therefore, First Central Bible Church is committed to “church-based leadership” development—which means that we will not totally depend upon seminaries and Bible Colleges for training—even of called leaders⁴. Our goal is to purposefully develop biblical knowledge and biblical character in tandem in the context of ministry (i.e., “in ministry”).

- ◆ Elders, the spiritual hub of the local flock, are church-wide leaders who are recognized as chosen and equipped by God for their task—the leadership of Christ’s Church. ***It is this sovereign choice by God that sets these leadership roles apart from other levels of leadership.*** Leaders at this level – elders/pastors – must oversee this process.

³ Biblical knowledge that is truly understood always results in wisdom living or character growth as it is applied to life rather than just “assented to.” This intersection of knowledge and character demonstrates “sound” or “healthy” doctrine.

⁴ If we hope to delegate what has been “staff” ministry to emerging leaders they will need to learn and grow in biblical and theological concepts. Not everyone will be able to attend formal classroom training. We need to facilitate this instruction within the local church.

- ◆ Leadership development is a *lifelong learning process*. We fully expect to be a healthy church that sees the continued “deepening” of its leaders over time—growing in Godliness (character), pursuing new knowledge, and maturing in service. This also means that there will most likely be a “leader of leaders” who continues the ongoing development process.
- ◆ Spiritual leadership begins and ends with a full dependence on God. All leadership is all of Grace. God can work powerfully through the weakest leader.

Bringing All to Maturity, and Many into Leadership

Spiritual leadership functions on two broad levels within the local church. These are not mutually exclusive:

1. *Mature believers* who pass on what they know to other, less mature, believers. All believers should aspire to a mature faith and practice.
2. *Organizational leaders* within the church.
Organizationally, there are leaders in almost every ministry program, and who function at a variety of levels—and who must also demonstrate maturity appropriate to the task:
 - ◆ Small group leadership—leading discussions and small group studies.
 - ◆ Public “up front” leadership in classes or the worship service.
 - ◆ Bible teachers from Children’s ministry to Adult Sunday School
 - ◆ Task Group leadership.
 - ◆ Elder Council leadership.
 - ◆ “Professional” leadership, i.e. staff.
 - ◆ Leaders of leaders in any of the above groups.

Not every ministry position in the program of the church should be considered a leadership position. Not every position demands the same degree of maturity or knowledge or skill. Those with oversight of each ministry should recognize emerging leaders within their own area and seek to develop them for greater service and leadership.

Leaders, and emerging leaders, need to be “*in process*” at every level of ministry. As men and women progress in sound doctrine and skill; as they demonstrate Christian character and faithfulness, they should be used in ministering to others. As skills continue to develop, character continues to deepen, and biblical knowledge expands greater servant leadership may be given. All leadership should be tested and “approved”—proven faithful. Expanded ministry and leadership roles should be withheld from those who do not prove diligent nor ready.

Organizational leaders in the church (at all levels) are often under pressure to place certain people into leadership whether appropriate or not. Some inadequate reasons for placing a person into leadership:

- ◆ The person is only qualified in academic terms.

- ◆ The person has the necessary ability, but their character is flawed in some major way. This type of person often does more harm than good in any position of leadership they may hold, unless the character flaw is sorted out.
- ◆ The person is being supported by powerful people in the church or they have been very generous in financial terms.
- ◆ The person has served the Lord for many years in the church, so they are due for a promotion.
- ◆ The person is only young, talented and highly motivated (but not necessarily spiritually motivated.)
- ◆ The person threatens to leave the church if their leadership is not recognized.
- ◆ The person is very competitive, proud or ambitious.⁵

Leadership Development at First Central Bible Church

Leadership development is not an exact science, and it may not always follow a set sequence. We do not have a Leadership Development **Program**, but rather a Leadership Development **Strategy**. Organizationally, at FCBC, it is multifaceted, with:

- Potential leaders surfacing in every ministry area.
- Emerging leaders recognized and trained by current ministry leaders within ministry areas in the church.
- Individuals growing as leaders through a variety of methods and programs from modeling to mentorship to ordered learning. Training may take place in classes, through discipleship and one-to-one mentoring, through internships, through on-the-job training in various ministry situations.

⁵ Bob Gordon, Master Builders, page 224.

Leadership Characteristics ⁶

A broad leadership profile will be used to help guide leaders and emerging leaders through areas they need to “master” at various levels of ministry (e.g., youth leadership, children’s leader, Elder, Deacon, etc.) Obviously, any knowledge must be demonstrated in practice.

We commit to the truth that growth as a leader will be a lifelong task continuously building upon, and revisiting, previous learning--each area helping to shape the others. This learning is more than theological content, including development of character, life and ministry skills, and the deepening understanding of God’s call upon one’s life.

We also commit to providing opportunities for leaders to develop in these areas through our regular ministry programs and our strategy for Church-Based Leadership Development.

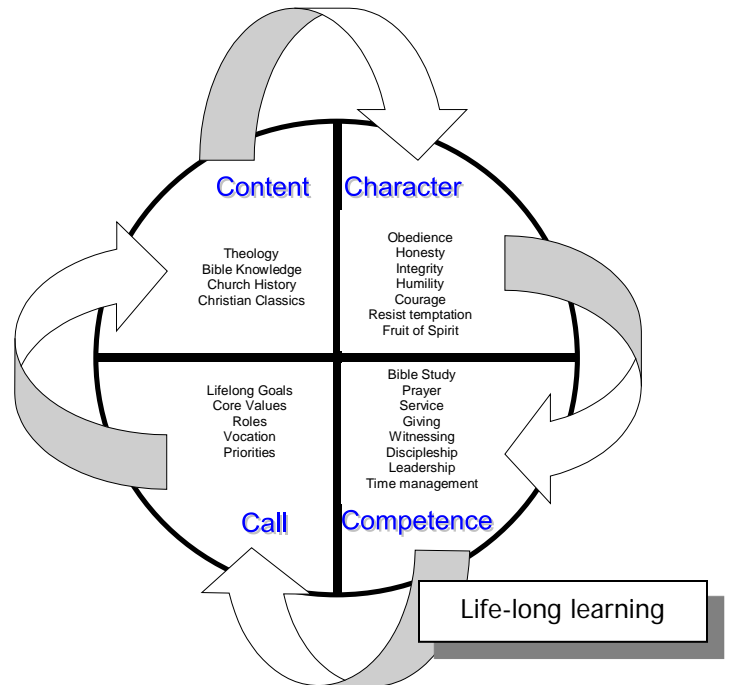
While no leadership profile will be complete for each individual and circumstance, the following are suggested for consideration.

Toward A Profile of a Christian Leader⁷

Christian leaders will demonstrate:

Characteristics relating to Content, including knowledge of the Scriptures and theology

- Is a student of the Scriptures and has a plan for lifelong learning.
- Demonstrates a general “overview” knowledge of the major themes of Scripture.
- Demonstrates an ability to do inductive Bible study as well as to accurately interpret Scripture.
- Knows the basics of theology and is able to apply that knowledge to contemporary and cross-cultural settings.
- Demonstrates a basic understanding of the Scriptural teaching on spiritual gifts, knows and uses his/her own spiritual gift(s), demonstrates an ability to discover and apply these gifts in order to lead others to the same personal knowledge and use of spiritual gift(s).
- Is able to define the basics of the Christian faith as well as defend, compare and contrast Christianity with the beliefs of other religions and cults with which one would have contact.
- Has a good grasp on the biblical basis for missions and is able to explain it.



⁶ Chart adapted from Glen Schaumloeffel, East Bay Calvary Church.

⁷ See also: Spiritual Leadership, J. Oswald Sanders; Master Builders, Bob Gordon.

- Demonstrates knowledge of spiritual warfare against the enemy (Satan and his kingdom).
- Demonstrates both an understanding of the problems and issues to be faced in a cross-cultural ministry and the skills to handle these. Should be able to explain the historical background and present setting of the targeted people group.
- Understands the importance of establishing the church worldwide.
- Understands the government and ministry structure of the local church.
- Has a respect for the lessons of Christian history.

Characteristics relating to Character, including Personal life, Spiritual life, and Family Life

- Shows evidence of an increasingly disciplined and balanced life as a servant of Jesus Christ.
- Demonstrates an understanding of the place of prayer in ministry and missions and exhibits an active prayer life.
- Shows evidence of the discipline of a personal quiet time (Bible study), meditation and prayer.
- Understands the true meaning of worship in the believer's life and demonstrates an ability to practice it in his walk with God.
- Demonstrates both an ability to understand and live at ease with one's own personality and its effect on relationships.
- Has healthy growing relationships and shows good interpersonal communication skills with others whether single or married.
- Demonstrates a teachable spirit.
- Shows a commitment to holiness and intent to obey God's commands.
- Is temperate (not addicted to wine and all that implies).
- Faithfulness in marriage (one woman man, one man woman), careful in relationships with the opposite sex.
- Is above reproach
- Is courageous in faith.
- Demonstrates growth in the fruit of the Spirit
 - Love
 - Joyful and optimistic
 - Peace. A peacemaker. Peaceable.
 - Patient
 - Kind
 - Good—reflecting God to others in good deeds.
 - Faithfulness. Perseverance and endurance.
 - Gentle. Humble. Not argumentative or unduly critical.
 - Self-control (and self-discipline). Diligent.
- Is hospitable.
- Not covetous, or marked by a love of money. Demonstrates contentment with God's provision.
- Sacrifices without grumbling or complaining.

- Is stable, firm, and dependable. Follows through on his word. Demonstrates a track record.
- Honesty and integrity are the hallmarks of his/her life.
- Is committed to unity in Christ.
- Demonstrates the ability to resist temptation.
- Understands the need for and is able to adapt and be flexible in his/her field under limiting conditions.

Characteristics relating to Competence, including ministry and life skills

- Is able to share the gospel in a variety of situations, (preferably including cross-cultural contexts) and lead a person to make a personal commitment to Jesus Christ.
- Is able to follow-up new believers, including training him/her in basic ministry skills.
- Demonstrates significant, on-going spiritual involvement in ministry to either one's target group or cross-cultural group.
- Is able to study the Bible for oneself, carefully interpreting and applying the Scriptures.
- Demonstrates skill at counseling and care, bringing the truth of Scripture to bear in people's lives—able to encourage, rebuke, help, strengthen others as required.
- Manages his household well
 - By practice, he is the loving head of his household, demonstrated primarily through a sacrificial love for his wife and children.
 - His children are under control.
 - He does not neglect his family and looks to their needs.
- Is able to work well with others.
- Is able to make decisions.
- Practices wisdom—the application of biblical knowledge to daily life.
- Speaks with grace, tact, and diplomacy.
- Manages his/her time.
- Manages his/her finances well.
 - Not inordinately in debt.
 - Generous in giving to the Lord's work.
- Is able to teach—carefully explaining what he/she has learned to others.
- Is skilled in leading
 - Able to cast and communicate vision to others.
 - Able to motivate people to follow.

Characteristics relating to Call, including an understanding of whom one is and God's purpose for his/her life

- Has a strong assurance of salvation.
- Is able to identify, examine and evaluate one's "call" to ministry.
- Operates out of a sense of vocation to the task of leadership. Understands that the call to ministry and leadership is a stewardship, not a right.
- Shows evidence of a well-developed understanding of biblical priorities—especially for the church. His/Her life is lived on the basis of core biblical values.

- Is able to identify one’s ministry target and demonstrates that he/she has done sufficient research and preparation for serving in that specific setting.
- Demonstrates a psychological aptitude for ministry and display “practical qualities” necessary for effective service.
- Serves God out of brokenness rather than pride.
- Has experienced a time of “wilderness.”
- Has developed and followed through on a plan to raise financial and prayer support.

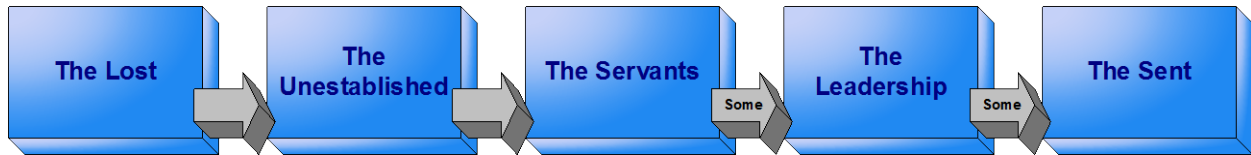
Some specific profiles, such as that of an Elder, must include the biblical qualifications listed for that position of servant-leadership.



Building Mature Saints at First Central Bible Church

Overview

Our goal is to take individuals with whom we have contact from where they are to greater maturity in Christ. Those who are lost need salvation. Those newly saved need to become established in the faith...able to stand on their own, growing into servants. From these maturing saints we must equip some to be leaders. From these leaders we must be prepared to equip those whom God calls into intensive or vocational leadership as pastors, elders, missionaries, etc. We want to bring all to maturity and many into leadership.



Those without Christ	Children, youth, adults who are young in the faith, untaught believers, believers caught up in the worldview of the World.	Ever-maturing believers who faithfully & sacrificially serve—using their gifts, talents, time, and resources for others for Christ's sake.	Mature models of believers. Elders and emerging leaders who carry the responsibility for the community of believers.	Those who lead the church and are supported by it. Missionaries. Those who work for the expansion of the Church.
Need the Gospel	Need to become strong...able to stand on their own in Christ; to understand the first principles of being a Christian.	Need mentoring, guidance, experience, opportunities to serve and prove their character.	Need training and adequate, accurate assessment of gifts, skills, character, knowledge of the word.	Need a clear philosophy of ministry; great depth of proven character; depth of biblical and theological content; excellent skill in using and teaching the Scriptures.
	Children's Ministry			
	Awana Program			
	Youth Ministries	Youth Staff		
	Adult Bible Fellowships	ABF Leaders		
	Growth Groups			
Women's Ministry				
	Worship teams	Worship Leaders		
			Elder's Bible Study	
			Veritas	

Basic Programs for Developing Maturity and Leadership at First Central Bible Church

(Establishing Christians in their faith, in communities of relationship, and equipping them to serve and share their faith)

Children’s Ministries (through grade 5)

Variety of age-appropriate programs for children. Overall purpose is to bring children towards maturity in Christ appropriate to their age, laying strong biblical foundation and world-view. One element of the ministry is the intentional development of some older children as “Servants for Christ”—teaching them basic servant-leadership concepts and skills in the context of the church programs.

Youth Ministries (Junior High – College)

Three well developed “communities” for Junior High, High School & College students. Each is age-appropriate in teaching and format. Strong Bible teaching is central to all three programs. Servant-leadership concepts are purposefully developed across all three groups.

Sunday Worship

Expository sermons through complete books of Scripture are foundational to all biblical instruction. Messages are developed with a view to “establish” the saints at all maturity and age levels.

Adult Bible Fellowship Groups

Smaller groups (20-60) with their own leadership. Each develops as something of a “mini-church” overseen by an Elder or Pastor. Emphasis is on “community”—with teaching, prayer, fellowship, shepherding all taking place to various degrees. Some are “life-stage” related; others are more open.

Small Groups

Small group Bible studies designed to help people study the Bible in community.

Veritas



Veritas is open to any and all who are interested in growing deeper in their knowledge of Scripture and theology (Content), sharpening their ministry skills (Competence), and becoming more like Christ (Character). It will be especially beneficial for those progressing into church leadership at all levels.

Veritas is unaccredited. Assessment is portfolio based.

First Central Bible Church is committed to being an “equipping church” for **all believers** within the church. In achieving that goal Veritas will provide:

1. Instruction in a greater depth, for the general population of First Central Bible Church as a means of more effectively establishing individuals in their faith (Colossians 1:28-29); 1 Thessalonians 2:1-12; 5:12f.)
2. Long-term, depth of training, for Bible teachers in all areas of ministry.
3. A means for recognized leaders to continue growing in doctrine and devotion.
4. A method for emerging leaders to deepen their knowledge in a more intensive situation.

The Institute, in conjunction with other church ministry and programs provides an ideal climate for the stimulation and growth in doctrine and devotion.

Veritas will make use of a variety of different delivery formats and methods, including:

Class or Course

Group of students regularly meeting with, and under the guidance of, a teacher for a determined period of time to intentionally cover a specific body of material. Classes in our program use both lecture and Socratic discussion.

Some classes may be in the D. Min format—where students read and prepare beforehand for an intensive class meeting (Saturday? Weekend?) The class time is followed by projects to synthesize all work.

Seminar

A small group of students, under the guidance of a teacher or mentor, meeting regularly to exchange information and hold discussions about a topic. Seminars are less structured than classes and predominantly Socratic in nature. There is a strong emphasis on bringing individual resources to the discussion.

Independent, contract Study

Under the loose oversight of a mentor, the student will develop a study, research, and reading plan. Deadlines for completion of study projects and review will be set.

Practicum

Practical work in a particular area of study. May include the development of practical application papers for specific ministry. E.g.,

Cross-cultural mission trip. Internships are essentially a “giant practicum.”

Reading

Course is taught mainly through assigned reading. There may be analytical or synthetic written response required. Little class work or meeting with mentors involved.

Outside Resource

Seminars, conferences, courses that are not directly presented by First Central Bible Church. E.g., Covey Planning seminar; Christian Management Conference.

Mentor Meeting

Similar to the seminar except that meetings and related instruction occur one-to-one with a wise counselor or teacher.

Curriculum

The basic curriculum falls into six broad categories and will include the following. Some of the courses will be more strongly oriented towards leaders:

Biblical Studies	Theological Studies	Ministry Foundations	Ministry Skills	Character Development	Life Skills
Pentateuch	Scripture	Practical Church Dynamics	Bible Study Methods	Character and Habits of a Leader	Biblical Portrait of Marriage
OT Historical Books	God	Developing a Philosophy of Ministry	Biblical Interpretation	Personal and Life Management Priorities/Skills	Parenting seminars
Poets & Prophets	Christ	Leadership Principles of Jesus	Teaching Skills		
Life of Christ/Gospels	Holy Spirit	Family and the Local Church	Evangelism		
Acts	Man	Principles of Spiritual Growth	Biblical Counseling		
Pauline Epistles	Sin	Life Assessment Planner	Preaching		
General Epistles	Salvation				
Revelation	Church				
	Future Things				

Veritas Transcript of Learning Modules

Biblical Studies	Date completed	Theological Studies	Date completed	Ministry Foundations	Date completed	Ministry Skills	Date completed	Character Development	Date completed	Life Skills	Date completed
Pentateuch		Scripture		Practical Church Dynamics		Bible Study Methods		Character and Habits of a Leader		Parenting with Purpose	
OT Historical Books		God		Developing a Philosophy of Ministry		Biblical Interpretation		Personal and Life Management Priorities/Skills		Biblical Portrait of Marriage	
Poets & Prophets		Christ		Leadership Principles of Jesus		Teaching Skills					
Life of Christ/Gospels		Holy Spirit		Family and the Local Church		Evangelism					
Acts		Man		Principles of Spiritual Growth		Biblical Counseling					
Pauline Epistles		Sin		Life Assessment Planner		Preaching					
General Epistles		Salvation									
Revelation		Church									
		Future Things									